



# NORDIC TALKS

SUSTAINABLE LEADERSHIP IN THE ARTS  
REFLECTIONS

Sustainable Leadership in the Arts was a part of International Leadership Week 17-19 November 2020.



## WHAT WAS NORDIC TALKS?

Nordic Talks was our response to the Nordic Council of Ministers' concept for a global series of talks addressing current affairs that capture the essence of Nordic themes and issues.

We created three live-streamed panel discussions with artistic directors and leaders from theatres, cultural organisations and movements in the Nordic countries and the UK. They debated best practices for Sustainable Leadership in the Arts, including their approach to artist development, climate change and diversity. With these talks we investigated how cultural leaders can incorporate the Nordic values of sustainability, openness and trust, with a view to changing how the leaders of the future run cultural institutions and shape the cultural output.

Our 3 Nordic Talks had 3 panellists in each – each talk with 2 Nordic artistic leaders on the panel and 1 from the UK.

The values of the talks were openness, inclusivity and sustainable practice and included 3 discussions:

- **Climate Action**
- **Diversity & Inclusivity**
- **Artist Development & The Future of Artistic Leadership**

## WHAT WE LEARNED

We have learnt that we don't have all the answers, and that that's ok. Because we need to look out into the world to find allies, to partner with each other, create solidarity and collaborate beyond our fields to be able to do this. A sustainable future means climate action, as well as diversity, inclusivity and more open and transparent leadership. We have learnt that we, as cultural leaders of both organisations and individual practices, need to step to the side and keep the door open for others whose voices aren't represented. There is no one way to lead, but cultural leaders do have a responsibility to work actively towards sustainable goals and nurture the next generation of artists and leaders. We need to share our resources, invite people into our spaces, and use the power of storytelling and the arts to bring people together to dream up the new future. We need to fight for our planet and use the arts and our curiosity to inspire others to act. We are running out of time. We need to make our cultural industry a home to everyone and work towards changing the rigid structures holding us back from achieving these sustainable goals.

“We all begin to understand to a greater level that we have all the responsibility. It's not only the leaders, not only the political system, but with movements we need to keep pushing the agenda. It comes from the bottom”

*Christian Gade Bjerrum, Sustainable Performing Arts NOW*

## PANEL 1: CLIMATE ACTION



Kay Michael  
Culture Declares Emergency  
United Kingdom



Christian Gade Bjerrum  
Sustainable Performing Arts Now  
Denmark



Gunn Hernes  
Nordic House  
Faroe Islands

“Share the dreams and way you envision the world to be or the way you want to be in the world. We really need us as artists to promote the dreams that are for a better world.”

*Christian Gade Bjerrum, Sustainable Performing Arts NOW*

In this panel, we discussed creative solutions to climate change and what role cultural organisations and artists can play in ensuring more sustainable working practices.

Through engaging with leading climate action movements and organisations, the talk explored their action points for the cultural sector and how cultural institutions and artists can incorporate these in the future.

### ACTION POINTS

- Declare with Culture Declares Emergency
- Look at Julie’s Bicycle’s Sustainable Production Guide to make your production more sustainable
- Take it step-by-step – every small change matters
- Engage with the young people – support them and give them a platform for their voices and demands
- Start with the small, simple things and try to make the right choices
- Don’t even start tomorrow, but start today
- Be radical
- Write down ten bullet points on how to create performing arts within the next five years
- Do the work to get to carbon zero as soon as possible
- Be part of the change

“We need to be engaging with the young. We need to be working with young people on this. It is their future and we need to do all we can to support them and platform their voices and demands.” *Kay Michael, Culture Declares Emergency*

- Set goals and be concrete – both on the daily basis and in the long run
- Use your artistic skills to promote the dreams that are for a better world
- Reflect and learn as a part of the process
- Hire a Climate Advocate
- When you go to venues, ask if they are green labeled
- Push the leaders to push the agenda on a bigger scale in the political system
- Have the politics and the funding systems so that you can actually make a green change in your institution
- As a leader you have to play your part and take responsibility
- You're not alone, but you have to be part of the change
- Start with the low-hanging fruits – What is the change on a day-to-day basis
- Reflect and learn. Then trying something again actually becomes a sustainable process in itself. And that is about sustainable leadership, collaborative leadership too

“Don’t be afraid. Everything matters. Just step-by-step, and ask questions, find partners, ask these organisations that you have around you. You’re not alone, but you have to be part of the change.” *Gunn Hernes, Nordic House Faroe Islands*

"Cultural venues are being pushed to be greener...

- It's a movement now"



GUNN HERNES  
DIRECTOR OF THE NORDIC HOUSE  
ON THE FAROE ISLANDS

"We have a huge reach with our audiences, so we should bring our communities into that story of climate action"

KAY MICHAEL  
THEATRE DIRECTOR, ACTIVIST  
AND CO-FOUNDER  
OF CULTURE DECLARES EMERGENCY

Challenge your theatre, concert venue or museum by asking how they combat climate change



NORDIC  
TALKS

## PANEL 2: DIVERSITY AND INCLUSIVITY



Fin Kennedy  
Tamasha  
United Kingdom



Ulricha Johnson  
ScenSverige / Proud Performing Arts  
Sweden



Lars Werner Thomsen  
Glad Teater  
Denmark

“Keep in touch across borders. These days there is no excuse to not see each other. Take part in what other people are doing. Because one thing you can be sure of is that someone else in the world has thought about exactly what you are thinking about. So find them.”

Ulricha Johnson, ScenSverige

Our second panel explored solutions to supporting underrepresented voices and reducing inequality, through discussing best practices by cultural organisations leading on the diverse and inclusive representation of artists.

This talk highlighted the importance of diversity and inclusivity in the arts, with action points and insights from cultural leaders who actively programme and support artists of all backgrounds.

### ACTION POINTS

- Buy tickets to diverse work, support those initiatives, organisations and artists
- Take risks
- Request more diverse offerings from the established institutions. Make it known either behind the scenes or publicly on social media that you would like to see more of this kind of work
- If they are programming work of the kind you would like to see more of, congratulate them, say thank you, show there is an audience and appetite for this
- Advocate and champion new work and artists. Even if it's just a supportive tweet where you tag the company and say, “I really love this, everyone should check it out”. For small companies at the start of their careers, that is gold

- dust for funding applications
- Have the patience to involve large organisations and educate them, work with people and organisations who want to work with this actively. Be patient with them. Make them feel welcome.
- Use each other. With a solid foundation and community, we can get more credibility and gravitas when we approach stakeholders, funders and art councils
- Keep in touch across borders
- Take part in what other people are doing

“This will be the new future and I think if you don't catch this wave of being inclusive and more involved, you will lose as a venue, as an artist. You have to look for the diversity.” *Lars Werner Thomsen, Glad Teater*

- Be informed. In these digital times it's a choice not to be. Use the platforms that we have to make all the progress we can
- Being a cultural leader who holds a door open
- Don't just produce to your own taste
- Look at a map and look at where you aren't reaching and ask yourself how you can get there
- Don't hold yourself up in a building. Theatre buildings in particular are intimidating to lots of people
- Go out and meet the audience and go and influence the venue, the theatre, the people working there
- Don't be afraid of giving the audience something that they didn't know they wanted to see
- Make a platform for it to happen, to make the artists get together
- Talk to the people in educational institutions, and encourage them to be more inclusive
- Don't be afraid to collaborate. We're not competing with each other. We're helping each other

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Request more diverse offerings from the established institutions. Make it known either behind the scenes or publicly on social media that you would like to see more of this kind of work

“We know that culture is a nationwide, inclusive thing. It doesn't work if only a narrow demographic is involved in making it.”

FIN KENNEDY  
ARTISTIC DIRECTOR  
TAMASHA THEATRE COMPANY

“We need to help each other to sell each other, to invite people in. If you are brave, then invite other people to be brave together with you.”

LARS WERNER THOMSEN  
ARTISTIC DIRECTOR  
GLAD TEATER

## PANEL 3: ARTIST DEVELOPMENT & THE FUTURE OF ARTISTIC LEADERSHIP



Kate Atkinson  
Clare Leadership  
United Kingdom



Bo Anders Sundstedt  
Unge Viken Teater  
Norway



Janne Saarakkala  
Reality Research Center  
Finland

"We have to ensure that the people that we engage are given the resources to develop their projects, their careers, themselves as future leaders. It's really about taking a step to the side and making sure that there are no structures standing in the way for change."

*Bo Anders Sundstedt, Unge Viken Teater*

In our final panel, we discussed how to achieve sustainable working structures in the arts sector through artist development and the support of future artistic leaders. We were joined by cultural leaders who specialise in artist development, leadership and collective working structures, exploring how this work can contribute to a more open and sustainable cultural sector in the future.

The talk focused on what the future of artistic leadership might look like and how cultural leaders can manage economic growth as well as key development goals such as equality, diversity and sustainable practices. Our final talk asked how we can ensure artistic leadership is open access and supportive of the next generation of artists, and what might need to change to ensure more sustainable leadership in the future.

### ACTION POINTS

- Make space for other voices and emerging leaders
- Step aside, share and be open about your decision processes
- Leave an open door, invite people into your office and let them take over
- Don't stay alone. Join a collective or an association
- Change the structures so they are not in the way of change



- Individuals should think about their own context and who they are as leaders, and of one moment where they can move over and create space for others to allow them to take up the leadership role
- Embrace kindness for yourself as much as for other people
- Make your goals achievable
- Know yourself. Know the people around you. What are they capable of doing? To have achievable aims is sustainable
- The most important thing is other people, not your ambition
- Try different models of leadership – try something for a year or two and then you try another one and see how that works for you.
- Create an environment and culture within that is about sharing different perspectives, and creating an ethos that is open
- Create an environment which is really reflective and that promotes learning and that welcomes learning and allows people to feel safe in taking risks around their learning and working through things that they're learning
- Create an ecosystem where learning and leadership can emerge and take place
- Rethink the purpose of the hierarchy and why is it necessary. It is about making an impact, creating change in whatever cultural art form or space you work in
- Share. Be open about your decision processes

"Create an environment which is really reflective and promotes and welcomes learning. Allow people to feel safe in taking risks and work through things that they're learning – create that as an ecosystem where learning and leadership can emerge and take place."

*Kate Atkinson, Clore Leadership*

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Individuals should think about their own context and who they are as leaders, and of one moment where they can move over and create space for others to allow them to take up the leadership role

"Step aside. Leave your office to somebody else for a while, a day, a week, a month, a year, whatever. Share. You need to share. You need to be open about your decision processes."

BO ANDERS SUNDSTEDT  
ARTISTIC DIRECTOR  
UNGE VIKEN TEATER

"I think it's important to discuss power. That you talk about how decisions should be made, and then try different models of leadership. Try something for a year or two or three, and then you try another model and see how that one works."

JANNE SAARAKALA  
DIRECTOR  
REALITY RESEARCH CENTER





"We need to be engaging with the young. We need to be working with young people on this. It is their future and we need to do all we can to support them and platform their voices and demands."

Kay Michael, Culture Declares Emergency, United Kingdom



"Share the dreams and way you envision the world to be or the way you want to be in the world. We really need us as artists to promote the dreams that are for a better world."

Christian Gade Bjerrum, Sustainable Performing Arts Now – Denmark



"Don't be afraid. Everything matters. Just step-by-step, and ask questions, find partners, ask these organisations that you have around you. You're not alone, but you have to be part of the change."

Gunn Hernes, Nordic House – Faroe Islands



"You have to hang in there and raise the money and do it even when the money is not there, because the future of your art depends on it really. We know that culture is a nationwide, inclusive thing. It doesn't work if only a narrow demographic is involved in making it."

Fin Kennedy, Tamasha – United Kingdom



"Keep in touch across borders. These days there is no excuse to not see each other. Take part in what other people are doing. Because one thing you can be sure of is that someone else in the world has thought about exactly what you are thinking about. So find them."

Ulrica Johnson, ScenSverige / Proud Performing Arts – Sweden



"Seek to learn from someone you usually don't think you have something in common with. Open up your eyes. If you love what you are seeing, if you are curious, then invite others into your curiosity. If you are brave, then invite other people to be brave together with you."

Lars Werner Thomsen, Glad Teater – Denmark



"We have to ensure that the people that we engage are given the resources to develop their projects, their careers, themselves as future leaders. It's really about taking a step to the side and making sure that there are no structures standing in the way for change."

Bo Anders Sundstedt, Unge Viken Teater – Norway



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Kate Atkinson, Clore Leadership – United Kingdom



"I think it's important to discuss power. That you talk about how decisions should be made, and then try different models of leadership. Try something for a year or two or three, and then you try another model and see how that one works."

Janne Saarakkala, Reality Research Centre – Finland

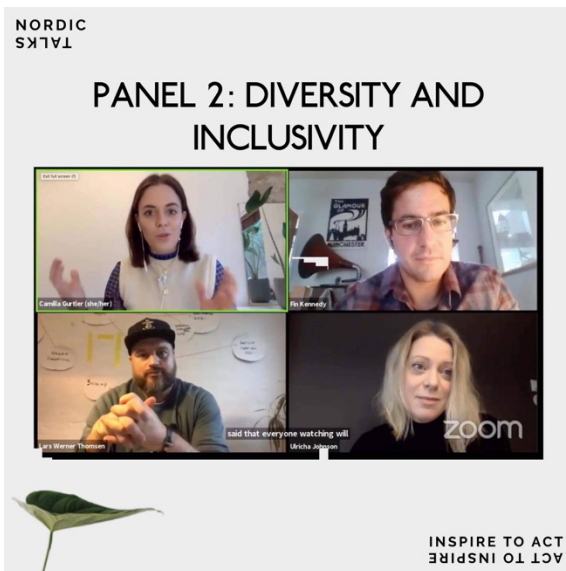
"I really commend you on these sessions; they were inspiring and insightful, balancing the big picture with practicalities, provoking and supportive. I will certainly be getting in touch with some of the panellists as there is some very pertinent knowledge and experience among them for a project we are carrying out."



"Fantastic moderation, very interesting panel speakers, it really made an impact! I reflected in the talk and I bring all the perspectives with me in my day. Thank you!"

"I know that what Gunn is talking about works. Set the goals, start doing it step by step"  
 – Mikkil Harder, *The Development Platform (DK)*

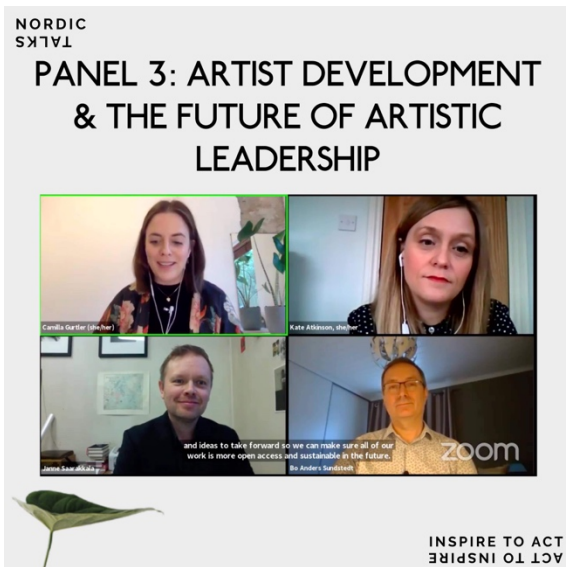
"Thank you for this inspiring panel from Nordic Fringe Network & Gothenburg Fringe"  
 – after Panel 1: Climate Action



"Thank you so much for this inspiring talk and for all the resources, guides and action points"  
 – Camila Franca, *Foreign Affairs Theatre Company (UK)*

"Thank you so much for this! Already emailed my colleagues to see what we can do to get some changes going"  
 – Edda Malone, after Panel 1: Climate Action

"Thank you so much all! This has been such a great talk, and I'm so excited to take all of the actions points forward when creating my own theatre company!"  
 – Amy Rushent, after Panel 2: Diversity & Inclusivity



"Jeg har akkurat sett ferdig Climate Action webinarret - veldig bra! Det fungerte så godt med de tre ganske så forskjellige deltakerne som du fikk moderert inn i en veldig spennende samtale! Tusen takk - jeg går inspirert inn i hverdagen med med tanken fra Gunn: «Do the change, on a daily basis!» Gleder meg til webinarret i morgen - veldig interessant at dere klarer å ha flere perspektiver inn i samtalen."  
 – Anne Mette Gangsøy, *NAPA*



# SUSTAINABLE DEVELOPMENT GOALS



The Sustainable Development Goals are a call to action by all countries – poor, rich and middle-income – to promote prosperity while protecting the planet. They recognize that ending poverty must go hand-in-hand with strategies that build economic growth and address a range of social needs including education, health, social protection, and job opportunities, while tackling climate change and environmental protection. More important than ever, the goals provide a critical framework for COVID-19 recovery.



## NORDIC TALKS PODCAST

“Can art stop climate action?”

A growing number of artists are using their work to tackle climate change, challenging concert, theatre and museum-goers to act.

In this episode, Kay Michael, a theatre director, activist and the co-founder of Culture Declares Emergency, Christian Gade Bjerrum, actor, entrepreneur, activist and co-founder of Sustainable Performing Arts Now (Bæredygtig Scenekunst NU), and Gunn Hernes, the

director of the Nordic House on the Faroe Islands, will take a closer look at what role culture can play in countering climate change. And more importantly, what can you and I do?

Listen to the podcast "Can art stop climate change?" on [nordictalks.com](https://nordictalks.com) or your preferred podcast service.

## ABOUT THE PANELLISTS



**Kay Michael, Culture Declares Emergency – United Kingdom**

Kay Michael is a theatre director, activist and the communications coordinator for Culture Declares Emergency. In 2019 she co-founded Culture Declares Emergency, a growing international movement of individuals and organisations in the cultural sector declaring climate and ecological emergency. Their mission is to ensure the cultural sector is a leading contributor in creating a regenerative future that sustains everyone, everywhere. Kay co-edited the award-winning book 'Letters to the Earth, Writing to a Planet in Crisis', published by HarperCollins and introduced by Emma Thompson.

**PANEL 1: CLIMATE ACTION**



**Gunn Hernes, Nordic House – Faroe Islands**

Gunn Hernes is originally from Norway and is the director of the Nordic House on the Faroe Islands. She trained in Cultural Development and has been a guest speaker and training manager for workshops in the music and performing arts field in various topics. The Nordic House on the Faroe Islands' primary remit, as an open and vibrant cultural venue, is to showcase Nordic art and culture on the Faroe Islands and to raise awareness about Faroese art and culture across the Nordic region. The Nordic House is one of the most important instruments that the Nordic Council of Ministers has to further the political priorities of the Nordic cultural co-operation. The house is run as a Nordic institution of art and culture with a diverse programme of music, literature, theatre, film, visual arts, lectures, conferences and much more.

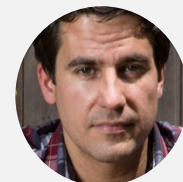
**PANEL 1: CLIMATE ACTION**



**Christian Gade Bjerrum, Sustainable Performing Arts Now – Denmark**

Christian Gade Bjerrum is the co-founder of Sustainable Performing Arts Now, Denmark's first organisation focusing on supporting the Danish performing art industry in working more sustainably. Their vision is to ensure the Danish performing arts industry becomes the leading sustainable arts sector in the world. Their mission is to establish Sustainable Performing Arts Now as an organisation that monitors and guides the sustainable transition in the performing arts industry. Christian is an actor, entrepreneur and nature activist and has run climate-campaigns in Nigeria, Russia, New York and Denmark, as well as running for parliament in 2019 for the green party "Alternativet".

**PANEL 1: CLIMATE ACTION**



**Fin Kennedy, Tamasha – United Kingdom**

Fin Kennedy is the artistic director of Tamasha theatre company. He is also an award-winning playwright whose plays have been produced in the UK and abroad, as well as an activist within the arts.

Tamasha is Britain's foremost touring theatre company producing new plays inspired by the diversity of a globalised world. Their work places the voices of emerging and established artists from culturally diverse backgrounds centre-stage. They also have some really interesting resources and articles over on their website.

[www.tamasha.org.uk/about/resources/](http://www.tamasha.org.uk/about/resources/)

**PANEL 2: DIVERSITY & INCLUSIVITY**

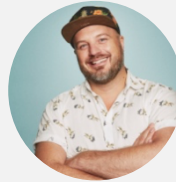




**Ulricha Johnson, ScenSverige / Proud Performing Arts – Sweden**

Ulricha Johnson is the Managing Director/CEO of the national members' organisation Swedish Performing Arts Coalition (SPAC). SPAC's festival The Performing Arts Biennale is Sweden's largest industry meeting, and Swedstage is an export festival to promote Swedish performing arts in the world. They are part of the International Theatre Institute (ITI), working with the European Council, the Action Committee for Artists Rights, as well as the workgroup initiated at the world congress 2017 – Proud Performing Arts LGBTQ+ Network and Workgroup. Johnson is openly gay and has been involved in bringing LGBTQ+ theatre to Stockholm Pride and other Swedish pride festivals for 12 years.

**PANEL 2: DIVERSITY & INCLUSIVITY**



**Lars Werner Thomsen, Glad Teater – Denmark**

Lars Werner Thomsen is a theatre director and the Artistic Director of Glad Teater. Together with Jesper Michelsen, he founded Glad Teater with the aim of creating a professional base for Danish Inclusive Performing Arts with actors with disabilities. As a director, Lars has created and directed Glad Teater's performances, e.g. Your Eyes My Sight and VIVALDIS, and most recently, he has directed Pride Monologues during Copenhagen Pride 2020. Glad Teater wish to broaden the knowledge of Danish Inclusive Arts by performing, co-producing and touring worldwide. Their performances range from the experimental performance universe to retelling classic stories in new ways and have a special strength in the physical and visual expression.

**PANEL 2: DIVERSITY & INCLUSIVITY**



**Kate Atkinson, Clore Leadership – United Kingdom**

Kate joined Clore Leadership in March 2020 from Trinity Laban Conservatoire of Music and Dance, where she worked for 11 years in the Learning & Participation team. As Head of Community & Professional Development, Kate was responsible for leading the conservatoire's music work with adult learners in the community, professional development for the workforce and support for students.

Clore Leadership is based at Somerset House in London and is the first initiative of its kind in the UK, aimed at developing and strengthening leadership potential across the cultural and creative sectors. Their Cultural Leadership Insights explore a range of the issues and priorities faced by cultural leaders, and their programmes and courses offer unique opportunities for cultural leaders to develop and share skills and experiences.

**PANEL 3: THE FUTURE OF ARTISTIC LEADERSHIP**



**Bo Anders Sundstedt, Unge Viken Teater – Norway**

Bo Anders Sundstedt is the artistic director of Unge Viken Teater. Unge Viken Teater is dedicated to working with and for the age group 0-25 and defines themselves as a theatre for children and young people - and the grown ups in their lives. New writing, new talents and new thinking about theatre and performing arts for a young audience is at the core of everything they do. They run the developing programme Ung Tekst [Young Texts], focusing on nurturing and developing new writing by young playwrights. Their programmes focus on supporting the next generation of artists and work as a support system for young playwrights at the beginning of their careers, all the way to their first productions.

**PANEL 3: THE FUTURE OF ARTISTIC LEADERSHIP**



**Janne Saarakkala,**  
Reality Research Center – Finland

Janne Saarakkala is a Finnish Director, Scriptwriter and Performer who has been working for institutional theatres, free groups, radio theatre and independent productions since 1997. He is one of the founding members of the Reality Research Center (2001-) where he started exploring live art, site specific performances, immersive theatre, journalism and international collaboration. Since 2018 Saarakkala has been working as the Artistic Director of the collective, exploring what leadership means in a collective context. His first book was published in May 2020.

PANEL 3: THE FUTURE OF ARTISTIC LEADERSHIP



**Camilla Gürtler,**  
Cut the Cord Theatre – United Kingdom

Camilla Gürtler is a Danish director in the UK who trained at Drama Centre London. She is Cut the Cord's founder, artistic director and producer, and the Festival Director of New Nordics Festival. She received a Jack Petchy Leadership Award for her work with Omnibus Young Company. She has also worked as a fundraiser, facilitator and translator.

Significant projects include: New Nordics Festival (Festival Director), Plays by Post (producer), New Nordic Voices (producer), Nordic Talks (producer & moderator).

MODERATOR

## WHERE ARE THEY NOW?

### culture declares



**Culture Declares Emergency:** After Nordic Talks, Culture Declares Emergency published their Letters to the Earth collection in book-format, making the responses to a planet in crisis available to a mainstream readership and more accessible to the public. Kay Michael also continued discussions and experience sharing with Christian Gade Bjerrum of Sustainable Performing Arts NOW.

Following their Nordic Talks action point to cultivate the young, they launched a project for international day of climate action, releasing resources for young people and schools in partnership with The World's Largest Lesson. World's Largest Lesson works with a diverse, global network that ranges from United Nations agencies to local youth networks so that everyone can take part. The project inspires and engages children and young people aged between 8-14 around the world to write messages to world leaders. Their new toolkit helps young people, teachers and parents to engage creatively in response to the climate crisis.



### The Nordic House in the Faroe Islands

**Nordic House, Faroe Islands:** After Nordic Talks, they obtained a Green Key certificate, and implemented Cut the Cord's technical guide for Nordic Talks in their own work.

They have also been asked to lead a program for the Nordic Council of Ministers about Sustainable lifestyles 2021 – 2024. They have installed "Miljøstasjoner" (environment stations), where audiences can sort their rubbish in sections (food, plastic, paper, mixed). They received the Torshavn Municipality Environment Award for their work with sustainability and they are part of the green shift. They are looking into a compost solution



for their cafe and food waste. Nordic House is the only certified green conference centre on the Faroe Islands. They are continuing to raise awareness of recycling in the community.



**Sustainable Performing Arts NOW:** Since the talk, they have been in discussion with the Danish Arts Foundation to push the green agenda in the political system. They hosted a digital festival around sustainable action in performing arts with Aveny-T in January and have also got projects coming up in Trondheim, Danish Performing Arts School and CPH Stage Festival around sustainable practices in performing arts. From the Climate Action podcast, Christian was invited to speak at ReGeneration2030 in August 2021.

## CLORE LEADERSHIP

**Clore Leadership:** In spring 2021, they launched a new programme called 'Inclusive Cultures' - A six-month development programme for cultural leaders ready to take radical steps towards systemic change and inclusive culture making. They also ran several events in relation to more diverse and inclusive leadership, including 'Achieving and Retaining a Diverse Board', and 'Governance Tomorrow' on including younger trustees in organisations to distribute leadership.



**Unge Viken Teater:** After Nordic Talks, they released a 'Mangfold som omstendighet' (diversity as a circumstance) page on their website, encouraging wider diversity in the young people and artists they work with.



**Tamasha:** Tamasha Theatre Company have launched a new programme, Producers First, looking for early career ethnically diverse producers for their new development 12-month programme to diversify leadership in theatre in the UK.



**ScenSverige:** For 'Scenkonstbiennalen 18-21 May 2021' they included a seminar on climate action in performing arts, discussing the performing arts sector's responsibility in ensuring a more sustainable future. They also included several talks and seminars on diversity and inclusivity in the arts.



**Reality Research Center:** Following his action point of making leadership positions short term so the leadership in an organisation is more open access and accessible, director Janne Saarakkale handed over his leadership of the collective to Julius Elo, who will be the director from 2021-22.



**Glad Teater:** Glad Teater have continued their work in making performance created by artists with disabilities more mainstream and widely attended, by collaborating with popular theatre venues Teater Momentum and Sydhavn Teater in Denmark.



# RESOURCES

## CLIMATE ACTION

### JULIE'S BICYCLE

Julie's Bicycle is a London based charity that supports the creative community to act on climate change and environmental sustainability.

**Website:** [https://julesbicycle.com/event/creative-green-awards-2020/?fbclid=IwAR11\\_y\\_oCj7pSCnANx3KgK3\\_Ud7qH40mvlY68THKbd\\_rXQvrvpC58feHvt0](https://julesbicycle.com/event/creative-green-awards-2020/?fbclid=IwAR11_y_oCj7pSCnANx3KgK3_Ud7qH40mvlY68THKbd_rXQvrvpC58feHvt0)

**Twitter:** <https://twitter.com/julesbicycle>

**FB:** [www.facebook.com/julesbicycle](https://www.facebook.com/julesbicycle)

Here you can find Julie's Bicycle's brilliant guide to make your production more sustainable:

<https://julesbicycle.com/resource-production-guide-2013/>

### EMBRA COLLECTIVE (UK)

Intersectional feminist collective interested in sustainability and place-based action.

**Instagram:** [www.instagram.com/embra\\_collective/](https://www.instagram.com/embra_collective/)

**Twitter:** @EmbraCollective

**Website:** [www.embracollective.com/](http://www.embracollective.com/)

### Defining Activism and Sustainable Activism

Check out Embra Collectives' articles and creative project:

[www.embracollective.com/shortreads/defining-activism-sustainable-activism](http://www.embracollective.com/shortreads/defining-activism-sustainable-activism)

### TEATER VIVA (DK)

Katrine Faber made an important show called Tales From The Trash:

<http://teaterviva.dk/index.php/da/forestillinger/tales-from-the-trash-affaldsfortaellinger.html>

**FB:** [www.facebook.com/Teater.Viva/?ref=hl](https://www.facebook.com/Teater.Viva/?ref=hl)

### IT'S TIME

A global, virtual festival of climate action – and it's FREE!

[https://itstime.earth/?gclid=CjwKCAiAkan9BRAqEiwAP9X6UVbiuUHy5TT4YETjcJ6U5yp67gV2r4x4fs1AfUU8ZYGLuc\\_sZNbjb\\_hoCoRsQAvD\\_BwE](https://itstime.earth/?gclid=CjwKCAiAkan9BRAqEiwAP9X6UVbiuUHy5TT4YETjcJ6U5yp67gV2r4x4fs1AfUU8ZYGLuc_sZNbjb_hoCoRsQAvD_BwE)

**Instagram:** [www.instagram.com/ecologi\\_hq/](https://www.instagram.com/ecologi_hq/)

**Twitter:** [https://twitter.com/ecologi\\_hq](https://twitter.com/ecologi_hq)

**FB:** [www.facebook.com/EcologiHQ](https://www.facebook.com/EcologiHQ)

### SEASON FOR CHANGE

Season for Change is a nationwide programme of artistic and cultural events that celebrate the environment and inspire urgent climate action.

**Website:** [www.seasonforchange.org.uk/](http://www.seasonforchange.org.uk/)

**Twitter:** [https://twitter.com/JoinTheSeason\\_](https://twitter.com/JoinTheSeason_)

**Instagram:** [www.instagram.com/JoinTheSeason\\_/](https://www.instagram.com/JoinTheSeason_/)

**FB:** [www.facebook.com/seasonforchange](https://www.facebook.com/seasonforchange)

### ECOLOGI

4 brilliant benefits from going green:

<https://ecologi.com/articles/business/grow-your-business-by-going-green>

**Instagram:** [https://www.instagram.com/ecologi\\_hq/](https://www.instagram.com/ecologi_hq/)

**Twitter:** [https://twitter.com/Ecologi\\_hq](https://twitter.com/Ecologi_hq)

**FB:** <https://www.facebook.com/EcologiHQ>

#### EXTINCTION REBELLION ART GROUP (UK)

An open group that anyone can join – check out the great work being made:

<https://extinctionrebellion.uk/act-now/resources/art-group/>

**Twitter:** <https://twitter.com/xrebellionuk>

**Instagram:** [www.instagram.com/xrebellionuk/](http://www.instagram.com/xrebellionuk/)

**FB:** [www.facebook.com/XRebellionUK/](http://www.facebook.com/XRebellionUK/)

#### IMMERSION by Selina Thompson

Immersion is one of the commissions for Season for Change, a UK-wide programme of arts activity focused on a step-change in climate awareness, activism and justice, delivered in partnership by Julie's Bicycle and Artsadmin.

[www.artsadmin.co.uk/project/immersion/](http://www.artsadmin.co.uk/project/immersion/)

## DIVERSITY & INCLUSIVITY

#### POTATO POTATO (SE)

A Swedish theatre company with a strong queer perspective who works towards giving underrepresented voices space:

**Website:** [www.potatopotato.se/om-oss/eng-om-oss-36583822](http://www.potatopotato.se/om-oss/eng-om-oss-36583822)

**FB:** [www.facebook.com/PotatoPotatoScenkonst](http://www.facebook.com/PotatoPotatoScenkonst)

**Twitter:** <https://twitter.com/PotatoPotatoSWE>

**Instagram:** [www.instagram.com/potatopotatoperformingarts/](http://www.instagram.com/potatopotatoperformingarts/)

#### TEATER MANU (NO)

Teater Manu is one of the biggest sign language theatres in the Nordic countries, based in Norway:

**Website:** <https://teatermanu.no/>

**FB:** [www.facebook.com/Teatermanu](http://www.facebook.com/Teatermanu)

**Twitter:** <https://twitter.com/teatermanu>

#### ARTICLE: CLORE LEADERSHIP / JERWOOD ARTS

5 Tips for Socio-Economic Diversity in Workforces in the Arts:

[www.cloreleadership.org/resources/5-tips-socio-economic-diversity-workforces-arts](http://www.cloreleadership.org/resources/5-tips-socio-economic-diversity-workforces-arts)

#### BLACK LIVES MATTER

Lots of important resources and toolkits:

**Website:** <https://blacklivesmatter.com/resources/>

**FB:** [www.facebook.com/BlackLivesMatter/](http://www.facebook.com/BlackLivesMatter/)

**Twitter:** <https://twitter.com/blkivesmatter>

**Instagram:** [www.instagram.com/blkivesmatter/](http://www.instagram.com/blkivesmatter/)



#### GRAEAE

Graeae is a force for change in world-class theatre, boldly placing D/deaf and disabled actors centre stage and challenging preconceptions.

##### Graeae BEYOND:

<https://graeae.org/our-work/beyond/>

BEYOND is designed to transform the careers of Deaf and Disabled artists, supporting new connections to artistic development opportunities, advice, training, mentoring and creative spaces within a national network of theatres.

#### BCA HERITAGE - BLACK CULTURAL ARCHIVES

Check out their website with events, exhibitions, news, donations etc:

<https://linktr.ee/bcaheritage>

**Instagram:** [www.instagram.com/bcaheritage/](https://www.instagram.com/bcaheritage/)

**Twitter:** <https://twitter.com/bcaheritage>

## THE FUTURE OF ARTISTIC LEADERSHIP

#### UNGA KLARA (SE)

Unga Klara has explored what constitutes dramatic art from the approach that a young audience is naturally entitled to the same high level of artistic quality as an adult audience.

**Website:** [www.ungaklara.se](http://www.ungaklara.se)

**Instagram:** [www.instagram.com/ungaklara/](https://www.instagram.com/ungaklara/)

**FB:** [www.facebook.com/ungaklara](https://www.facebook.com/ungaklara)

#### STONECRABS THEATRE COMPANY (UK)

World theatre, Young Directors' programme and lots of outreach work:

**Website:** <https://stonecrabs.co.uk/>

**Twitter:** <https://twitter.com/StoneCrabsTC>

**Instagram:** [www.instagram.com/stonecrabs\\_theatre/](https://www.instagram.com/stonecrabs_theatre/)

#### CLORE LEADERSHIP

Spotlight on: Kate Craddock / GIFT-An important international festival in the North East

[www.cloreleadership.org/resources/spotlight-kate-craddock](http://www.cloreleadership.org/resources/spotlight-kate-craddock)

**GIFT Instagram:** [www.instagram.com/giftfest/](https://www.instagram.com/giftfest/)

**Twitter:** <https://twitter.com/GIFTfest>

#### GOOD ANCESTORS PODCAST

A podcast series with change-makers & culture-shapers who are exploring what it means to be a good ancestor:

[www.instagram.com/goodancestorpodcast/](https://www.instagram.com/goodancestorpodcast/)



#### LIVE THEATRE - ELEVATOR PROGRAMME

Live Theatre's Elevator programme is an ambitious and open approach to artist development. It is dedicated to increasing the opportunity and support for early career and independent theatre artists in our region of the North East as well as across the UK.

[www.live.org.uk/creative-opportunities/artist-development](http://www.live.org.uk/creative-opportunities/artist-development)

Twitter: <https://twitter.com/LiveTheatre>

Instagram: [www.instagram.com/livetheatrenewcastle/](http://www.instagram.com/livetheatrenewcastle/)

FB: [www.facebook.com/livetheatre/](http://www.facebook.com/livetheatre/)

#### SHOW FACE FESTIVAL

Show Face Festival is an ongoing virtual theatre project that aims to explore new ways of showcasing online theatre, to connect creatives across the globe and to create inspiring and innovative work.

Website: [www.showfacefestival.co.uk/](http://www.showfacefestival.co.uk/)

Instagram: [www.instagram.com/showfacefestival/?hl=en](http://www.instagram.com/showfacefestival/?hl=en)

Twitter: <https://twitter.com/showfacefest>

#### THE PLAY LIST - ROYAL COURT THEATRE

The Play List is a free event curated by The Royal Court Youth Board that plays with ideas of theatre and party. The evening featured short plays the length of and inspired by a song which were written, performed and produced by young people aged 16-25. This was a hugely successful and urgent event which saw a diverse set of 7 young writers and 3 young directors work with actors, musicians, comedians, beat boxers and DJs to take over the bar and kitchen downstairs. A large portion of the audience were young people who had never been to the theatre before.

<https://royalcourttheatre.com/whats-on/the-play-list/>

#### THE TIM FERRIS SHOW

It's the #1 business podcast! Tim Ferris is a self-experimenter and bestselling author. In this show, he deconstructs world-class performers from eclectic areas (actors, investing, pro sports etc.), digging deep to find the tools, tactics, and tricks that listeners can use.

[https://open.spotify.com/show/5qSUyCrk9KR69IEiXbjwXM?si=H9nLqURESiWlvj\\_W1mxtuA](https://open.spotify.com/show/5qSUyCrk9KR69IEiXbjwXM?si=H9nLqURESiWlvj_W1mxtuA)

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