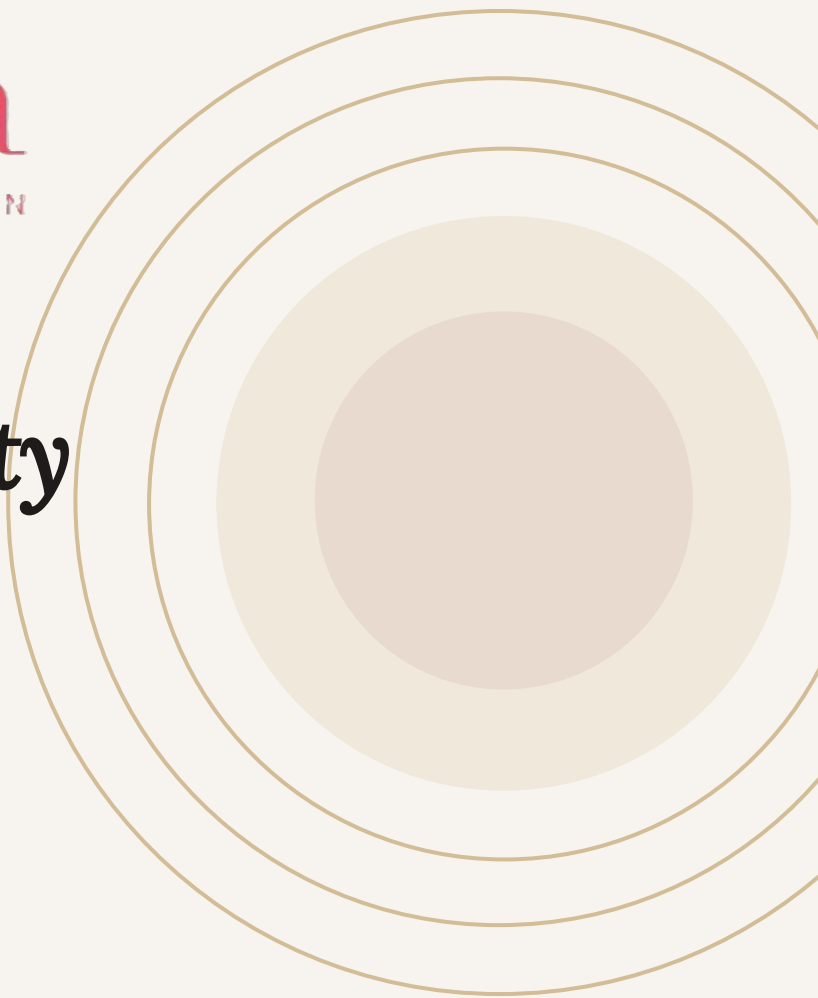




Ipazia
P R O D U C T I O N

Gender Equality Policy and Manifesto.

of Ipazia Production



IPAZIA PRODUCTION — www.ipazia-production.com — Rome & Bucharest





Who We Are

Ipazia Production is a cultural and artistic organization dedicated to using art to break stereotypes and challenge cultural inequalities. We champion equal opportunity, dignity, and respect in all we do.

Led by both a woman and a man, we practice equality from the inside out. Through theatre, cinema, and creative satire, we provoke reflection and foster genuine change, always advocating for a more equal society.

Our Vision On Gender Equality

Gender equality, for us, is a foundational value as essential to our work as artistic quality, intellectual honesty, or creative courage. We believe in it not because we are asked to, but because we have seen what its absence costs.

OUR VISION OF GENDER EQUALITY RESTS ON THREE PILLARS

i. Equal Dignity.

Every person, regardless of gender, deserves to be seen, heard, and valued for who they are and what they contribute. There is no hierarchy of worth. This applies in our organization, in our artistic work, and in the communities we engage.

ii. Equal Opportunity.

Talent does not discriminate, and neither should the spaces in which talent is allowed to flourish. We actively work to ensure that women, and all those who have historically been excluded from positions of visibility and power, find in Ipazia Production a space that is genuinely open not just formally, but structurally and culturally.



iii. **Freedom of expression and self-determination.**

Each person has the right to define themselves, to choose their path, to tell their story in their own words. We do not impose ideological frameworks or tell people what their identity should look like. What we defend, unconditionally, is freedom itself

iv. **Active challenge to stereotypes and cultural inequality.**

Beyond principles, we take an active role in confronting stereotypes, prejudices, and cultural conditions that continue to place women and others in a secondary position. Through our artistic work, projects, and communication, we aim to question these norms and contribute to a shift in mentality and awareness.

Ipazia Production does not take sides in ideological debates and does not use the language of gender equality as a political slogan. What we do is far simpler and far more demanding: we listen, we represent, we amplify, and we create the conditions for every voice to be heard.

In this spirit, our work has extended naturally to LGBTQ+ rights and other dimensions of human rights, because we understand equality as indivisible. The freedom of one group cannot be secured at the expense of another. Dignity, when it is real, is universal.

Our Internal Commitment

We believe that an organization cannot credibly advocate for equality in the world while reproducing inequality within itself. Our internal practices are therefore not incidental to our values; they are an expression of them.



**Leadership and
Team
Composition**

A woman leads Ipazia Production. This is not a statement of virtue; it is simply a fact that we are proud of, and one that shapes the culture of the organization in concrete ways. Our team is diverse in background, professional experience, and nationality, spanning cinema, television, photography, music, management, and European project design. We do not treat this diversity as a decorative feature. It is our operational strength.

We actively seek to involve women as producers, directors, authors, performers, project managers, and strategic partners at all levels of our work. We resist the tendency, still far too common in cultural institutions, to reserve visibility and decision-making power for men while assigning women to supporting roles.

**Working
Conditions
and Culture**

Within our organization, we maintain a culture of mutual respect, open communication, and zero tolerance for discrimination or harassment based on gender, sexual orientation, age, nationality, or any other characteristic. We believe that a safe and equitable working environment is not a privilege but a precondition for creative work of genuine quality.

We apply these principles consistently in how we hire, how we collaborate with artists and partners, how we manage EU-funded projects, and how we conduct ourselves in every professional relationship. Equality, for us, begins at home.



Institutional Integrity in EU Project Management

Our engagement with European funding frameworks, Erasmus+, Creative Europe, Horizon Europe, European Social Fund including CERV (Citizens, Equality, Rights and Values), reflects a deep alignment between our institutional mission and the values of the European Union. In all projects we lead or participate in, we ensure that gender equality principles are embedded, not added as an afterthought, in the project design, team composition, activities, and evaluation criteria. Our experience with structural funds and transnational partnerships reinforces this commitment at the level of institutional practice.

Awareness, Education, and Cultural Impact

We are committed to promoting awareness and education as essential tools to challenge stereotypes and prevent inequality. Through our projects and artistic activities, we engage with communities, young people, and educational contexts, where cultural biases often emerge. We aim to foster critical thinking, encourage dialogue, and contribute to a shift in mentality by addressing not only extreme forms of discrimination but also everyday prejudices and social norms.

Our External Actions

Projects and European Partnerships

Ipazia Production develops projects focused on inclusion, anti-discrimination, equal rights, and the fight against stereotypes, with a strong emphasis on gender equality.



Our work addresses not only extreme forms of inequality, such as gender-based violence, but also the cultural roots of discrimination, including prejudice, social norms, and stereotypes that influence behaviors and opportunities.

Through transnational partnerships, we engage communities, schools, and young people, where many of these biases are formed. Our projects combine artistic, educational, and participatory approaches to promote awareness, critical thinking, and active participation. We focus on creating spaces for dialogue and reflection, contributing to long-term cultural change and a more inclusive society.

Artistic Productions

Art is a central tool in our approach to gender equality and social change. Through theatre and performance, we explore the condition of women, power dynamics, identity, and the impact of cultural and social constraints. Our artistic language is diverse: sometimes dramatic, sometimes satirical, sometimes ironic or provocative. This allows us to reach audiences in different ways and challenge established mentalities.



Among our productions:

Svetlana: a powerful story of a woman affected by a toxic relationship, addressing violence and emotional dependency

Nell'ardore della nostra camera: a reflection on oppression and personal transformation within a patriarchal context

Io ed Elena: an exploration of complex relationships, identity, and emotional struggle

Asterisc (IL)LEGALE: a project addressing LGBTQ+ themes and identity, contributing to broader discussions on rights and inclusion

Our productions also explore identity, emotional experience, and the social roles imposed on individuals. Productions like *Io ed Elena*, *In the heat of our room*, and *Eye on the heart* reflect on personal transformation and emotional complexity, while works such as *Father* and *Mother* highlight how social expectations shape both women and men.

These productions not only represent stories but also create awareness, stimulate reflection, and contribute to questioning stereotypes and social norms. In addition to works explicitly addressing women's condition and gender-based violence, our productions also explore identity, emotional experience, and social roles more broadly. Through these narratives, we challenge not only visible forms of inequality but also the cultural expectations and norms that shape how individuals define themselves and relate to others, contributing to a wider understanding of equality.

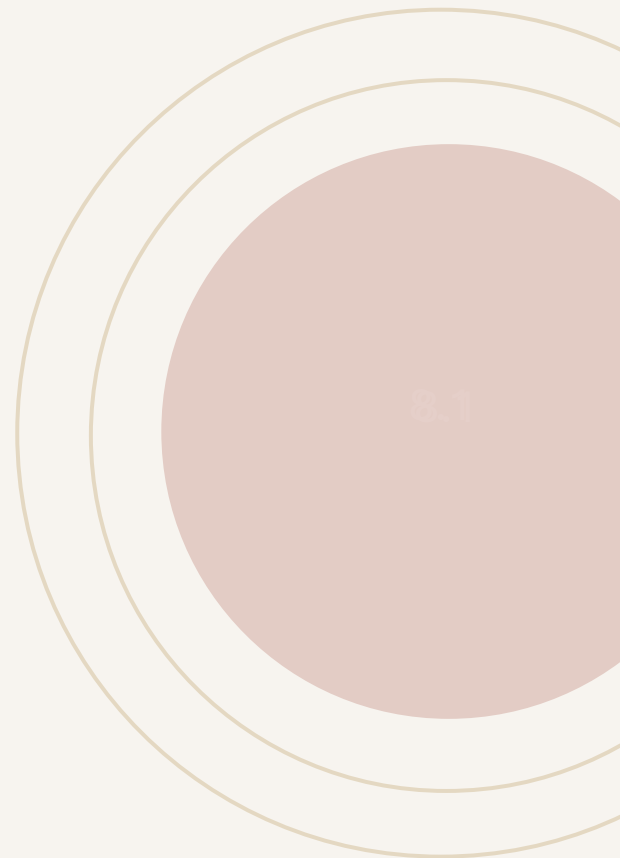


Communication and Awareness

We complement our artistic and project activities with communication and awareness actions aimed at a broad audience.

We engage the public through cultural events, collaborations with schools and youth organizations, and participation in public discussions. Attention is given to young people, as awareness at an early stage is essential to prevent the development of prejudice.

Our approach focuses on sensitizing audiences, promoting dialogue, and encouraging critical thinking. We aim to change everyday attitudes and cultural behaviors that sustain discrimination.





Our Manifesto

We believe that equality is not a destination. It is a daily practice.
This is what we stand for.

- I. We believe that every human being deserves to live, work, express, and create without discrimination, without limitation, and without being reduced by stereotypes or social expectations.
- II. We believe that culture is not neutral. Every story we tell, every voice we amplify, and every space we create contribute to shaping how people think, perceive, and relate to one another. For this reason, we take responsibility for what we produce and how we produce it.
- III. We believe that art has the power to challenge what is accepted, to question norms, and to open space for new perspectives. Through different artistic languages, dramatic, ironic, or satirical, we aim to provoke reflection and contribute to a change in mentality.
- IV. We commit to building an organization based on equal opportunity, respect, and shared responsibility, where diversity is valued, and inclusion is practiced.
- V. We commit to actively fighting all forms of discrimination, violence, prejudice, and stereotypes, not only in their extreme expressions, but also in their everyday and cultural forms.
- VI. We commit to working with communities, institutions, and young people, promoting awareness and critical thinking, especially where inequalities and biases are formed.