Performing the inclusive organisation

Dr Johan Kolsteeg, Rijksuniversiteit Groningen, the Netherlands
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j.a.c.kolsteeg@rug.nl
Outline

› Strategy of an inclusive cultural organisation
› Operational consequences and challenges
› Contours of an infrastructure for inclusiveness
Meet the **Grand Theatre Groningen**
Profile

› Programming, production, societal debate
› Talent development
› Tackle monoculturality in cultural life and organisation

Context

› Regionalisation of cultural policy:
› Cultural identity
› Quality
Perspective

› Processual view of organising

› Central terms are constructed in discourses and practices

› Investigate space for operationalization of terms like diversity, participatory governance
Intercultural exchange

› Government discourse: PPPP
› EU: Meet the Neighbours
› Building and sharing expertise to interrogate relationship society and art
Central concepts for the Grand

› Connect artistic and societal challenges

› A shared organisation

› Participatory surrounding infrastructure

› Accountability to the city and arts world
Resource management

› **Audience development**
  - A delta of separate niches
  - Activate key representatives
  - ‘Explicit audience perspective’

› **Talent development**
  - Leading role in the city
  - Long term commitments and inclusiveness
  - Connect local to global

THEATERINITIATIEVEN
STAD/RIJKSUNIVERSITEIT
GRONINGEN – TOTALLY
SHIFTED

ZA 15 JUNI OM 19.30
5 t/m 15 juni: Comedy theater ter ere van het 405 jarig bestaan van de universiteit
Programming

Talent development: long term relations
Societal themes, EU projects

Organisational

Shared cultural/societal organization
Interrogate structures and hierarchies
‘Cultural stakeholders’

Policy

Institutional support

Challenges

Perform inclusivity in practice
Build inclusivity into the infrastructure
Provide sustained and substantive support

Connect programming and marketing
Develop social entrepreneurship
Accountability

Discuss internal structures
Stakeholders require empowerment
Trust building

Flexible conversation beyond bureaucratic divides and quality discussions

Audience diversification, narratives, discussion
Management and policy

› Manage identity construction as a process of connecting, with possibly uncertain results

› Interrogate institutional logic inside and outside the institution

› Perform continuity of programming and governance

› Culture and structure are the means

› Cultural capability policy

› Reverse logic of diversity as a gift
Thank you