

ACTION ON  
**CLIMATE**  
ACTION ON  
**EQUITY**

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## Foreword

We would like to thank Aerowaves for inviting us to lead these timely Inquiries on two of the most urgent – and interrelated – issues of our time, Equity and Climate.

Each of us convened three meetings that included five Aerowaves Partners and two Springback Academy writers. The other Aerowaves Partners were also invited as observers.

The conversations were rich and honest based on accumulated years of experience as both artists and producers.

Thank you to all for your openness and thoughtfulness as well as generosity in committing time to engage with these important topics.

It was heartening to hear everybody's view of Aerowaves as one of the most successful European networks, whose 'horizontality and togetherness' has created a highly effective and convivial spirit of co-operation and collaboration.

Yet, within this, all recognised the need to constantly question, reassess practice and to change. Something that Aerowaves certainly has the imagination and courage to do.

The recommendations that follow are based on the conversations and ideas proposed in our sessions, in the words of Springback writer Irina Glinski, "setting out a stall for deep-rooted and sustainable change".

Rose Fenton Action on Climate

Roberto Casarotto Action on Equity

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# Action on Climate

## Summary

- 1 Aerowaves creates a Charter for Climate Action, a broad statement of its overall environmental commitment and ambitions, and the environmental values and principles which underpin decision-making and action.
- 2 Aerowaves creates a Climate Action Plan, that follows on from the Charter for Climate Action, and defines what it will do to live up to its environmental commitment and achieve its environmental ambitions. The Action Plan should include specific actions, responsibilities and budgets for achieving environmental improvement, reducing environmental impacts and embedding environmental practice.
- 3 Aerowaves requires that each Partner have their own Three-Year Climate Action Plan, at the very least in relation to their Aerowaves activities, and are able to report back to Aerowaves on an annual basis.

The Climate Action Plan should include the following areas of Aerowaves activities.

### Aerowaves Artists

Establish deeper relationships with artists through:

- Ensuring the voice of artists is heard as Aerowaves evolves its climate actions

- Creating system for artists to report back on benefits and impact of being Aerowaves artist
- Considering a longer commitment to two or three artists, such as offering a two-year residency, from the Aerowaves Twenty each year.

### Presenting and touring artists' work

Make the tour more sustainable through:

- Developing 'environmentally rationalised' touring models across Europe by creating regional clusters and/or working more closely with existing networks in regions who can collaborate and co-ordinate regional and cross regional tours
- Working to create longer stays at each venue on tour to include, where appropriate, deeper engagement with local artists and communities
- Creating a 'green rider' for Aerowaves tours that Partners will engage with to the best of their ability, taking into account their local situation.

### Organisational practice

Aerowaves to develop sustainable actions in its own activities and encourage sustainable action in its Partners' venues and festivals through:

- Creating a 'green rider' for its annual selection meeting, Spring Forward festival and Springback Academy
- Establishing criteria for working with third-country artists, including ensuring residencies are associated with performances
- Delegating one board member and one Partner as a 'green champion' for the organisation responsible for overseeing Aerowaves' environmental commitments and ensuring environmental considerations are factored into ongoing plans
- Continuing its research and investment in VR as a way of reducing Aerowaves' carbon footprint
- Requesting that Partners create their own Climate Actions and identify a team member to oversee and co-ordinate them.

### Communication

Aerowaves and Aerowaves Partners should highlight their work on the environment in all their communications, helping to create awareness and sparking valuable conversations that lead to changes in attitudes and behaviours across artists, funders, audiences.

Aerowaves to:

- Give prominence on its website to the Charter for Climate Action
- In call-out, make artists aware Aerowaves is seeking to support projects that can demonstrate an environmentally responsible approach
- Consider developing or joining an existing scheme to use a green 'kite mark' to highlight its environmental practice

Aerowaves Partners to:

- Give their Climate Action Plans prominence on their websites, along with highlighting public transport, car sharing and cycling information to audiences
- Communicate to all stakeholders and suppliers the environmental impacts of the venue, and the efforts being taken to reduce them
- Communicate and join forces with local government on carbon-cutting initiatives

### Financial incentives

Aerowaves to consider creating a ringfenced fund to encourage and support green initiatives, including a 'green rider' for Aerowaves touring. Priority would be given to Partners from countries where the infrastructure and funding are lacking.

### Monitoring progress

Aerowaves to develop a system to monitor and audit its climate actions and their effectiveness both within its own practice and those of its Partners.

### Holding and signposting information about good practice

Aerowaves to become a hub for gathering and signposting to members practical tools and successful examples of new sustainable models of good practice that can be adapted to the circumstances and needs of the network, its Partners and beyond.

# Action on Climate

## Introduction

We are in the midst of an accelerating climate and ecological emergency, one that is already having devastating social and economic consequences for the world.

Scientists tell us that we have less than ten years to ensure global warming stays below 1.5 °C and that “rapid, far-reaching and unprecedented changes in all aspects of society”<sup>1</sup> are urgently required. Anything beyond 1.5 °C significantly increases the risks of drought, floods, extreme heat and poverty for hundreds of millions of people. The last five years since the Paris Climate agreement was signed have been the hottest on record; one million species are at risk of extinction, biodiversity is collapsing, Arctic glaciers are melting and fires are raging across the world.

There is an urgent and moral imperative to decarbonise our lives; every individual and every sector, including arts and culture, is responsible for creating a more environmentally sustainable world. Indeed, many believe that arts and culture can be a leading contributor in creating a regenerative future, one that protects the planet and sustains everyone, everywhere.

Over the three Action on Climate sessions, five Aerowaves partners – Edvin Liverić (CR), Markéta Perroud (CZ), Suzy Blok (NL), Samme Raeymaekers (NO) and Bruno Heynderickx (DE) – and

two Springback writers – Emily May (UK) and Charles A. Catherine (FR) – examined how Aerowaves might adapt its practice and take action. In the first session we discussed why it is important to engage with this work, what might a ‘climate sensitive’ network look like, what were its values, and what steps we might take to reduce its carbon footprint. All agreed that “to be environmentally aware should be the DNA of our work”, and proposed that the values guiding us should be rooted in generosity, collaboration, care and preparation.

In the second and third sessions we drilled down into specific actions in each area of Aerowaves and its Partners’ work: relationship with artists, presenting and touring shows, organisational practice, communications, finance, and monitoring the impact of our actions. We explored what might we need to change, and what were the challenges and benefits associated with those changes. We agreed that in proposing actions it was important to acknowledge the different cultural, economic and infrastructural contexts of each of the Aerowaves Partners, but at the same time we stressed the huge value of everyone beginning actions, however small or simple, that start a “thought process” and create “a snowball effect of awareness” across presenters, artists and audiences.

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1 IPCC -Intergovernmental Panel on Climate Change



In the third session we also asked: if Aerowaves were to end, what would you create in its place to support young artists travelling across borders in the future? It is testimony to the strength of and commitment within a network that is constantly questioning its practice that all talked about how frequently they cited Aerowaves as one of the best examples of a functioning and successful European network. Nevertheless all stressed that “We must change”, and were ready to set out on a more sustainable pathway.

A fourth session brought together the two groups to explore the intersection of many of the issues and actions within both Inquiries.

What follows are a series of recommendations to begin, based on the rich conversations over the four sessions. All recognise that this is huge subject and the recommendations and actions only scratch the surface. They are, however, the beginning of a process, one that will evolve and gather momentum. For the process to succeed will need the commitment of every player in the network.<sup>2</sup>

Let’s get started!

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## 2 Creating the Conditions for Change

There are four key stages to taking action on environmental sustainability:

- **Commit:** put in place the structures, resources, policies and responsibilities necessary to support and action your initiatives.
- **Understand:** understand your impacts and establish systems to measure and monitor them on a continuous basis.
- **Improve:** implement an action plan to reduce your environmental impact. Your success at integrating environmental sustainability into the way you work is often dependent on the internal culture of your organisation and the resources available to you. Your key ingredients are knowledge, skills, time and enthusiastic people. It’s important that the whole organisation should be involved in the process; this is an opportunity to test new ideas, build support and use existing experience. Without buy-in from people, you will at best limit, and at worst fail, to achieve your goals.
- **Communicate:** engage your stakeholders including your team, suppliers and audiences; share and exchange knowledge with others in the industry.

Taken from Julie’s Bicycle, the London-based charity that supports the creative community to act on climate change and environmental sustainability. They believe that the creative community is uniquely placed to transform the conversation around climate change and translate it into action. [juliesbicycle.com](http://juliesbicycle.com)

# Action on Climate

## Recommendations

- Aerowaves creates a Charter for Climate Action, a broad statement of its overall environmental commitment and ambitions, and the environmental values and principles which underpin decision-making and action.<sup>3</sup>
- Aerowaves creates a Climate Action Plan, that follows on from the Charter for Climate Action, and defines what it will do to live up to its environmental commitment and achieve its environmental ambitions. The Environmental Action Plan should include specific actions, responsibilities and budgets for achieving environmental improvement, reducing environmental impacts and embedding environmental practice.<sup>4</sup>
- Aerowaves requires that each Partner have their own Three-Year Climate Action Plan, at the very least in relation to their Aerowaves activities, and are able to report back to Aerowaves on an annual basis.

The Climate Action Plan should include the following areas of Aerowaves activities.

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<sup>3</sup> See Appendix for approach to creating Environmental Policy as suggested by Julie's Bicycle

<sup>4</sup> See Appendix for approach to creating Environmental Action Plan as suggested by Julie's Bicycle

### Aerowaves artists

#### Establish deeper relationships with artists

If Aerowaves' mission is to promote and create opportunities for the 20 most promising young choreographers in Europe, how best to support and develop deeper relationships with artists in a way that respond to their needs? Questions raised included "Is less more?", "Are we simply presenting for the sake of the new?", "Do the artists truly benefit?"

This came up in the context of artists reporting that they find the relentless darting back and forth across Europe for just one or two performances exhausting and unsustainable, and does not develop their practice as artists in a meaningful way. They often find that their personal values around environmental practice are compromised by their professional practice. They would like to create a more meaningful and equitable relationship with presenters and venues, one that takes into account environmental values and concerns and their own desires to decarbonise their work. Artists also reported how often they are commissioned or offered a residence to create a piece which then has only two public performances. There is a frequent plea: in a post-pandemic world is there an opportunity to "slow down" and reset?

## Action

- Ensure the voices of artists are heard as Aerowaves evolves its climate actions. This could take the form of an artists' meeting at Spring Forward, an annual Zoom gathering with Aerowaves artists past and present, or local artist gatherings hosted by each Aerowaves Partners. Or all three.
- Research – commit to a wider and deeper research and selection process to ensure new voices and forms are recognised.
- Artists' evaluation – ensure feedback from Aerowaves artists on benefits and impact of being Aerowaves artist. Evaluate annually
- Consider a longer commitment to 2 or 3 artists from the Aerowaves 20 each year. A two year Aerowaves residency, including development and touring of work. This could also be used as an “action research project” to test out different approaches, including environmentally sensitive practice.

## Presenting and touring artists' work

Make the tour more worthwhile... away from the unsustainability and personal exhaustion of the pre-Covid 'touring circus'.

## Action

- Develop “environmentally rationalised” touring models across Europe by creating regional clusters and/ or working more closely with existing networks in regions (e.g. Eastern, Central, Southern and Northern Europe) who can collaborate and co-ordinate to create regionally based tours. The regional clusters/networks can then collaborate and co-ordinate in creating inter-regional tours. In this way, artists are not just flying in for one-off presentations

- before returning home and then flying off again a few days later for another one or two performances.
- Work towards longer stays at each tour venue to include, where appropriate, deeper engagement with local artists, communities
- Create a ‘green rider’<sup>5</sup> for Aerowaves tours that Partners will engage with to the best of their ability, taking into account their local situation. *NB This is potentially a powerful communications tool to encourage change towards a more sustainable touring sector across the venues Aerowaves works with.*

Questions were raised whether actions in **Aerowaves Artists and Presenting and touring artists' work** will have an impact on the number of artists Aerowaves is able to support. If Aerowaves goes deeper into the relationship with its artists and creates more in-depth touring along with residencies, will there be financial consequences? For example: will we have to reduce the number of artists? In doing so, do we become more conservative and also risk the diversity of work we present? Or – as some suggested – do some Partners take it upon themselves to raise the extra resources for these approaches?

## Organisational practice

Aerowaves to develop sustainable actions in its own activities and encourage sustainable action in its Partners' venues and festivals.

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<sup>5</sup> A Green Rider is intended to offer guidelines for all touring companies, producers and organisations, and to stimulate dialogue between those organisations and venues about best practice in reducing environmental impacts. It follows the format of a technical rider that performing arts companies have been accustomed to use, and focuses on putting on environmentally sustainable productions.



## Aerowaves

Despite a very successful hybrid (live and online) selection process in Athens in 2020, all stressed how valuable it is to physical meeting together in one place for the annual selection meeting: it enables artistic discussion and importantly building trust, collaboration and strength across the network. Again, all acknowledged the strengths of Spring Forward 2020 – The Show Must Go Online (the show went on, and reached a greater diversity of audiences) but insisted that it was impossible to recreate the power of live performance with a live audience. Can there be a hybrid model drawing on the VR research Aerowaves is engaged in? Springback Academy has continued effectively working online during the pandemic, and in future is likely to continue with a hybrid training model. However, as several people pointed out, there is a growing awareness that digital too has an increasingly heavy carbon footprint and that ‘digital sobriety’ is needed. All agreed there are many ways of creating a less carbon-heavy footprint which we should investigate

### Action

- Aerowaves to create a ‘green rider’ for its annual selection meeting; Springback Academy; and Spring Forward.
- Whilst acknowledging it is important to have a view of and exchange with contemporary dance beyond Europe, Aerowaves to establish criteria for working with third-country artists, including ensuring residencies are associated with performances.
- Aerowaves to continue its research and investment in VR as a way of reducing its carbon footprint.

- Green Champions – Aerowaves identifies one person from the board and another drawn from the Partners to be responsible for overseeing Aerowaves’ environmental commitments and ensuring environmental considerations are factored into ongoing plans.
- Action on Climate to be included as an item on the Agenda for all Aerowaves board meetings
- Action on Climate to be included on the Agenda for the annual autumn Aerowaves business meeting.

### Aerowaves Partners

Aerowaves recognises that not all Partners have the decision-making position in their organisation to instigate and lead a plan. Nevertheless, as a principle every Partner should develop a Climate Action Plan, and where possible encourage colleagues to incorporate environmental considerations into their work.

### Action

- Aerowaves Partners to create their own Environmental Policy and Actions Plan.
- To identify a team member from their organisation with responsibility for co-ordinating environmental efforts.

### Communication

Several members of the Action on Climate Inquiry were surprised when looking into their own organisations, in preparation for the meetings, at how much they were already doing around the

environment. This led to a discussion about the importance of communicating and thereby raising awareness of these actions.

### Action

- Aerowaves and Aerowaves Partners to highlight their work on the environment in all their communications, helping to create awareness and sparking valuable conversations that lead to changes in attitudes and behaviours across artists, funders, audiences.

### Aerowaves

- Aerowaves website: Charter for Climate Action given prominence.
- Call-out to artists: make aware that Aerowaves is seeking to support artists who can demonstrate they are taking an environmentally responsible approach to creating and touring their work, and that this will be taken into consideration when selecting Aerowaves artists.
- Aerowaves to consider developing or joining an existing scheme or movement to use a green 'kite mark' to highlight its environmental practice. *NB Existing movements include Culture Declares Emergency (CDE) that is fast gaining traction internationally.*<sup>6</sup>

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<sup>6</sup> Culture Declares Emergency is a growing international movement of individuals and organisations in the cultural sector declaring a climate and ecological emergency. This means telling the truth, taking action and seeking justice. See Appendix for CDE Vision, [www.culturedeclares.org](http://www.culturedeclares.org)

### Aerowaves Partners

- Websites: Climate Action Plan given prominence.
- Audiences: provide public transport, car sharing, cycling information to audiences on website.
- Communicate to board, staff, suppliers, incoming productions and audiences the environmental impacts of the venue /festival and the efforts being taken to reduce those impacts.
- Communicate and join forces with local government and other stakeholders on carbon-cutting initiatives

### Financial incentives

Whilst some of the actions under discussion do not require extra expenditure, others will. All acknowledged the different economic and infrastructural contexts across the network and felt strongly that there should be financial support and incentives where needed. Would this mean that Aerowaves resources are directed away from artists? Or would it be possible to source the funding from elsewhere, particularly given that the environmental actions are rising up the agenda across Europe, and specific funds may well be available in the future?

### Action

- Aerowaves to consider creating a ringfenced fund to encourage and support green initiatives, including a 'green rider' for Aerowaves touring. Priority would be given to those Partners from countries where the infrastructure and funding are lacking.

## Monitoring progress

This is vital in ensuring our actions are effective. Moreover, it is likely that Creative Europe will make environmental action and reporting part of their future funding agreements. A vital component of this is being able to monitor progress. Aerowaves will therefore need to assess its activities, set targets and be able to monitor them. As one member put it: “No more greenwash.”

### Action

- Aerowaves to develop a system to set, monitor and audit its climate actions and their effectiveness both within its own practice and those of its Partners. *NB. All climate actions should be SMART – Specific, Measurable, Achievable, Realistic, Time-bound*

## Holding and signposting information about good practice

There is so much information, so many examples of good practice, along with practical resources that have been developed over recent years to help art organisations develop and carry out an environmental policy and action plan. Rather than ‘reinventing the wheel’, Aerowaves should draw on these resources and become “a vehicle for knowledge to become available”.

### Action

- Recognising its power as a network to amplify and influence good practice, Aerowaves to become a hub for gathering and signposting to members practical tools and successful examples of new sustainable models of good practice that can be adapted to the circumstances and needs of the network, its Partners and beyond.<sup>7</sup>

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<sup>7</sup> See Appendix to this report for beginnings of this resource largely taken from Julie’s Bicycle

# Action on Equity

## Introduction

The Aerowaves' Action on Equity inquiry took place in the digital space in April and May 2021. The invitation to this inquiry was extended to five Partners of the Aerowaves network: Elisabetta Bisaro (FR), Gintarė Masteikaitė (LT), Laura Kumin (ES), Catja Loepfe (CH) and Eddie Nixon (UK); and to two writers from Springback Magazine: Irina Glinski (UK) and Yasen Vasilev (BG). The meetings between Partners and writers were enriched by the contributions and perspectives of three invited guests: Chiara Bersani (IT), Freddie Opoku-Addaie (UK) and Anthea Lewis (UK).

The inquiry ran across three meetings, each focusing on a different topic: gender and financial equity, disability, race and ethnicity. Together, they posed and shared questions about the future of Aerowaves and what the network can do to diversify the artists and works it represents; to reach, engage, include and make visible a broader variety of voices; and to question concepts of power, structures, access and language.

In the first meeting, discussions focused on gender as well as on financial equity, highlighting the need to revisit the remuneration conditions offered by the network, and the necessity to take into consideration possible non-binary identifications of gender. In the second meeting, Italian performing artist and choreographer Chiara Bersani was invited to stimulate the discussion on disability and access, sharing her personal experiences as a

touring Aerowaves disabled artist, and from her new position of co-director of a theatre in Italy. In the third meeting, provocations from UK artists of colour Anthea Lewis (Blue Lily Project) and Freddie Opoku-Addaie (former Aerowaves artist and Director of Dance Umbrella) advocated for structural change, and for the need for specialised expertise when dealing with topics of race and ethnicity.

A fourth session brought together the working group with the Action on Climate inquiry group, and intersections of many of the issues and actions within both inquiries were shared and explored.

Although each of the sessions had a distinct theme, the conversations developed across each specific focus offered a fertile ground to generate intersectional views and ideas that could support processes of change for the network and its members. These processes will require time, engagement and commitment in sharing responsibilities, and they may require new forms of sharing and generating knowledge among the Aerowaves Board, Partners, and all those who might be involved as experts and contributors. The following recommendations may inspire the first steps in this journey.

# Action on Equity

## Recommendations

- 1 Articulate a Charter for Equity action plan with basic principles, reflecting values for equity and what the network stands for.
- 2 Invite the Aerowaves Partners to subscribe to the Charter for Equity, and to share the responsibility of its implementation in Europe.
- 3 Formulate an Equity Plan articulating actions aimed at offering tools, knowledge and support for fairer conditions, access and equity.
- 4 Monitor and work, in dialogue with the Partners, to support the processes of change in the activities brought forward by the network and the processes of their local contextualisation.
- 5 Include in the Equity Plan the considerations set out below.

### Aerowaves and European contexts

With 44 members, Aerowaves embraces very different meanings of diversity and ways to deal with it. Across the 33 countries in the network, historical, political and cultural backgrounds define different demographics, and their representations in the arts, economical and social structures influence the variety of conditions that can be offered in each territory. Artists and professionals from poorer regions of Europe, with less developed local cultural scenes, often lack infrastructure; they work with few resources to develop professional paths, investing a lot of invisible labour.

Aerowaves aims to contribute to create a more inclusive European contemporary dance field by stimulating under-represented dance artists, professionals, writers and audiences to join its activities, regardless of their background, ethnicity, gender, sexual orientation, physical abilities, social conditions, working and employment status, age, career path and geographical location.

European networks and programmes facilitate access to knowledge and to experiencing work, to balance out existing national asymmetries.

Aerowaves is perceived internationally as a trusted source when looking for information on dance works made by early-career artists.

If European and international arts networks and EU-funded projects have slowly led to broader opportunities for accessing work by disabled artists and artists of different ethnicities within the European cultural sector, including in countries where these opportunities were previously rare, it is clear that there is still a lot to do, and that the knowledge built in the performing arts field is not always shared, available and accessible across Europe.

In the meantime, the EU commission is becoming more and more oriented to require evidence of equity plans, or description of

policies and experiences put in place by applicants to its funded programmes, in order to implement its equality policies and plans.

#### Action

- Support the Aerowaves Partners with a 'knowledge vehicle tool', a selection of some of the best available knowledge and examples of good practices related to equity (disability, race and ethnic representations, gender discrimination...).
- Support 'action research' aimed at developing accessibility (for artists and audiences) to Aerowaves initiatives, especially if time and resources are not available in some of the countries where the Partners willing to explore processes of change are based.
- Introduce an annual online Partners' meeting dedicated to the exchange of knowledge, approaches and practices aimed at strengthening principles of equity, and at sharing the outcomes of action research experiences.
- Dedicate an Aerowaves board meeting, once a year, to official reports on actions for equity brought forward by the network. Every year, a different board member and one of the Aerowaves Partners could be invited to monitor the actions and to share findings, outcome and questions with the Aerowaves board.
- Strengthen Aerowaves' position as a European reference for other arts networks, for the EU commission, and for the wider non-European dance field. Along with EDN, IETM and other EU arts networks, Aerowaves could, for example, create an Equity Charter with the mission to advance racial equality and resources for advancing pluralism.

### Aerowaves and the selection process

Is contemporary dance diverse enough in Europe, so that it can be reflected in the Aerowaves selections? What can the network do to encourage change and support its Partners on a national level? Aerowaves has to remain open to artistic practices that come from different cultures, from various and less represented communities, from people with non-formal training, and must stay connected to the dynamic social changes which inform Europe.

Dialogue, honesty, care and trust are of crucial importance in the Aerowaves selection process. A slower pace of production and presentation may be required, for example, in the case of disabled artists who may have different needs and require more time. The desire to build trust in the Aerowaves network and its way of working implies the need to form more meaningful and transparent relationships with artists, to provide responsive support, and to encourage applications that are more representative of wider dance communities and diverse artistic voices.

#### Action

- Work with the Partners to establish connections with artist applicants, and dialogue with them beyond the launch and collection of application forms.
- Involve diverse experts, including previous Aerowaves artists, in the local pre-selection contexts, especially in countries where the number of applications is very high and the societies are multicultural. This would require extra funds for the remuneration of the experts' work.



- Provide the Partners with tools or expertise to access works that are expressions of styles, languages, practices or approaches that may not yet be familiar and known.
- Be transparent about who is involved in decision-making at each stage of the selection process, and about the criteria which guide judgements.
- Articulate and share feedback to those who applied and were not selected, maybe with the help of Springback writers.

### Aerowaves and communication

Catching up with the dynamic changes in societies requires investing energy and resources in the use of languages, recognising the role words and narratives can play in entrenching and reaffirming power structures. Working closely with Partners, presenters and artists to build around Aerowaves and its activities a sense of 'safe space', breaking assumptions, presumptions and stereotypical borders will support the network's mission and its relevance in the development of the culture of dance across Europe and beyond.

#### Action

- Give visibility to the Aerowaves Equity Plan in the website, and have it translated into Partners' languages and available in audio recorded formats.
- Produce subtitled video and audio versions of the open call, with the option to apply with audio-video files for artists with disabilities.

- Ask applicants for personal pronouns in the application form, and make sure they translate well.
- Produce audio-subtitled videos where 'Ambassadors' share their experiences in Aerowaves and explain how the network contributed to their artistic development. Ambassadors should be bridge builders towards those artists and audiences who are not yet well represented in the Aerowaves selection. Ambassadors should help finding alternative forms of narration to diversify the outreach of the calls, to support the idea of offering 'safe spaces' and to build trust towards the network.
- In all communications, highlight the Charter for Equity, the values and aspirations Aerowaves stands for, make sure they are well translated in all the European languages and included in local communication, promotion and dissemination activities led by the Partners and presenters.

### Aerowaves and financial conditions

The fee provided by Aerowaves to the artists invited to Spring Forward is low, in some countries below the minimum legal daily salary of dance artists. The value and opportunity to develop new contacts, be programmed across borders and exposed to the international dance community does not always apply equally to the twenty works selected each year by the network.

Addressing issues of access and inclusion, for both artists and audiences, translates into new costs and consequent financial implications for the network.

### Action

- Aerowaves should consider investing more resources awarded by the Creative Europe Platform Programme into fees for artists and their teams.
- Source new funds to support action research and initiatives aimed at developing accessibility and inclusion for artists and audiences.

### Aerowaves and evaluation processes

The Equity processes of change need to be monitored and evaluated, collected data should reflect who applies, from what background, gender, class, race, disability and training. Accurate and comparable data is essential in enabling the network, researchers and policy-makers to assess the scale and nature of equity and in designing, adapting, monitoring and evaluating policies.

Aerowaves should also evaluate how the introduction of new initiatives that promote access and inclusion are instrumental to ensure more just and equal representations.

### Action

- Collect more data on the application form, and make them available for analysis, statistics, studies.
- Implement the current evaluation plan with monitoring and assessing procedures for access and inclusivity activities.
- Consider hiring professional expertise to draw up a simple evaluation plan to be shared and provided to the Aerowaves Partners, to collect and compare the data that may be required for analysis, statistics, studies.

# Appendix 1: Action on Climate

## Resources

Action on Climate, Springback Writers' Reports, Emily May and Charles A. Catherine [aerowaves.org/aerowaves-at-25/action-on-climate](https://aerowaves.org/aerowaves-at-25/action-on-climate)

Environmental Policy and Action Plan: Guidelines & Template, Julie's Bicycle [juliesbicycle.com/resource-policy-action-plan-guide](https://juliesbicycle.com/resource-policy-action-plan-guide)

'Soft footprint, strong handprint', Ice Hot Nordic Dance Helsinki 2021 [www.icehotnordicdance.com/wp-content/uploads/2021/03/Environmental-Policy-of-Ice-Hot-Helsinki-2022.pdf](https://www.icehotnordicdance.com/wp-content/uploads/2021/03/Environmental-Policy-of-Ice-Hot-Helsinki-2022.pdf)

Culture Declares Emergency. [www.culturedeclares.org](https://www.culturedeclares.org).  
Strategic Plan 2021 available to view at [drive.google.com/file/d/1uPyVy-VKaT2H4X58YbV1GZtkQwG6k\\_5W/view](https://drive.google.com/file/d/1uPyVy-VKaT2H4X58YbV1GZtkQwG6k_5W/view)

World Cities Culture Forum – Tackling Climate Change Report [juliesbicycle.com/resource\\_hub/resource-tackling-climate-through-culture-2019](https://juliesbicycle.com/resource_hub/resource-tackling-climate-through-culture-2019)

A selection of Julie's Bicycle resources for action on climate across different organisational aspects of cultural organisations including: green rider, indoor and outdoor events, touring, productions, communications, audience travel, greening the office, procurement, team engagement. These resources are constantly updated on the Julie's Bicycle website: [juliesbicycle.com](https://juliesbicycle.com)

# Appendix 2: Action on Equity

## Resources

Action on Equity, Springback Writers' Reports, Yasen Vasilev and Irina Glinski [aerowaves.org/aerowaves-at-25/action-on-equity](https://aerowaves.org/aerowaves-at-25/action-on-equity)

EU Anti Racism Action Plan 2020–2025:

[ec.europa.eu/info/sites/default/files/a\\_union\\_of\\_equality\\_eu\\_action\\_plan\\_against\\_racism\\_2020\\_-2025\\_en.pdf](https://ec.europa.eu/info/sites/default/files/a_union_of_equality_eu_action_plan_against_racism_2020_-2025_en.pdf)

Gender Equality Strategies 2020–2025, The European Commission:

[ec.europa.eu/commission/presscorner/detail/en/qanda\\_20\\_357](https://ec.europa.eu/commission/presscorner/detail/en/qanda_20_357)

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