

# How can we create an environment that supports and enables diverse practice to flourish?

## Creative Case NORTH Seeing Event – Newcastle Session 2- Question 1

### **Present:**

Helen Parrott  
Dora Frankel  
Vici Wreford-Sinnott  
Emma Thomas

### **How can we create an environment that supports the Creative Case and enables diverse practice to flourish?**

There was discussion about the breadth of the question and the language of the Creative Case. We decided on a more straightforward question:

#### **How can we make diverse practice flourish?**

Difference should be valued.

In order for diversity to flourish, we need to agree the common goal.

What is diverse practice? What can we learn from each other? Should we be talking about a diversity of attitude as well as a diversity of practice?

We need to acknowledge the socio-economic influence.

The Creative Case gives us a freedom to look at the best driver / creative practice. The space between things is really interesting.

You should decide to work with an artist for their work. Creative Case is about raising awareness. It encourages people to have a voice. There should be fewer 'gatekeepers'. Dialogue should be encouraged. Some of the language of the Creative Case is itself a barrier.

Dialogue should be peer-to-peer, large and small organisations, individuals coming together to share knowledge and practice.

As a small team or individual, how do we genuinely deal with the issues and have an impact? We don't have time for depth of research and are reliant on others (often networks and larger organisations) sharing this knowledge. How do we engage with the bigger picture, learn about the Creative Case?

Nationally, government policy seems disconnected – culture, education and business. There are huge policy shifts, but they aren't in tandem with each other.

There was discussion about different art forms: in theatre, smaller venues are closing down and the large shows are attracting the audiences. This doesn't encourage diversity of practice.

The arts are more than buildings. Cross arts work is really interesting and productive.

The remit of the Creative Case is so broad, how can we make an impact? What area do we focus on? Where does culture sit in the wider debates? What is our position in the local demographic?

How do we find out about changes in policy and practice? What are the really key areas?

**General comments / wider conversations:**

It's good that those attending are not just MPMs and NPOs. To encourage more freelancers could there be a bursary available? Also, could we consider evening events for those not being paid to attend? There are some really important issues we want to be involved in.

Hackathon is an interesting model to look at.

What is the role of the Bridge in challenging some of these developments and raising awareness e.g. GCSE codes and STEM to STEAM?

What are the networks / mechanisms for sharing knowledge and best practice?

# Creative Case NORTH Seeing Event – Salford

## Session 2- Question 3

### Present:

Chlöe Hampson  
Julia Keenan  
Tol Mckenzie  
Sharon Gill  
Ann Wade  
Sheila Migregor  
Catherin Hall

Sue Williams  
Rosie Cooper  
Karen Gallagres  
Gilla Raynzi  
Janet Charlesworth  
Tom Hog  
Susan Burns

### What brings you to this conversation?

- See diverse work as an opportunity to create great work
- The word 'flourish'
- Importance of supporting practice and artists
- It's not difficult
- Want whole org to take this seriously
- Opportunity to connect up existing good examples
- Not enough sharing and taking responsibility
- Need to recognise the barriers
- Changes in education and equitable progression need to be addressed
- Shifts in policy and resources
- Committed to idea but not knowing why
- Open question / possibilities
- 'Diverse' applies to art/forms as well as people
- Ways of introducing and accepting new cultures
- Welcoming and reaching out
- Being open / opening up the doors – embedding institutionally → Thread across depts. of on org
- Democracy
- Progression routes / support
- Making the invisible 'visible'
- Celebrate work that connects with your community
- Collaboration – Joint /open working btwn orgs
- Channels of communication
- Confidence and trust
- Not under estimating audiences
- Grow develop audience experiences → differentiation
- Flourish = culture acceptance on mass scale public are interested in the world where you place work

<b>Situations</b> <ul style="list-style-type: none"><li>• Changes in education and progression</li><li>• Finding balance between art form development and art</li></ul>	<b>Possible Solutions</b> <ul style="list-style-type: none"><li>• “Making central the time and resources to go out and engage</li><li>• Create routes for access and progression into arts and careers</li><li>• Consistency to sustain and develop the environment and opportunities</li><li>• Move organisations approach to creating the environment</li><li>• Working beyond arts organisations / spaces</li></ul>
<b>Concerns</b> <ul style="list-style-type: none"><li>• Not all artists care about the audience</li></ul>	<b>Data/Facts</b>