

An appeal by the Forum for the Future of Culture 2018

Feminisation – Democracy – Work. Towards a socially-conscious arts institution

1. We collaborate in a respectful and partnership-based manner with artists, organisations, initiatives and social partners; we respect each other's needs, possibilities and limitations.
2. We refrain from overproduction and seek to ensure the right quality and time of processes within the working environment. We've decided not to be part of the race for the "most progressive arts institution".
3. Our work is a conscious process. The process must include time for self-reflection and communicating about it.
4. We do not exploit bodies or other ecosystem resources; we respect the private time of our employees and collaborators.
5. We treat each other as subjects/agents, we strive to flatten the hierarchy and democratise the decision-making processes, we respect all employees regardless of their roles within the organisation.
6. Arts institutions must stop evading social responsibility for their employees. We will put an end to "ruthless outsourcing" that mostly hits cleaners, security personnel and venue staff. Institutions that cannot afford respectful and secure working conditions, acting against the law and out of line with people's expectations, should limit their programme or stop delivering it in an exploitative manner.
7. We develop anti-violence and anti-discrimination language and practices; we introduce anti-discrimination procedures and effective tools to combat violence of any kind.
8. Together, we fight for higher salaries in culture, and for a fair and equitable system of pay allocation.
9. We undertake to implement an environmental policy based on self-restraint, maximum waste reduction and segregation, energy savings, and reduction in emissions.
10. We place our audiences at the heart of our activities: we build enduring relations with people, we inspire each other to think and act creatively, as well as eliminating barriers in accessing arts and culture.

FEMINISM! NOT FASCISM!