

Solidarity

● **Solidarity needs resources!** Share, help and act collectively and provide access to relevant information. We need engaged participation and funding, promotion, space and meetings ● Solidarity is a practice! It requires action, not only attitude. For the unconditioned and transparent sharing of information, methodologies and resources must be created. Support structures that fundamentally have their basis in artistic practice ● Solidarity is a culture of exchange! Develop formats for regular exchange and better tools for communication. **Rethink**

authorship rights that encourage the exchange of intellectual property ● **Solidarity is a culture of transparency!** Discuss culture and its politics among all stakeholders and cultural actors ● **Solidarity is radical honesty!** Communicate more transparently.

Be honest, careful and **respectful**. **Claim your rights** and needs ● **Solidarity needs good conditions!** Increasing professionalism means better work conditions for all cultural workers and artists ● **Solidarity embraces the capacity for failure!** Art is only **vibrant** and dynamic when it is possible to show fragility

Diversity

The cultural sector is a diverse and changing ecosystem. Like in any garden, if you don't nurture its diversity it dries out ● Diversity occurs through infrastructures that have been put in place by hands and minds of different cultural backgrounds. **Practice critical discourse** and **face** unusual, uncomfortable and potentially difficult situations ● **Diversity explores differences!** Engage actively in getting to know others and cultivate the enjoyment for differences embedded in societies. **Meet** others in **physical experience**, discover different

kinds of everyday lives and **listen** to and understand each other carefully ● Diversity means respecting and appreciating sexual, spiritual or physical differences ● **Diversity means opening up** all barriers and providing access to creative resources ● Diversity is complex! Speak out, even if the issues are **complex** to address and accept the potential

for mistakes ● **Diversity works against identification!** **Be aware of the mechanisms** that create a we in opposition to the other(s). Analyse and adapt accessibility ● **Diversity needs to be analysed!** Study the reasons why certain professionals **stop** working in the cultural sector. Why are they **underrepresented** or not present at all ● Diversity needs education! Install independent teams of experts to advise cultural institutions in **questions of diversity**

Ecology

● **Think ecologically** in every step of the artistic process. ● Don't use potentially **toxic** materials and avoid production of **waste** ● Use everyone's and every kind of **energy** carefully ● Practice and promote **repair** and recycle ● **Share material** and create common stocks of useful tools ● Take your environmental impact into consideration in all your action ● Ecological practice means being informed! Scientific **facts and figures** need to accompany the arts on all levels ● Rethink the artist's position: less production, more creation **Make exchange in your**

local context attractive. Invest time in building professional relationships & partnerships ● For touring and travelling, choose, whenever possible, **the most ecological ways and means**. ● Ecological curating! Invite artists from abroad to Switzerland, and Swiss based artists to other countries with an awareness of the **ecological footprint** ● Ecology has its price! Negotiate your budgets on an equal footing amongst everybody involved – in the **local**, as much as in a **global** context

Collaborative

● Collaboration rejects the abuse of power! Reveal and avert power games. Base your practice on **sharing** knowledge ● Collaboration empowers! Create a **healthy** work environment. Act, talk and contribute **self-**

confidently without the fear of being rejected ● Collaboration is a process ● Collaboration needs full transparency. Be open, communicate clearly and listen **attentively** ● Collaboration facilitates diversity! Create space for otherness. Structures can be run by many. **Trust** in **collectivity** ● Collaboration is a social tool! Install engaged frameworks, conditions and attitudes. Develop codes of conduct and other **agreements**

involving all concerned parties ● Collaboration requires new ways of thinking about authorship and applying the concept of intellectual property ● Collaboration means rethinking the institutional! **Experiment** with new forms of collaboration between artists and organizers. Share responsibilities ● Let collaboration be open and inclusive! **Involve** artists in structural and institutional development

● **Making art is a job and not a hobby** ● Professional artistic work needs to be paid appropriately ● Adapt the amount of funding according to the **value** of the artistic work. ● Payment must be guaranteed! Funding bodies only support projects if appropriate salaries are ensured. Never start a project before knowing the realistic budget ● Pay transparently. Provide transparency about the budget to everyone involved. Reveal full transparency about wages paid to employees and freelancers ● Respect the wages proposed by the professional associations ● Talk about money. **Speak up** if you don't agree with payments ● Claim full

social security for artists ● Agree only to contracts that pay social security contributions and value added tax ● Balance out inequalities and make differences evident ● Get involved in political lobbying for better working conditions

Payment

reso

Tanznetzwerk Schweiz
Réseau Danse Suisse
Rete Danza Svizzera
Dance Network Switzerland

As in most other sectors, an awareness of the relationship between these principles is under-developed in the arts. These are often dominated and skewed by structural exclusion, competition, ignorance and narrow-minded cultural heritage. It is a responsibility of cultural activity to build up and awaken an awareness of this relationship, to work against racism, sexism, anti-ecological practices and other forms of structural violence. It is a responsibility of the arts to share conditions, to open doors, to make space, to transcend traumatic experiences and to change colonial, oppressive and exploitative mindsets. Nowadays, art is one of the most important, free and independent sectors that stimulate critical reflection on these topics.

Solidarity, diversity, ecology, collaboration, payment ...

This is a text authored by a collective, discussed and written by professionals in the areas of dance and theatre. During the networking meeting «Performing Arts Manager Meeting», Reso initiated a collective writing process for a **manifesto for fair practices**. The writing process was then continued with further stakeholders – choreographers, dancers, performing arts managers and the Reso team. Representatives from the field and its funding bodies contributed further input to the writers' reflection process. From this work and its multiple perspectives, a text has emerged, a collection of reflections on fair practices, a manifesto.

Credits:
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NO SOCIETY WITHOUT ART NO ART WITHOUT ARTISTS TOWARDS FAIR PRACTICES IN THE ARTS



Art needs artists, and artists need good and specific conditions that enable them to make art. That's the basis. However, art isn't facilitated by artists alone. It needs institutional framework, for the hosting and presentation of artists. Art needs funding bodies and supportive policies. It needs critical and appreciative audiences. And art needs production managers, technicians, funders, programmers, critics, philosophers, cleaning staff, historians. All those cultural actors together set art in motion thus creating a vibrant society.

This manifesto aims to **sensitize** its readers to a healthy work environment and fair practices in creative processes and partnerships. It reflects issues of solidarity, diversity, ecology, payment and collaboration from different perspectives, and formulates postulates and opportunities for action.

This manifesto is an **invitation** to everyone to continue the thoughts set down here, to examine them within their teams, and to develop their own attitude towards its postulates.

This manifesto is a **tool**: use the poster to support fair working conditions as a theatre, an office or a company.

● AGREE TO DISAGREE ● TAKE RESPONSABILITY FOR YOUR ENVIRONMENT ● CHANGE PRACTICES AND STRUCTURES ● FORM PARTNERSHIPS WITH INSTITUTIONS AND BEYOND ● VALUE LABOUR AND PRODUCTION

no fairness
without solidarity
no solidarity
without diversity
no diversity
without caring for ecology
no ecology
without practicing diversity
no cultural work
without being payed
no payment
without equality
no fairness
without you