

**Stellar
••Quines**



Previously on

**HACK THE
PATRIARCHY**

A Zine

HtP event on 14 June 2022



Welcome,

Building on previous Hack The Patriarchy events, we are kickstarting the conversation about the patriarchy, its impact on us in the performing arts and what we do about it!

Hack the Patriarchy is a series of events that aim to create more meaningful conversations around gender inequality in Scottish theatre. This zine brings you up to date with where the previous HTP events have brought the conversation so you can jump in at any point.

The sessions are designed to share experiences, discuss potential action and understand the collective power of those seeking to create change by using popular education and Theatre of the Oppressed techniques to galvanise Open Space style discussions.

Julia Taudevin and the Hack the Patriarchy Team
Stellar Quines



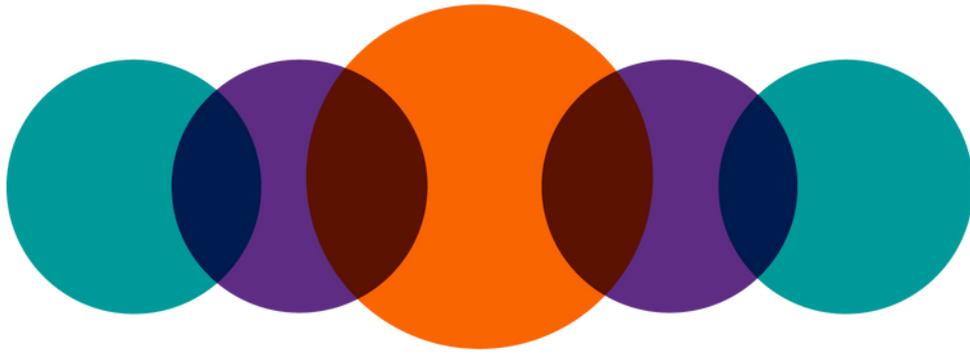
HTP 4 - OPEN SPACE

14 June 2022

The Pearce Institute, Govan

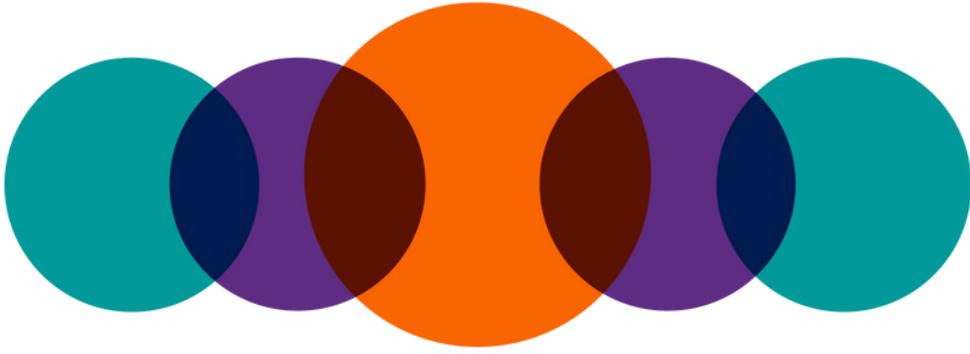
OVERVIEW:

- It felt hopeful and important to be together in person again
- The industry has changed since the last time we were having this conversation and therefore so has the conversation!
- We expect more of our organisations and structures now
- We thought this conversation was about awareness before, now it's about deeper awareness, action and change. Denial is no longer an option.
- Safeguarding is being recognised but are we safe yet?
- But whose problem is this? We all experience the patriarchy but is it down to us alone to change it?
- The system works for those who benefit from it so how do we make them change it when it's not in their interests to? Are they the ones with power and influence? They will die eventually but are we ready to take their place?
- Can freelancers make change when they are already so precarious?
- We need to stop saying sorry
- We need to be there for each other
- We need to get paid more
- A different voice is coming out - but can we all hear it?
- How do we become LOUDER?

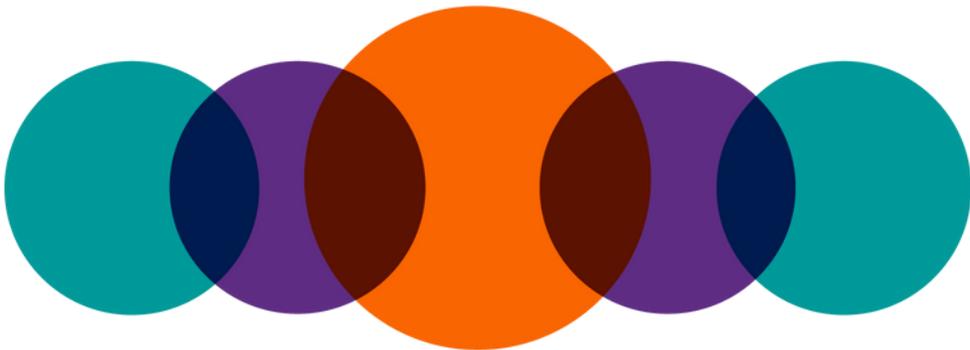


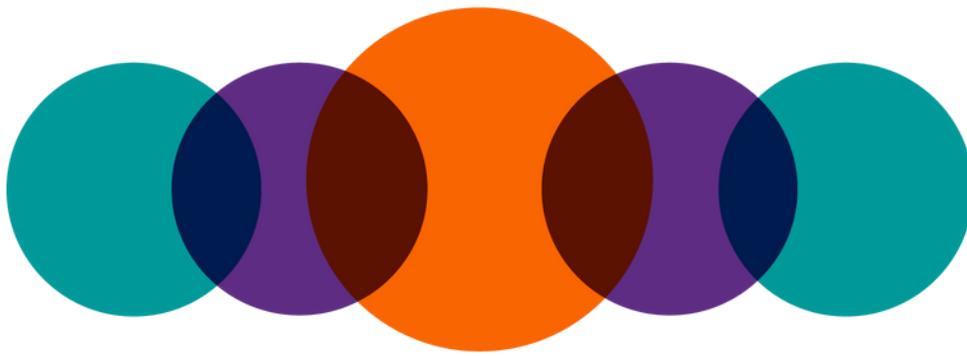
WHAT FOLK THOUGHT ABOUT TALKING ABOUT:

- The hard questions in a safe environment (Breaking the taboo)
- Deconstructing whiteness and other benefits of lockdown
- Ageism in casting
- How do we make sure conversations are inclusive?
- Re: power – flattening hierarchies. How can we reimagine our orgs within a capitalist model? (for the meantime)
- Measures to keep casting rooms + rehearsals safe and reporting systems pre/post jobs for freelancers
- Going beyond eliminating training gap – when people are skilled how do they get accepted for roles?
- Post-covid – What did we learn? What do we need to implement? New normal?
- Accelerated change – What? How?
- Eliminating the patriarchal power structures in theatre



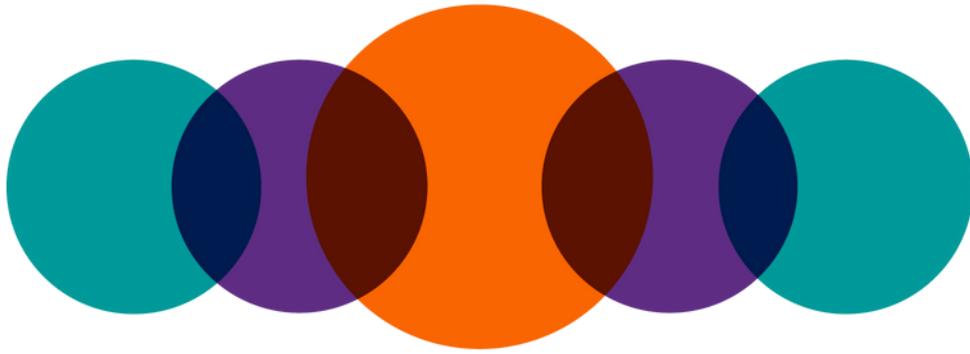
WHAT FOLK ACTUALLY TALKED ABOUT...





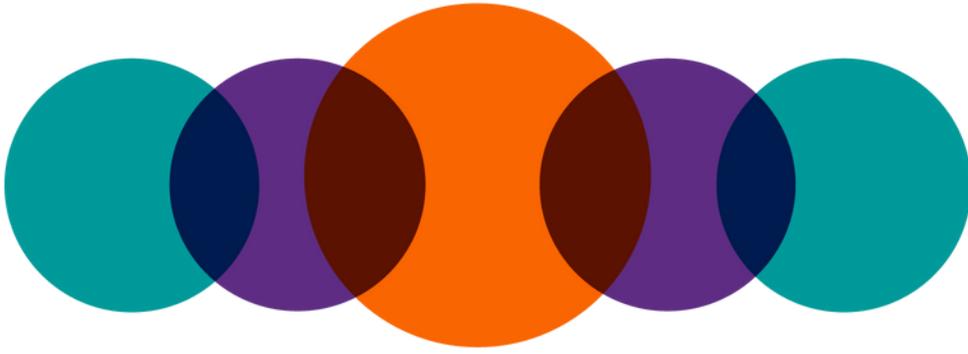
HOW CAN WE MOVE PAST OPTICS TO THE MATERIAL REALITIES? WHAT ARE THE FIRST STEPS IN AN INTERSECTIONAL APPROACH?

- "The solutions is not for theatre orgs to expand but to deepen their influences" – Tawona Sithole
- Persistent pay gap – is not just gender-based
- Mass unemployment is at play here
- We're scared – there is guilt – there is discomfort
- Doing projects for lowest hanging fruit but creating them for the highest fruit is more inclusive
- Need approaches to a more inclusive industry and way of being with each other
- Example: Seattle theatre Leaders – zoom call sharing action on inequality. Bigger orgs supporting smaller ones
- Organisations need to know why they are creating change not just doing it for the tick boxes
- We have internalised what we think Creative Scotland wants to see
- Fact is: none of us make enough money
- How can we change it so money isn't the barrier to access?
- Change Access to Work
- Hostile environment of arts funding
- In Scotland scarcity is the culture – how do we get to this feeling that there is abundance?
- Can you get here without the economic model changing?
- Scotland very rigid – 9-6 – 6 day week standard but orgs being challenged on this creates discomfort
- The conversation gets started but never returned to



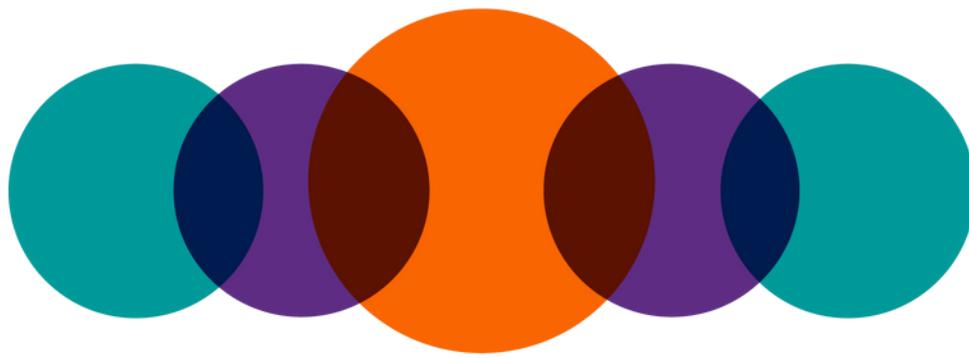
FLATTENING HIERARCHIES – HOW CAN WE REIMAGINE OUR ORGANISATIONS?

- Anarcho-syndicalism – all take responsibility – working for the collective benefit
- Power-sharing
- Job Shares
- Artistic Directors are also administrators
- Are we lacking imagination? How do we imagine what doesn't exist yet?
- Silos of skill sets in some organisations
- Fast? Should change be fast? Does it need to be slow and meaningful?
- Transparency around admin and its impact on the art
- Candour around working hours
- 40 hour week is not the be all
- Perhaps the hierarchy could be flattened if we knew what everyone was doing – what their remits are?
- Organisations have bought into systems and structures that don't serve the arts
- How do we let go of the myths around work? I'm not working my best if I am not working all the hours,
- Holistic approach – long term support/mentoring – unshackle it from money



POST COVID

- What does the action look like for doing it differently?
- New art forms as a response?
- Change felt tangible at some point – losing/lost the moment/momentum
- Where is build back better?
- Engage in a moment (or online within a 24/48 hour window) – gave people options to engage in their own time and space – lots of folk benefitted from this
- Not all theatre needs to be replaced by an online version
- What are we losing?



TRAINING GAP

- Skills share project/network – events supported loosely by SQ but run by the people there
- Pay it forward
- Skills sharing sessions: Topics could include Instagram, fundraising, recycling costumes, pay structures, practical subjects, legacy trades, real life experiences, passion projects
- Don't need an expert, share knowledge, learned experience
- Provide opportunities for freelancers to share skills with a view to finding further paid opportunities
- Be based on a membership to encourage cyclical networking – transactional experience
- Invite questions in advance to ensure the sessions are most useful
- Be quick and focused
- Speakers need to be open to sharing – open to flattening hierarchies and sign up for that
- Be fully inclusive
- Feature speakers from all levels of experience
- Spreadsheet of resources that come from the learning
- Working with people on a similar level – move up together
- Traditional roles and traditional stories still dominant
- Transferable skills but nothing compares to experience
- Ways of being talked to not always direct
- Sharing vision doesn't feel like a shared experience
- All about structures
- Freelance Structure: Fear of not knowing where your next money is coming from?
- Short term solutions? Allies – open to sharing skills
- Not taking anything away from each other – not seeing it as a competition

Continued...

- Lateral networking: Same level career wise; Moving up together; stopping "They can't help me because they're not 'high up enough'"
- Do people already have the skills/knowledge?
- People are getting massively overlooked for roles – any sort of roles – parts + jobs
- They wouldn't be getting through training for creative production roles
- Actors want to learn other side of things – to swap that knowledge there is a block
- Skill share – covid
- It's often only men who do the technical side in theatre – and women are asking to learn – men reluctant to give access/info – women keen to share
- Women have to justify their position in the structures
- Change in climate has affected this – men feel they've got something to lose if the women up skill.
- There's a limitation of what's available and the limits the opportunities

NEXT HACK THE PATRIARCHY...

HTP 5

28 June, 6-8pm on ZOOM

WHAT TO EXPECT:

We will meet online to continue. Julia will update us on the discussion so far and give a run down of what to expect over the time we are together online.

There will be three breakout rooms to choose from, each with a different conversation topic. You can leave a room at any time and join in another one.

Each break out room will have a Stellar Quines scribe who will be taking notes on [Jamboard.google.com](https://jamboard.google.com) so you can catch up on what's been discussed if you join a conversation half way through. You probably want to get yourself an account before we start.

Then we will come back together for a full group debrief and check in before we say goodnight.

BUT WHAT WILL WE BE DISCUSSING?

Well, as always with Open Space style events, that's up to you. Julia will give everyone a chance to propose a conversation and then host it. But read on for our proposed direction of travel given where we've come from...



CONVERSATION STARTERS

ARE WE SAFE YET? ALL OF US?

IF THE INDUSTRY HAS CHANGED POST COVID,
HAS IT CHANGED FOR THE BETTER?

HOW DO WE SHIFT FROM AWARENESS
BUILDING TO ACTIONING CHANGE? WHAT
KIND OF CHANGE?

IF THERE IS A NEW VOICE EMERGING, WHOSE IS
IT AND HOW DO WE TURN UP THE VOLUME?