

QUICK GUIDE TO DIVERSE PROGRAMMING

In contemporary dance, the underrepresentation of women choreographers and artists of colour on major stages was one of the pressing concerns of the Big Pulse partners. There was a desire to include diverse perspectives in festival programming to provide audiences with a richer and more varied artistic experience, reflecting contemporaneity and narratives aligned with current social dynamics.

Big Pulse Scaling Up Programme aimed to broaden the canon on Europe's major stages by showcasing new talent from diverse backgrounds.



Here are some of the lessons learned from this process, which extended to considering the entire sector—especially its institutions and organisations—as in need of change:

- Prioritise diverse programming by incorporating new voices, practices, and aesthetics that reflect a wide range of artistic perspectives and cultural backgrounds.
- Review recruitment practices to attract a broader range of candidates. Use inclusive language in job descriptions and engage with diverse networks to ensure a more representative pool of applicants.
- Ensure that everyone in the organisation understands why and how diversity and inclusion inform policies and initiatives.
- Create opportunities for curators from diverse backgrounds through invitations and employment.
- Provide support and mentorship programmes for emerging artists from under-represented groups, offering guidance, resources, and networking opportunities to help them navigate the industry.
- Distribute funding and resources equitably. Establish grants and support systems specifically for women and artists from diverse ethnic backgrounds.
- Develop partnerships with local communities and cultural organisations. Engage with diverse groups to understand their needs and interests, and incorporate their feedback into programming.
- Ensure that venues are physically accessible to all, including people with disabilities. Foster an inclusive atmosphere that welcomes artists and audiences from all backgrounds.

- Provide training for staff and decision-makers to address unconscious bias. This training should focus on creating an inclusive environment and understanding the barriers faced by marginalised groups.
- Promote diverse artists prominently in communications. Use platforms to showcase the work of women and artists from different ethnic backgrounds, ensuring they receive visibility and recognition.
- Regularly evaluate progress towards diversity and inclusion goals. Share findings publicly to demonstrate commitment, transparency, and accountability.

