

Our society is made up of people with a wide variety of backgrounds, requirements, approaches and desires. All human beings are inherently diverse: they are in different situations in life, have had different experiences, have different requirements. All of this affects their lives, making it easier or more difficult. Diversity surrounds us every day. Unfortunately, however, it is not yet reflected in all structures. This also applies to the cultural sector: many people do not find themselves in programmes and are not represented in the audience. Also, many people do not have access to work in the cultural sector.

The Cultural Office of the City of Dortmund would therefore like to specifically promote artistic perspectives that have often been underrepresented so far.

The understanding of diversity on which this funding programme is based is based on the core dimensions of diversity identified in the Diversity Charter, which are as follows:

- Age
- Social background
- Ethnic origin and nationality
- Sex and gender identity
- Physical and mental abilities
- Religion and worldview
- Sexual orientation

## **1. Characteristics of the project?**

Eligible for funding are projects in Dortmund that:

- deal artistically with the topic of diversity and/or
- make visible artistic perspectives of previously underrepresented or marginalised groups and/or
- want to achieve structural change for more diversity in cultural work, or want to open up cultural venues in the sense of diversity dimensions.

Excluded from funding are projects that:

- are not clearly artistic or do not clearly achieve structural change measures in the field of art and culture,
- help only a specific person, a defined association or celebrate public holidays,
- discriminate against other people, portray them in a degrading way or generally offend against human dignity,
- disseminate content that glorifies violence,
- pursue purely commercial purposes,
- serve to promote political parties or political, religious or ideological objectives,
- already have enough funds for their implementation.

## 2. What is funded?

Expenditure clearly attributable to the project content is eligible for funding in the following areas:

- **Personnel costs (project related)**  
**For example:**
  - Project management, coordination and development
  - Artists' fees
  - Expert fees for lectures/workshops, such as educational measures to promote diversity awareness
  - Consulting services, e.g. for accessibility
  - Project internal communication & crisis management**For example for the physical accessibility of the project:**
  - Assistants and support staff
  - Awareness teams
  - Childcare
- **Material costs and travel expenses (project related)**  
**For example:**
  - Cost of renting technology and premises
  - Equipment for premises
  - Catering for participants**For example for the physical accessibility of the project:**
  - Assistance animals
  - Mobile ramps, lifting device
  - Visual aids (Eye-Able®), acoustic aids and touch models
  - Transport aids, for example buses**For example for the communicative accessibility of the project:**
  - Audio description
  - Translation services (bilingualism, plain and simple language)
  - Multilingual guided tours (also in simple language)
- **Sustainable public relations work (project related)**  
**For example:**
  - Networking, network maintenance and events
  - Addressing cooperation partners
  - Design services
  - Use of social media
  - Use of print and online productions

An own contribution is not required but can be made.

It is recommended to obtain further funding from other funding provider.

## 3. Who can submit an application?

- Artists and cultural professionals who work and live in Dortmund **and/or**
- artistically active associations and collectives that have their working focus in Dortmund

Cooperation within the projects with regional and national artists, creatives and associations is expressly desired.

Funding is open to all disciplines and is designed to be interdisciplinary.

#### **4. How is funding provided?**

##### **1. Application**

Applications are submitted at least twice a year on fixed dates.

The following must be submitted in the original and signed:

- application form
- balanced expenditure and financing plan

The Cultural Office also makes the forms available online. The official language for applications is German.

Before submitting an application, it is essential to have an application consultation with the Cultural Office. If there are barriers to submitting an application in writing, a support person can also be called upon as part of this consultation.

There is no entitlement to funding. Funds are available in the respective financial year, it is not possible to receive funding overlapping two years.

##### **2. KUNST.DIVERS jury**

A jury decides on the funding. The jury is independent and has a diverse composition. The 10 members of the jury are experts from the fields of art, culture and diversity, are part of interest groups or come from administration and politics. They are proposed by the Cultural Office and appointed as the jury by the Committee on Culture, Sport and Leisure of the City of Dortmund for one year.

##### Jury composition:

- A representative of the Committee on Culture, Sport and Leisure of the City of Dortmund
- A representative of the Cultural Office of the City of Dortmund
- A representative of the Coordination Office for LGBTIQ\* of the city of Dortmund
- A representative of the Disability Policy Network of the city of Dortmund
- A representative of the Integration Council of the city of Dortmund
- A representative of the Free Cultural Centres
- A representative of the Forum of the Independent Scene Dortmund
- A representative of BIPoC networks in the city of Dortmund
- One representative each of creatives over 60 and under 25 in tandem with one vote

The jury decides according to the funding guidelines, which are made publicly available to applicants. The jury also evaluates the projects according to quality, professionalism, and innovative content.

The need for funding must be presented in a comprehensible manner. Diverging funding can be awarded based on experience and the available funds.

The jury elects a chair from among its members. The committee meets at least twice a year after the application deadline and evaluates the applications received. If necessary, a third meeting can be held by October of each year, in consultation with the Cultural Office. The committee has a quorum if at least five people are involved in the decision-making process. Decisions are taken by simple majority. The committee decides on the approval of applications within the framework of funds provided by the city of Dortmund's municipal budget. After a

positive decision, a written decision will be issued by the Dortmund Cultural Office. There is no legal entitlement to funding.

Jury members are excluded from funding in the programme "ART.DIVERS" for the duration of their membership of the jury. Jury members who are not employed by the city of Dortmund will receive appropriate remuneration.

In consultation with the Cultural Office, the jury has the option of appointing an external consultant (without voting rights) if necessary, e.g. for technical questions about diversity and the current discourses associated with it, or to support moderation and mediation in order to make the decision-making process within the jury as sensitive as possible to participation.