



POSTCARDS FROM AN INCLUSIVE FUTURE

THE GARAGE
NORWICH

Name: Caroline Richardson

Position: Director

Organisation: Norwich Playhouse

In my inclusive future I can see.....

Myself getting younger, not older, so that I understand and embrace all new developments in diversity, as well as dream some up

Name: Laura Jones

Position: Senior Dance Artist and Head of Talent Development

Organisation: Stopgap Dance Company

In my inclusive future I can see.....

Access is no longer an afterthought or add on, it is integral to all aspects of life. I no longer spend hours researching accessible transport routes/options, or worry if I'll be able to get in somewhere or find an accessible toilet. Funding for access assistance is no longer a worry – it's protected. But more than that, attitudes have completely changed. I am a valued equal member of society. There is fair representation of diversity across arts and culture – and leadership, and well, everywhere!

There is not a disability arts scene – there is just excellent, accessible diverse art everywhere. Options are not restricted to the limited few inclusive organisations – they are universal – the world is my oyster!

Name: Bridget Floyer

Position: Producer

Organisation: Larking Arts

In my inclusive future I can see.....

A place where inclusion + diversity is core to my practice to the extent I don't even think about it.

Name: Anon

Position: Anon

Organisation: Anon

In my inclusive future I can see.....

There would be disabled employees, employing disabled artists!

Name: Lin Hetherington
Position: Deputy Head
Organisation: Cambridgeshire Music

In my inclusive future I can see.....

A truly diverse and inclusive all age band/orchestra which all young musicians aspire to join. This has national and international links and facilitates excellent music education world-wide. Dance and drama has similar development.

Name: Andrew Ramsbottom
Position: Theatre Manager
Organisation: Norwich Playhouse

In my inclusive future I can see.....

A vibrant, creative society where art reflects life, all life. Where people's unique experiences and differences feeds the creation of art and can be enjoyed without physical or social barriers.

Name: Katie Elston
Position: Senior Marketing Manager
Organisation: Roundhouse

In my inclusive future I can see.....

Equal access to the arts for everyone. Equal representation on stage of people with disabilities and from different cultural and socio-economic backgrounds and also equal representation in the workforce behind the scenes.

Name: Anon
Position: Anon
Organisation: Anon

In my inclusive future I can see.....

A culture that supports, celebrates, learns and benefits from the work by & for disabled people

Name: Clare Griffin
Position: Head of Operations
Organisation: Roundhouse

In my inclusive future I can see.....

Not having to fight to have access to be top of the agenda it's just 'assumed' (Actually is) that we must make everything accessible for all. The barriers are broken down & the arts are a safe space for all.

Name: Jake Jarvis
Position: Drama Practitioner
Organisation: Theatre, Creative Film

In my inclusive future I can see.....

Starting a company involving film and theatre collaborating with youth theatres with young people with learning disabilities making short films and theatre pieces.

Name: Richard Hayhow

Position: Director

Organisation: Open Theatre Co.

In my inclusive future I can see.....

A society that actively seeks to engage with people with learning disabilities to be collaboratively creative, inspired, enriched and have all our humanness confirmed

Name: Ashai Nicholas

Position: Diversity Relationship Manager

Organisation: Arts Council England

In my inclusive future I can see.....

It's neurotypical/ableism history month. Spent most of it with tears of laughter due to some brilliant arts programming...but Damn the world was really jacked up in them old days. The uprising which collapsed old ways of thinking + old power structures... it really created something beyond inclusion into a single (problematic) system, to a whole new way of living collectively. I can't imagine decision making, the flow of resources and opportunity not being designed by intersectional collectives...who have been empathy screened 0_0

Name: Chris Gribble

Position: Chief Exec

Organisation: Writers' Centre Norwich

In my inclusive future I can see.....

- More stories
- More tellers of stories
- More voices
- More understanding
- More action
- More anger
- More ACTION!

Name: Faye

Position: ACSM

Organisation: DanceEast

In my inclusive future I can see.....

More performances using disabled artists and more performances for disabled audience members.

Name: Anon

Position: Anon

Organisation: Anon

In my inclusive future I can see.....

Diverse artists collaborating and making exciting art without the barriers that currently exist.

Name: Mark Womersley

Position: Director / performer

Organisation: Slow theatre company, Dog face improv

In my inclusive future I can see.....

A day when I can go out to wither perform in, or witness, a production spontaneously i.e. without having to have months of preparation beforehand.

Name: Patrick Day

Position: Learning Officer

Organisation: Norfolk Museum Service

In my inclusive future I can see.....

A museum whose collections, audience & staff reflect the population in which it sits.

Name: Anon

Position: Anon

Organisation: Anon

In my inclusive future I can see.....

Quite simply a future where 'inclusion' is a redundant term.

Name: Lucy Garland

Position: Co-Artistic Director

Organisation: Frozen Light

In my inclusive future I can see.....

A place where attitudes are open, where physical barriers don't exist. Where there are options of theatre that is accessible. Voices for people whose voices are invisible.

Name: Amber

Position: Co-Artistic Director

Organisation: Frozen Light

In my inclusive future I can see.....

Theatre accessible for those who want to access it whenever they want to go to the theatre.

Name: Lloyd Coleman

Position: Associate Music Director

Organisation: Paraorchestra

In my inclusive future I can see.....

Disabled and non-disabled musicians and artists making high-quality music that move, inspire and challenge audiences.

Name: Freya Spencer

Position: Freelance Dance Artist

Organisation: Stopgap Dance Company

In my inclusive future I can see.....

That it is no longer considered inclusive – it is the norm!

Name: Karen Reilly

Position: Co-Manager, the Playhouse bar

Organisation: Also artist with KlangHaus

In my inclusive future I can see.....

Environments have been adapted so that access is naturally there – everyone is flexible in being able to provide what folks need. We no longer need to use the phrase/name disability – we are just all individually different – of course!

Name: Caitlin Arthur

Position: Freelance Support Worker

Organisation: The Garage

In my inclusive future I can see.....

All young people feel comfortable coming and taking part in the arts. They all understand each other and each other's needs and all sessions are designed to be inclusive and positive aspects of everyone's performance is acknowledged and praised.

Name: Tom Curtis

Position: Touring co-ordinator

Organisation: British Council

In my inclusive future I can see.....

Diverse workforce, which are full of collaborations, conversations, support and celebrations of difference. This would lead to accessible artistic/cultural programmes, opportunities for artists, and more equally lived experiences

Name: Hannah Wallis

Position: Co-Manager

Organisation: The Playhouse Bar (Also I am an artist so this covers all aspects of what I do with my life)

In my inclusive future I can see.....

A time when we do not even need to have all these conversations. But that this is true of all people, not just within the arts. A time when every person wherever they started in life have a chance to get where they want to go.

Name: Adam Yaxley

Position: Inclusion Lead

Organisation: The Garage

In my inclusive future I can see.....

Diversity and inclusion at the centre of organisations, ask the questions be open to new doors and allow yourself to fail.

Small changes can make big differences.

Name: Fiona

Position: Programme Coordinator

Organisation: Shape Arts

In my inclusive future I can see.....

More beds @ conferences. Symposium Sleepover!

Name: Kate Warner

Position: Artist and Facilitator

Organisation: Self employed

In my inclusive future I can see.....

An art world where our country & culture is represented entirely – on stage, on gallery walls, in the workforce of arts.

Name: Jo R

Position: Marketing

Organisation: NTR

In my inclusive future I can see.....

Audiences, regardless of disability, all enjoying an artform on an even playing field with greater understanding by able bodied audience members of the needs of others.

Name: Tom Fox

Position: Artistic Director

Organisation: Lamphouse theatre

In my inclusive future I can see.....

The DNA of my organisation full of integration, curiousness, flexibility, representation, openness, brevity, sharing across sector and enhanced performances for ALL!

Name: John Simpson Wedge

Position: Learning and Education Manager

Organisation: Theatre Royal

In my inclusive future I can see.....

A world without inclusion targets and labelled communities because access for all is a moral imperative, and acceptance of difference is the social norm. Artists create 'Great Art' not 'Great art given their disability'.