

**1% PLEDGES MADE AT
THE EAST MEETS WEST SYMPOSIUM 2017
19TH & 20TH JULY 2017**

Throughout The East Meets West Symposium 2017, Little Earthquake invited delegates to make a small personal pledge to do something that would improve the way we all work together and, ultimately, increase the quality of what we are doing for audiences in the region.

Each delegate was asked to improve something by just 1%. Why only 1%? Find out here: www.little-earthquake.com/1-percent-pledge

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|--|---|
| Anonymous | I pledge to articulate my opposition to being asked to work for free, each time I'm asked to work for free. |
| Anonymous | I pledge to ask ' <i>Why this? Why here? Why now?</i> ' each time I make or see work. ¹ |
| Lauren Barks
Eastie
@laurenjadebarx | I pledge to respond honestly and openly to all programming enquiries, giving honest feedback when unfortunately we can't programme their show on that occasion. |
| Lauren Barks
Eastie
@laurenjadebarx | I pledge to follow up conversations from East Meets West to staff at Derby Theatre to discuss ideas and take them forward, rather than keeping those interesting thoughts and conversations to myself! |
| Emily Bowman
Eastie
@LOVYPP | I pledge to set up / offer a 'tea and cake session' with the venue managers from the Lincolnshire One Venues (LOV) network – where artists and theatre makers can come and chat with our programmers in Lincolnshire. |
| Sarah Brigham
Eastie
@SarahBrigham
@DerbyTheatre | I pledge to have a further conversation with Talking Birds about The Difference Engine ² and PAD Productions about what more we can do for D/deaf audiences. |

¹ This is in response to a provocation made by Kate Organ during the Looking Back / Looking Forward Panel. She proposed that artists should always seek to answer 'Why this? Why here? Why now?' when creating new work.

² Developed by Talking Birds, The Difference Engine allows you to caption live performances directly on a user's mobile device. For more information visit: www.talkingbirds.co.uk/pages/differenceengine.asp

- Jill Brown**
Bothie
I pledge to come to the next East Meets West Symposium and offer to support in anyway that is useful! For example, surgeries or one-to-one meetings.³
- Catherine Butler**
Westie
@catbutler19
I pledge to try and attend a new piece of theatre or a pilot night in the East every two months, and try and get in touch with an Eastie to come with me.
- Kate Chapman**
Eastie
@K7Kate
I pledge to advocate for paying more Midlands artists to come in and do work / work placements and teach sessions at the university I work at.
- Kate Chapman**
Eastie
@K7Kate
I pledge to have at least three East / West creative conversations before Christmas.
- David Wilson Clarke**
Eastie
@ddeecc
I pledge to recommend work I have seen (or involved in the promotion of) to the venues I talk to.
- Charles Craggs**
Eastie
@c-craggs
I pledge to see more work by local companies and artists at local venues in order to build my network of contacts.
- Philippa Cross**
Westie
@philippa_cross
@birdmail
I pledge to develop really clear information about The Difference Engine⁴ and to organise some training around it. This training will also include disability equality training (including D/deaf, partially sighted audiences and expert advisers).
- Olwen Davies**
Eastie
@olwencdavies
@LaPellesFactory
I pledge to start an artist development reading group to bring people together and advance knowledge in new subjects.
- Chris Davis**
Bothie
@cdavismusic
@Live_Local
I pledge to respond to all emails from artists and companies within a week, even if it is just a holding email.
- Chris Davis**
Bothie
@cdavismusic
@Live_Local
I pledge to attempt to talk to everyone at the symposium at least once during the two days.⁵

³ Thank you (Lovely) Jill Brown!

⁴ Developed by Talking Birds, The Difference Engine allows you to caption live performances directly on a user's mobile device. For more information visit: www.talkingbirds.co.uk/pages/differenceengine.asp

⁵ Chris later tweeted that if he didn't get to speak to you, you're invited to contact him via Live & Local: www.liveandlocal.org.uk

- Pat Dawson**
Westie
I pledge to reconnect with my local area (Staffs but on the border with Derby where I have also worked in the past) via making connections and working links with Derby Theatre's The Big House Project⁶ which I found inspiring.
- Pat Dawson**
Westie
I pledge to locally campaign for the arts politically.
- Katie Day**
Westie
@otherwayworks
I pledge to start doing text descriptions of photos / images I post to Twitter, to make them accessible to screen readers for blind and partially sighted people.⁷
- Jill Dowse**
@theboneensemble
I pledge to think ACCESSIBILITY from the very beginning of a creative idea.
- Jill Dowse**
@theboneensemble
I pledge to cross the borders more often.
- Naomi Edge**
Westie
@atticworkshop1
I pledge to spread the word about the work that the East and West Midlands are doing wherever I go in the country.
- Eleanor Field**
Eastie
@EleanorMField
I pledge to write to Kenneth Clarke (my local MP) at least once a month on behalf of the arts.⁸
- Sam Frankie Fox**
Westie
I pledge to offer a mentoring session to an arts person or company once every six weeks (in the form of a cup of tea with me) for a year. Mentee doesn't necessarily need to be young or emerging, but can be!
- Pippa Frith**
Westie
@Pippa_Frith
I pledge to always answer an email requesting my advice or basic help.
- Pippa Frith**
Westie
@Pippa_Frith
I pledge to improve the way and when I think about access.
- Sarah Gatford**
Eastie
@MsSarahGatford
I pledge to create a forum and workshops to share knowledge about accessing D/deaf audiences and artists.

⁶ Rachael Thomas from Derby Theatre introduced The Big House Project during the Organisational Development Panel. Find out more about the project from Derby Theatre: www.derbytheatre.co.uk

⁷ If you'd like to start doing this yourself, find out how here: <https://support.twitter.com/articles/20174660>

⁸ You can find out who your local MP is and how to contact them here: www.parliament.uk/get-involved/contact-your-mp/

- Kristina Gavran**
Westie
@KristinaGavran
@notnowCollectiv
- I pledge to start a group / meeting / workshop for writers who use English as their second language.
- Nikki Genner**
Westie
@nikkigenner
- I pledge to have an access audit during this year's Kidderminster Arts Festival, and then continue to work with partners (like Daniel Handscomb and Sarah Gatford) to help develop the festival's accessible ethos throughout.
- Ruby Glaskin**
Eastie
@RubyGlaskin
@ingoodcoEM
- I pledge to visit artists rather than them visiting me – sometimes!
- Amy Ann Haigh**
Westie
@AmyAnnHaigh
- I pledge to make all future work more accessible.
- Amy Ann Haigh**
Westie
@AmyAnnHaigh
- I pledge to not be afraid to ask questions and seek help from others within the industry.
- Daniel Handscomb**
Westie
@danhandscomb
- I pledge to set up a forum with Sarah Gatford which includes East / West BSL Interpreters and at least one deaf artist, to help provide access audits and resources for East / West Midlands theatre makers and those who collaborate with them.
- Tina Hoffman**
Westie
@notnowCollectiv
- I pledge to swap child-minding with another theatre-making (or other) parent!
- Tina Hoffman**
Westie
@notnowCollectiv
- I pledge to talk to at least one non-theatre person a week about what kind of shows they'd like to see.
- Philip Holyman**
Westie
@philipholyman
@little_earthquake
- I pledge to take five Easties out for cake so we can get to know each other better.
- Philip Holyman**
Westie
@philipholyman
@little_earthquake
- I pledge to provide a home-cooked meal for three Easties' companies (however many people are on the road with them) when they are performing at mac birmingham.⁹

⁹ If you'd like to take Phil up on this generous offer, please contact him via Little Earthquake's website: www.little-earthquake.com.

- Steve Johnstone**
Westie
@stevebct
@bct_us
- I pledge to talk to people about how we use data to support our work, if they are interested...¹⁰
- Debbie Kermode**
Westie
@DeborahKermode
@mac_birmingham
- I pledge to support Little Earthquake to continue organising these superb interventions in anyway I can!¹¹
- Laura Killeen**
Westie
- I pledge to go to Theatre Cuppa¹² regularly to meet with different people and find out what is going on!
- Laura Killeen**
Westie
- I pledge to work with Little Earthquake on a five year plan and look at a fundraising strategy with them.¹³
- John Kirby**
Eastie
@AttenboroughAC
- I pledge to offer a free comp ticket to any Westie to see work from an East Midlands artist at Attenborough Arts Centre.¹⁴
- John Kirby**
Eastie
@AttenboroughAC
- I pledge to offer a coffee to any delegate who has wanted to talk to me but has been too shy or unavailable, and to do 1% less shit admin to spend more time having those conversations.¹⁵
- John Laidlaw**
Bothie
@Live_Local
- I pledge to meet more artists (more than 1% more!)
- Frances Land**
Westie
@francesbct
@bct_us
- I pledge to meet up and chat with anyone who wants to find out about urban/rural touring networks and promoters.¹⁶
- Kathryn Lowe**
Eastie
- I pledge to look into The Difference Engine¹⁷ and make this a possibility in our work.

¹⁰ If you'd like to learn more from Steve, contact him via Black Country Touring: www.bctouring.co.uk

¹¹ Thank you Debbie!

¹² Theatre Cuppa is an informal networking event run by Rochi Rampal and Ali Belbin that takes place in the West Midlands. All Easties are welcome too! For more information visit:

www.facebook.com/TheatreCuppa

¹³ Thank you Laura!

¹⁴ If any Westies would like to take John up on this very generous offer, please contact him via Attenborough Arts Centre: www.attenborougharts.com

¹⁵ If you'd like to contact John, please do so via Attenborough Arts Centre: www.attenborougharts.com

¹⁶ If you'd like to learn more from Frances, contact her via Black Country Touring: www.bctouring.co.uk

¹⁷ Developed by Talking Birds, The Difference Engine allows you to caption live performances directly on a user's mobile device. For more information: www.talkingbirds.co.uk/pages/differenceengine.asp

- Claire Marshall**
Westie
@PurpleClaireM
@mac_birmingham
- I pledge to open up more of our R&D or access work for others to make use of the experience / learning.
- Francesca Millican-Slater**
Westie
@FranMillicanS
- I pledge to think about, talk about, research and implement accessibility from the beginning of a process.
- Francesca Millican-Slater**
Westie
@FranMillicanS
- I pledge to collect and use data to actually inform work.
- Priya Mistry**
Eastie
@whatsthebigmist
- I pledge to embrace (repeated) 'failure' as progress.
- Priya Mistry**
Eastie
@whatsthebigmist
- I pledge to call out things that are not helpful and to advocate for people and practices that are.
- Gareth Morgan**
Eastie
@GM6016
@nottmplayhouse
- I pledge to hold the door open, and the windows too, at Nottingham Playhouse for artists and others across the region. Email me: garethm@nottinghamplayhouse.co.uk and I promise I will respond – but bear with me x
- Sophie Motley**
Westie
@motleysomo
- I pledge to have one conversation per week with a non theatre goer about how they access culture, and remind them to go to their local village hall.
- Daniel Nicholas**
Eastie
@EllisonNicholas
- I pledge to put access at the heart of all new work I make / produce.
- Daniel Nicholas**
Eastie
@EllisonNicholas
- I pledge to support John Kirby with his pledge.
- Gareth Nicholls**
Westie
@gareth_nicholls
@little_earthquake
- I pledge to continue to help facilitate collaboration between the East and West Midlands theatre making communities by building on the foundation of The East Meets West Symposium 2017.
- Gareth Nicholls**
Westie
@gareth_nicholls
@little_earthquake
- I pledge to create a workshop to share knowledge about building and maintaining websites for theatre makers within the Midlands.

- Connor Nolan**
Westie
@camn
@noctiumtheatre
- I pledge to include time, and where possible resources, at the start of projects to build access into their construction.
- Paul O'Donnell**
Westie
@podonnell2
- I pledge to talk to Sarah Gattford.¹⁸
- Ellen O'Hara**
Eastie
@EllenMaryO
- I pledge to share more personal challenges / failures with colleagues and how they were overcome (or not!) – not just the successes.
- Jake Oldershaw**
Westie
@jakeuntied
- I pledge to take a car full of Westies to an Eastie venue, meet the Artistic Director or Producer, and see a show.
- Marcus Paragpuri**
Westie
@paragfury
- I pledge to engage in more conversations with artists whose work I've seen to encourage co-operation, communication and learning.
- David Parkin**
Eastie
@Daveparkin
- I pledge to offer my dramaturgical skills (free) to any Eastie or Westie emerging artist (for 3 days). Email: parkinpresents@gmail.com
- Rochi Rampal**
Westie
- I pledge to join a Westie contingent road trip to the mystical East, to see some work by Easties, and meet some Easties.
- Neil Reading**
Westie
@Otisbear
@Arena_Theatre
- I pledge to respond to all programming emails and invites.
- Zoë Roberts**
(Honorary) Westie
@ZoeBobRoberts
@little_earthquake
- I pledge to develop a workshop to help artists talk about their work. It will be called 'Yeah, but what is it though??'
- Zoë Roberts**
(Honorary) Westie
@ZoeBobRoberts
@little_earthquake
- I pledge to feed all of my ideas and learning from these two days back to Manchester networks so that another region can benefit from this giant orgy of ideas and problem-solving.
- Laura Ryder**
Eastie
@LauraRyder5
- I pledge to ask more questions, challenge organisations, and ask the right questions.

¹⁸ Sarah Gattford spoke about access during the Organisational Development Panel. You're welcome to contact her via her website: www.sarahgattford.co.uk

- Alice Samuels**
Westie
@alicesamuels
- I pledge to help and create work that isn't boring (as Gareth mentioned on Day 1)¹⁹ and to aim to create work that is inspiring, entertaining and informative for everyone. #accessibility #young&old #diversity
- Freya Sharp**
Eastie
@FREYALSHARP
- I pledge to connect more often with opportunities and fellow artists in both the East and West.
- Bethany Sheldon**
Eastie
@maisonfoo
- I pledge, as I continue to make new indoor work, to not just default to studio venues, but also to tour to harder to reach places.
- Bethany Sheldon**
Eastie
@maisonfoo
- I pledge to try and create a piece of work that is adaptable and flexible without losing its artistic aesthetic or ambition.
- Bethany Sheldon**
Eastie
@maisonfoo
- I pledge to ask for help and advice to help make my pledges a reality.
- Beth Shouler**
Eastie
@BethShouler
- I pledge to see more local work.
- Beth Shouler**
Eastie
@BethShouler
- I pledge to make opportunities happen for writers / directors in this region.
- Jenny Smith**
Westie
@jennyproducer
@curio_curiosity
- I pledge to be part of the solution in terms of access and actively seek D/deaf and disabled people to work with as artists, collaborators, administrators, advisors and volunteers.
- Ollie Smith**
Eastie
@OllieDSmith
@LaPellesFactory
- I pledge to maintain and nurture relationships with my students post-graduation in order to give them the best start in the industry.
- Ben Spiller**
Eastie
@Shakespiller
- I pledge to ensure that 1623 Theatre Company's work is more diverse and accessible.

¹⁹ This is in response to 'Put Audiences On Top', Gareth Nicholls' opening provocation at the symposium. You can read the full transcript of the provocation here: www.little-earthquake.com/put-audiences-on-top

- Rachael Thomas**
Eastie
@DerbyTheatre
- I pledge to reply to companies or artists emailing about programming dates. I don't always, but on balance and from hearing some of the artists speak at East Meets West I've resolved to reply to as many as I can with honest feedback about why we haven't programmed them.
- Charlotte Titcombe**
Westie
@paperback_TC
- I pledge to make Paperback's shows and projects accessible from the get go.
- Jack Trow**
Westie
@Trowjan
- I pledge to follow people's advice more often and to stop making excuses for not following advice before properly testing said advice and support, whilst remaining open to returning the favour.
- Sarah-Jane Watkinson**
Westie
@sjwatkinson
- I pledge to build a training / mentoring opportunity for a new producer into one of my projects.
- Louise White**
Eastie
@LWTheatrician
- I pledge to offer my skills in business and finance to other companies.
- Louise White**
Eastie
@LWTheatrician
- I pledge to create a five year business plan for myself (instead of a one year plan).
- Alexander Wilcox**
Westie
@AlexDerrickJohn
- I pledge to encourage my university to inform students about the current, local theatre geography.
- Thomas Wildish**
Bothie
@twildish
- I pledge to break out of my cycle of just seeing shows at The REP and mac birmingham, and support artists and companies by going to see their work across the region.
- Adele Wragg**
Bothie
@SpiltmilkDance
- I pledge to collaborate with a disabled artist on our next project.

If you work in the Midlands theatre sector and would like to make your own 1% Pledge, you can do so here: www.little-earthquake.com/eastmeetswest