

## Manifesto

The Disorderly Women Alliance was initiated in 2018 and brings together diverse women in leadership positions in the cultural sector in Europe to encourage solidarity, raise visibility and empower established and emerging generations.

We collectively agree to work towards achieving equity through solidarity and visibility by:

- *ensuring* access, equal opportunities and the effective participation of women at all levels of education, in the workplace and decision-making roles
- *implementing* the representation of women at all these levels in education, in the workplace and decision-making roles
- *recognising* women's strengths, skills and knowledges and the additional labour involved in the care and caring roles women so often take on
- *promoting* women's empowerment through knowledge sharing, networking and collaboration across generations, cultural sectors and disciplines
- *championing* potential women leaders and *celebrating* the stories of women leaders