

Summary of Diversity, Gender Balance, Equity, and Inclusion in Norsk Filminstitutt Årsrapport 2024

Strategic Goals and Policy Framework

- The Norwegian Film Institute (NFI) aligns with the government's cultural policy goals, which include promoting gender equality and diversity both in front of and behind the camera.
- Support for a professional and diverse games industry.
- Ensuring an inclusive and accessible gaming culture.
- Providing a varied and high-quality film offering across Norway.

Gender Balance and Representation in Film and Games

- 50% of production grants in 2024 went to projects with women in key roles.
- Over a five-year period, 48% of development and production grants went to women.
- The share of female applicants was 42%, indicating that NFI's moderate gender quota policy is effective.
- In games, only 17% of development grants went to projects with women in key roles, down from previous years (20–24%), highlighting a need for targeted measures.

Ethnic and Cultural Diversity

- People with immigrant backgrounds made up 9% of grant recipients in 2024, compared to 20.8% of the general population.
- Representation is especially low in drama series and feature films.
- NFI uses voluntary self-reporting to track diversity, but acknowledges limitations in data accuracy.
- Projects with Sámi themes received support, though funding was lower than in previous years.

Inclusion of Children and Youth

- NFI supported 17 productions for children in 2024, including films, series, and games.
- Although the number of supported projects declined, the total funding remained stable due to higher-budget feature films.
- Initiatives like Filmrommet and collaboration with NDLA aim to integrate film into education and promote media literacy.

Internal Diversity and Inclusion at NFI

- NFI has a diversity recruitment strategy (2021–2025) and a dedicated diversity officer.
- In 2024, a working group was established to follow a four-step model for preventing discrimination and promoting equality.
- Gender distribution among employees: 56% women, 44% men.
- Leadership: 71% women, 29% men.
- Women earn on average 104.4% of men's salaries across all roles.
- NFI aims to recruit individuals with minority backgrounds, disabilities, and non-linear career paths, but faces challenges due to low applicant numbers from these groups.

International and Political Context

- The report highlights increasing political polarization in Europe, where diversity and inclusion efforts are being challenged.
- NFI emphasizes the importance of supporting freedom of expression, representation, and resilience against digital threats.