



Climate Action Training 2024 - 11th June

Environmental Policy II - **Getting people on board**

Julie's Bicycle EU



native events

Julie's Bicycle
CREATIVE • CLIMATE • ACTION



Welcome



Housekeeping

- Auto-captioning
- Chat and Q&A functions
- Webinar feedback
- Recording and slides available post webinar on Arts Council climate action webpage

<https://www.artscouncil.ie/Arts-in-Ireland/Climate-action/Arts-Council-resources-and-supports/>





Our team today

Noreen Lucey



Catriona Fallon



Claire Buckley

Julie's Bicycle

CREATIVE • CLIMATE • ACTION

Brecken Byron



What are the aims of this session?



What will we cover?

- Recap of previous session - Introduction to creating your Climate and Environmental Policy
- Getting people on board - the importance of involving people in developing your approach
- Different approaches to engagement
- Identifying and mapping your key people
- Examples of team engagement
- Do's and Dont's
- Q & A

Young Offenders Sustainable Production Case Study, Sharon Cronin and Sacha Dillon





How do you
feel today?



Which of these best describes your organisation?

- Arts centre
- Theatre
- Visual arts venue e.g. gallery, museum
- Production company
- Resource organisation - without public building
- Resource organisation - with public building
- Festival
- Artist studios / Print workshops
- Publishing
- Other



Training webinars

4 June 11am-12pm
Policy development I
Getting Started

11 June 11am-12pm
Policy development II
Getting People on Board

18 June 10-11am
Developing Action Plans
Public-facing buildings
+ bigger energy users

2 July 10-11am
Nature & Biodiversity

25 June 10-11am
Measuring Impacts

18 June 2-3pm
Developing Action Plans
Office-based organisations
+ production companies

9 July 10-11am
Buildings Energy

16 July 10-11am
Materials & Procurement

October date TBC
Influencing change

**+ Sept-Oct
Festivals training
webinars**



Recap on previous session

- Introduction to environmental policies
- Context for creating those policies (National and sectoral)
- Key steps in developing an environmental policy
- Policy Do's and Don'ts
- Mapping impacts from your activities
- Examples
- Some worksheets to help on the way



If you completed the earlier session, you should feel you have an understanding of the following:

- The Arts Council's 'ask' in terms of creating a Climate Action & Environmental Policy
- The Do's and Don'ts of creating that policy
- What you should include in your policy
- How to list your activities as an organisation and to map the impacts of those activities
- How to differentiate between impacts you can control and those you can't



What should you cover in your policy?

- Introduction - your organisation and why climate and environmental action matters to you
- What are your key environmental aims or commitments, what do you most want to change...
- What are your key priorities - given who you are, what you do, where you do it and who you do it with
- Maybe, the principles underpinning your approach
- Who is accountable and responsible
- Reference to plans for putting policy into practice...



Worksheet for creating a policy



Climate Action Training 2024 Environmental Policy Development

Worksheet for creating a Climate Action and Environmental Policy

Key information:

Who you are, what you do, where you do it, what is your mission or purpose, who you do it with and for...

Why climate and environmental action matters to your organisation.

What is your motivation for taking climate and environmental action e.g. the right thing to do now and for future generations, ensuring business resilience, using audience reach to bring about positive environmental change, culture has a critical role to play in change.

What is your overarching objective or aim and what do you want to achieve?

What you want to achieve overall e.g. laying a solid foundation, becoming a leader, playing an active role in a green and just transition. Where possible, also indicate how this relates to your wider strategy as an organisation.



1. KEY INFORMATION

WHO you are,
WHAT you do,
WHERE you do it
MISSION / purpose,
WHO you do it with
and for....

2. WHY CLIMATE & ENVIRONMENTAL ACTION MATTERS

WHAT is your motivation

3. YOUR OVERARCHING OBJECTIVE

WHAT you want to achieve...

4. YOUR KEY AREAS OF IMPACT & INFLUENCE

Are these buildings, productions, touring, supporting members?

5. YOUR KEY COMMITMENTS, OBJECTIVES, TARGETS

These will be informed by your impacts

6. WHAT ARE YOUR PRIORITIES?

WHAT areas are you going to focus on?

7. WHO ELSE WILL YOU INVOLVE?

WHO are the people who will be involved in creating & implementing your policy?

8. WHO IS ACCOUNTABLE FOR THIS POLICY?

WHEN will it be reviewed?
HOW will it be shared?

Section 1: Theatre Production Company (as an example)

Who you are, what you do, who you do it with and why...



Round Table Theatre Company, based in Clonmel, creates new theatre productions working with young drama graduates and performers at the beginning of their careers.

These productions are created to tour throughout the Island of Ireland in the most sustainable way possible.

Our mission is to work with young and emerging performers, empowering them to create groundbreaking new theatre which is accessible to a wide audience.



Section 2: (Example - Theatre Production Company) Why climate and environmental action matters to your organisation.



Round Table Theatre Company recognises that the world is facing a climate emergency. We want to be part of the solution to addressing this challenge.

Our work with **young and emerging theatre practitioners** inspires us to reduce the environmental impacts of what we do and how we do it. They expect us to face up to this challenge, and, in collaboration with all of our stakeholders, we are committed to playing our part.



Section 3: (Example - Theatre Production Company)

What is your overarching objective or aim and what do you want to achieve?



We aim to **reduce our environmental impacts** in particular, our (Greenhouse Gas Emissions), in line with the Irish Government's Climate Action commitments of Net Zero by 2050.

Round Table Theatre Company wants to **become a leader** in sustainable theatre making, supporting emerging artists to create in ways that minimises impacts on the environment.

We want to become an **environmentally sustainable model** of theatre making and touring that will inspire others in the sector.



Section 4: (Example - VISUAL ARTS STUDIO & GALLERY)

What are your key areas of impact and where do you have the most scope to influence positive change?



Key impacts for the **Amazing Mezzotint Print Studios & Gallery** are **building energy** (heating for our gallery and studio spaces, as well as electricity for powering equipment and lighting), and **waste** from our various processes and discarded or unused materials.

As a **membership organisation** we provide services to many artists working in different print media. We believe we can work with our members to affect more widespread change.



Section 5: (Example - VISUAL ARTS STUDIO & GALLERY)

What are your key commitments, objectives or targets given the nature and scale of your impacts and level of control and influence?



Amazing Mezzotints Print Studios & Gallery is committed to **measuring and recording our energy use**. This information will be used to set 2030 targets for energy efficiency and reduction in GHG emissions.

We are committed to **measuring, recording and reducing** our waste and water.

An Action Plan will be completed by January 2025. This will set specific targets for reduction (energy, waste, water) as well timelines noting those responsible for individual actions.



Section 6: (Example - VISUAL ARTS STUDIO & GALLERY)

What are your priorities? What areas are you going to focus on in terms of environmental action and change?



A priority for the **Amazing Mezzotints Print Studios & Gallery** is to work collaboratively with the artists we serve to identify real and effective ways to reduce our environmental impacts.

We will also identify ways in which our progress on that journey **can be shared** with the wider printmaking community and with customers to our Gallery to influence change.



Section 7: (Example - Performing Arts Forum)

Who are the key people / groups responsible and involved in developing and implementing your approach?



This policy has been created by the **Executive and Board of Performing Arts Forum** in collaboration with our members.

We are a membership organisation, providing services and supports to performing arts practitioners throughout the country. This **policy has been created in partnership** with our members to ensure that their concerns and needs inform our journey to environmental sustainability.

This policy will be **implemented by the staff team** of Performing Arts Forum, led by the Director and supported by members of the Board.



Section 8: (Example - Performing Arts Forum)

Who is accountable for the policy? When will it be reviewed? When will it be shared?



The **Director of Performing Arts Forum** is responsible for ensuring that this Climate Action and Environmental Policy is implemented. In addition, all members of the team have a responsibility to ensure that the aims and objectives of the policy are met.

The Board is responsible for reviewing and monitoring this policy. The accompanying Action Plan will be updated annually.

This policy, and updates on our progress, **will be shared** on the Environmental Page of our website and via social media.



Benefits of Stakeholder Engagement and a co-designed, collaborative approach



Trust



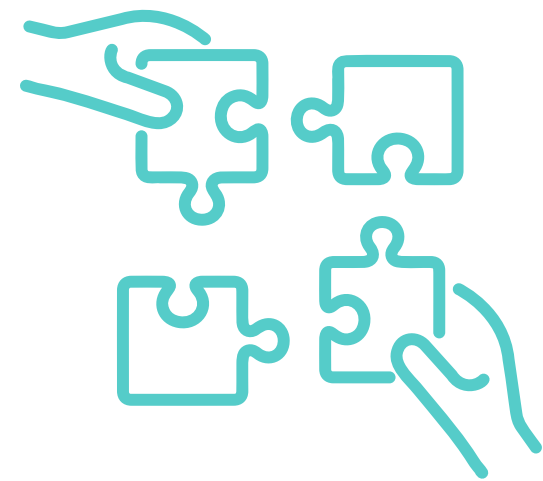
Buy In



Credibility



Sense of ownership



Alignment of Goals and Objectives



Consistency of Approach



More collaboration leads to better results



Change doesn't happen without people....

When starting out think about who you need to get on board

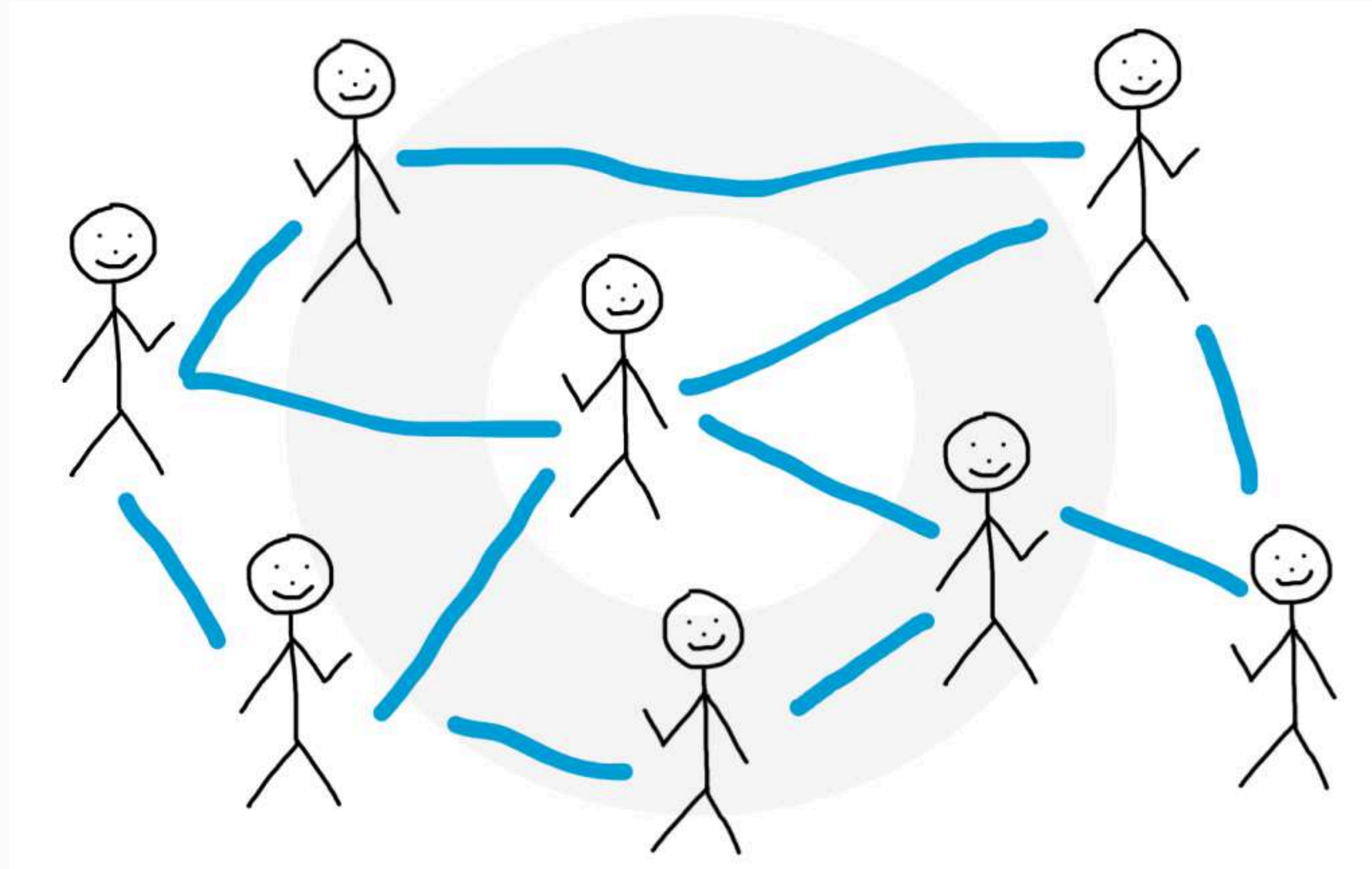
Then think about how to involve people in change in the longer term

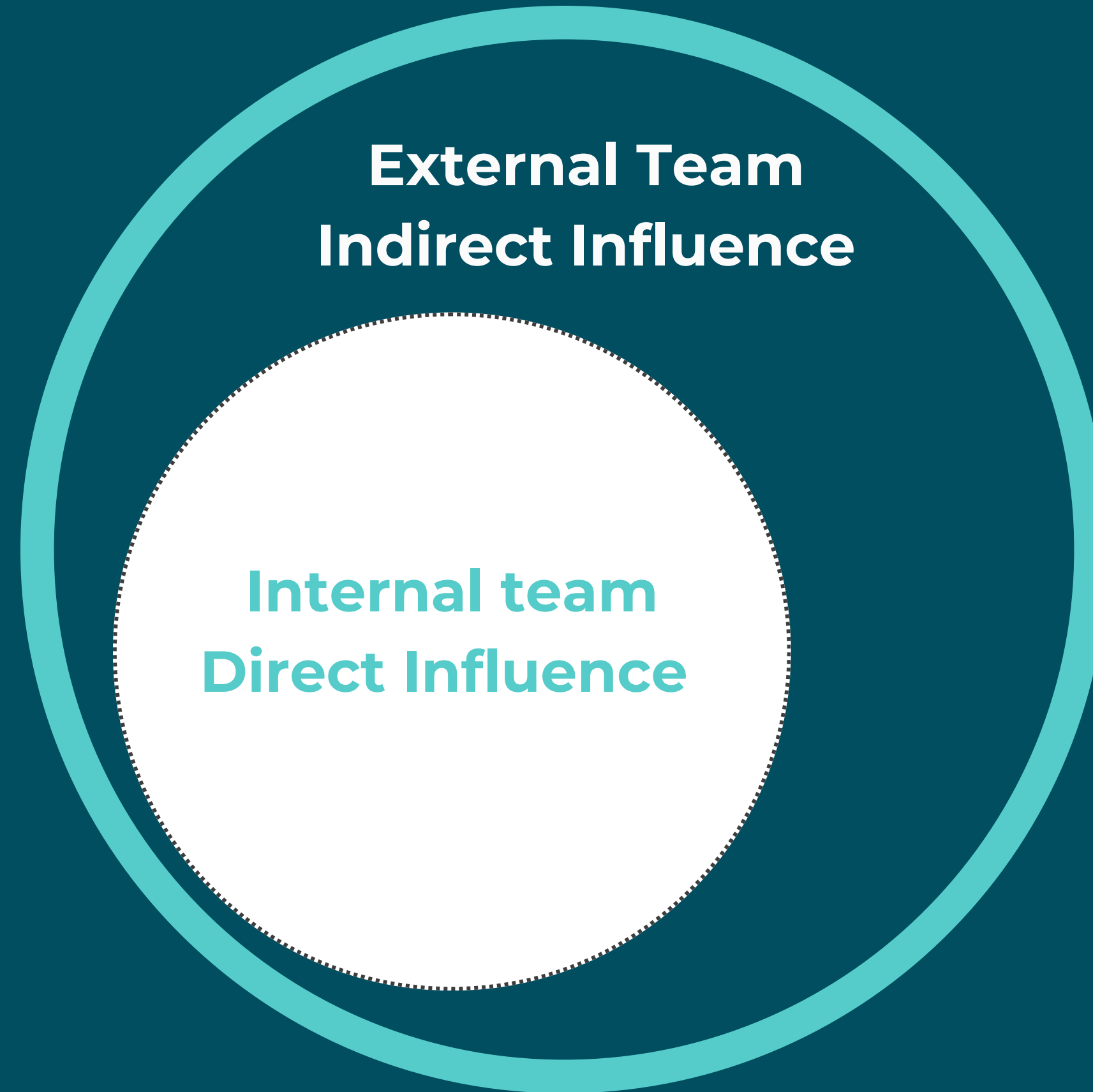


Body & Soul Festival's waste team



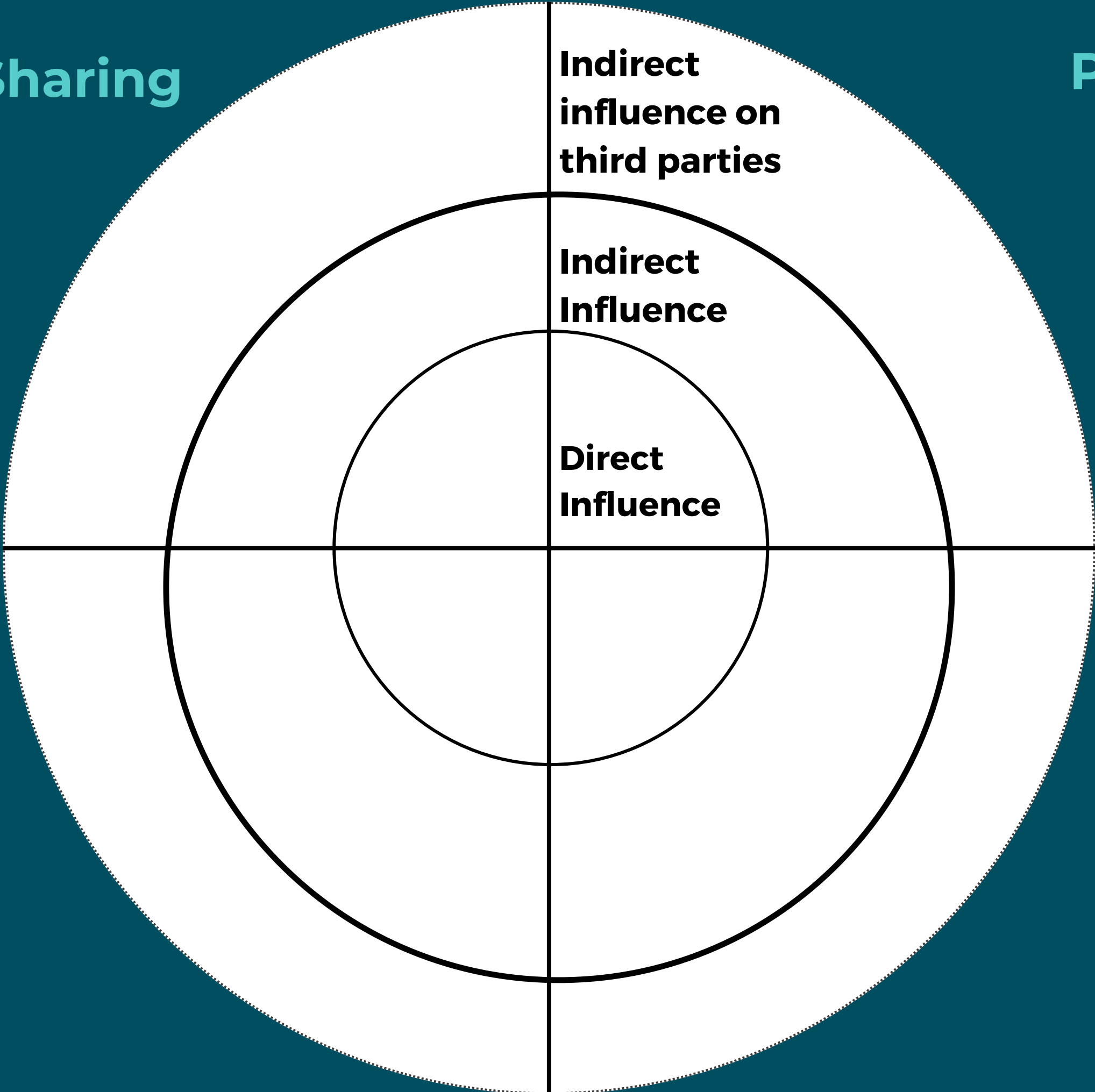
Identifying and Mapping who you want to get on board





Knowledge Sharing

Policy Influencers



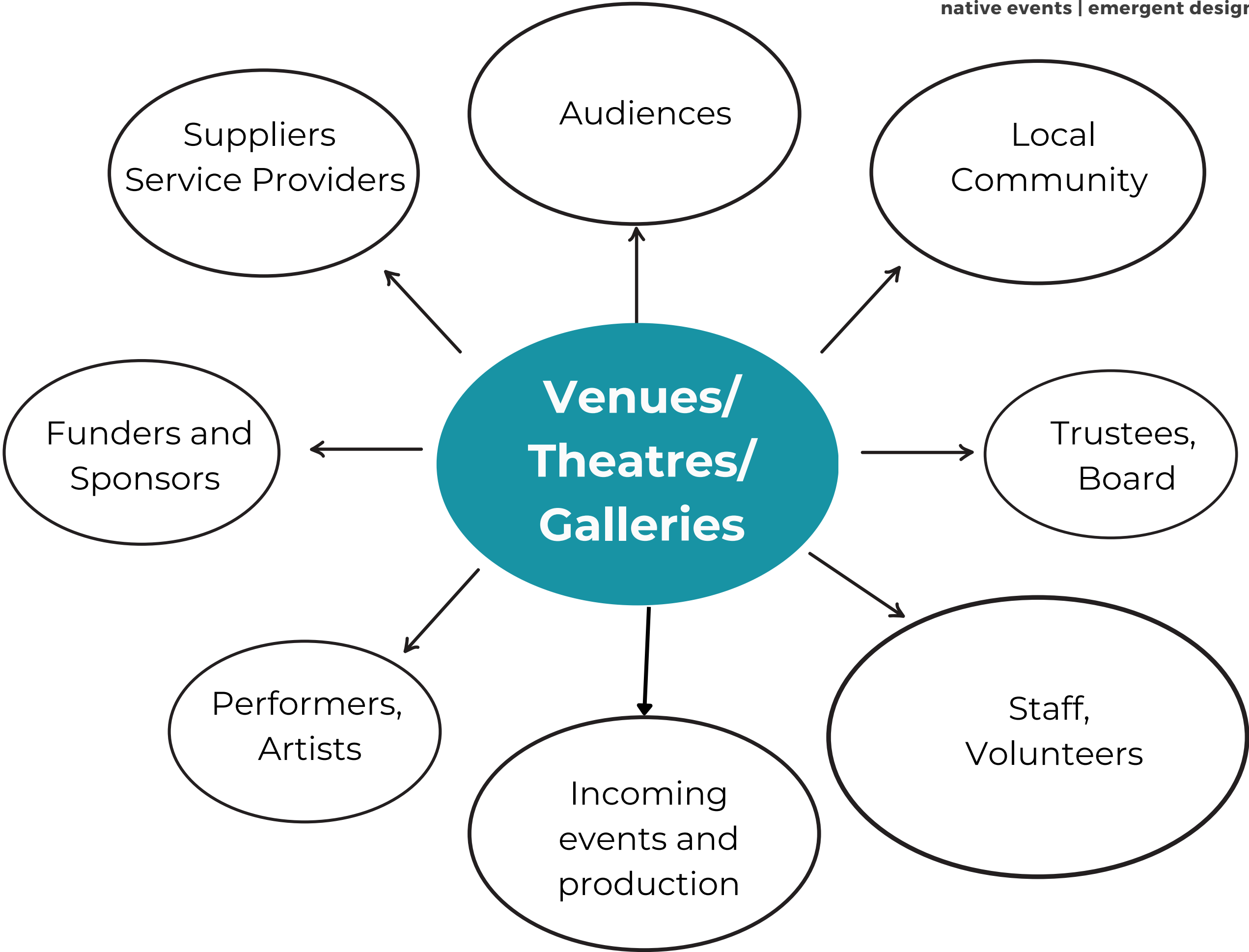
Suppliers
Vendors

Audience
Community
Members





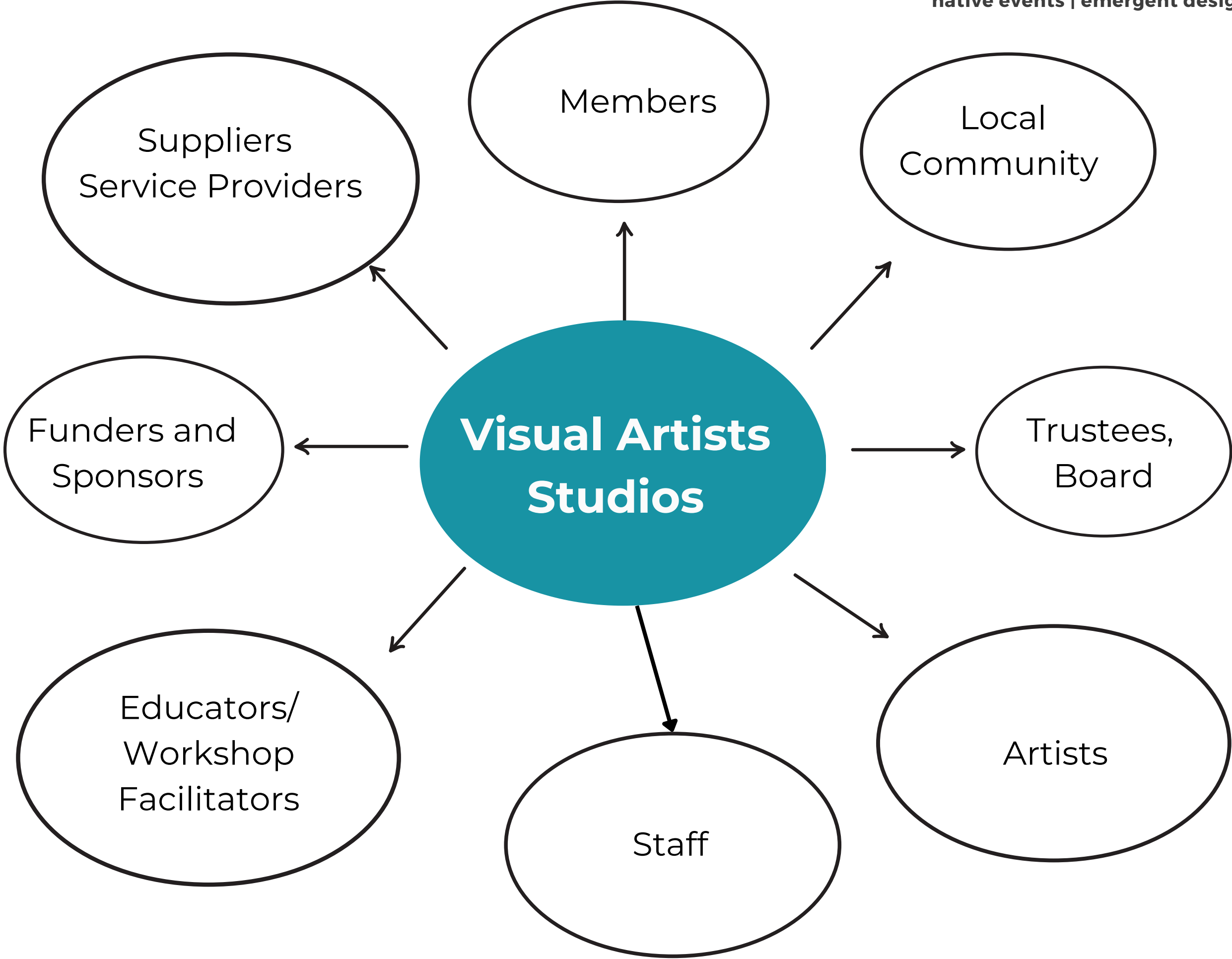
Who you work with and for....



Who you work with and for....



Who you work with and for....



How to involve and engage with people / stakeholders once you've identified them



Getting people on board

- Be clear on who e.g. core team, all staff, members, artists you work with, youth group, community...
- Do something fun / interesting together e.g.
 - 'green' lunch with a guest speaker
 - visit a local nature or eco-art project
 - quiz or competition
- Find out what people think, what they have done and their ideas for future action e.g.
 - do a survey
 - do a workshop during a team day / as part of a regular team meeting
 - set up a working group or a focus group



Ask people to think what they can do in their roles?

Everyone has a role to play



- Operations
- Finance
- Admin
- Marketing, comms and events
- Programming, curation...
- Design, production e.g. performance, exhibition
- Audience, community, membership work
- Other...



Some Examples of Engagement



Watts Gallery Artists Village (Surrey)

- Environmental Sustainability Working Group set up
- Trustee Environmental Sustainability Champion appointed
- Environmental sustainability an agenda on all board meetings
- Appointed Environmental Ambassador from volunteer team on Working Group (250+ volunteers)

<https://juliesbicycle.com/resource/watts-gallery-it-takes-a-village/>



Boundless Theatre

- 6 core staff members
- Office with hybrid working
- Works with young people
- Do projects in London, UK and EU
- 1-2 productions p.a.
- Approx. audience of 2,500 p.a.

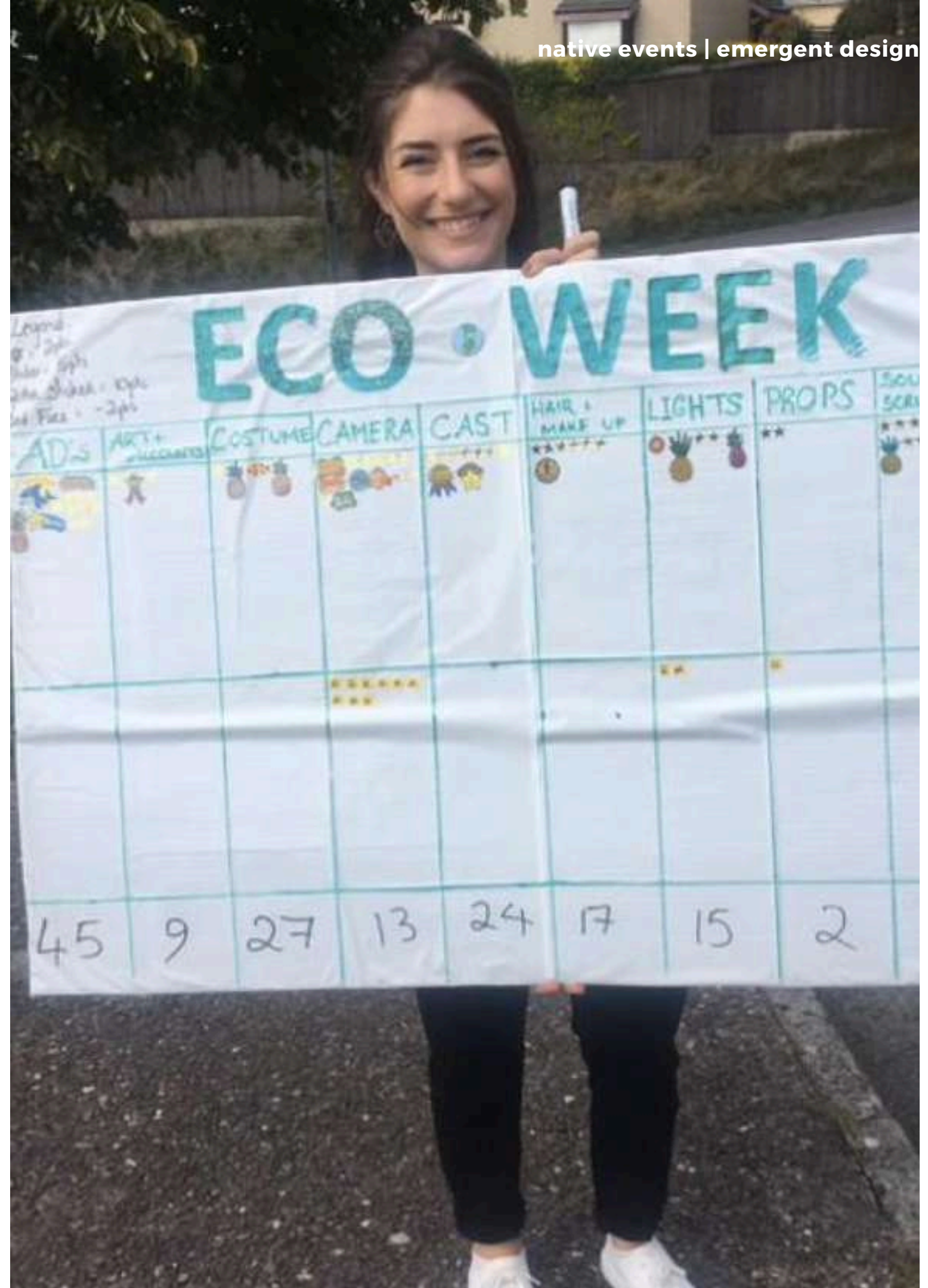


Environmental approach

- Started with focus on office, travel and procurement
- Climate Activist appointed to Board of Trustees
- Sustainability Representative for each project - creates project sustainability plan, agrees it with wider team, refers to throughout project, evaluates at end
- Consulted with Boundless Advisory Group of 15-25 year olds on developing climate-themed production 'How To Save The Planet When You're A Young Carer'

<https://juliesbicycle.com/resource/behind-the-scenes-and-onstage-sustainable-practices-with-boundless-theatre/>





The Young Offenders, certified as an environmentally sustainable production through BAFTA's Albert scheme



How does Eco Week work?

The points system is displayed below. Each good activity earns a department points while each negative action removes points. Keep the points system simple so departments can easily follow the rules.

POSITIVE ACTIONS

TWO POINTS

- Using a keep cup.
- Refilling a water bottle.
- Recycling and composting correctly.
- Reusing waste items.

FIVE POINTS

- Carpooling.
- Walking / cycling to work.

10 POINTS

- Department Initiatives (eg using second hand materials, LED lights, rechargeable batteries).



NEGATIVE ACTIONS

MINUS TWO POINTS

- Using throw away cups.
- Using incorrect bins.
- Littering on location (rubbish and cigarette butts).
- Bringing cars to set unnecessarily.
- Using single-use plastics.
- Coffee runs without keep cups.
- Abandoning rubbish.

Keep track of a department's points using a leaderboard which is displayed somewhere everyone can see it - we found the best place was the set table / tea and coffee area.

We made our leaderboard with the help of old materials from the production office and art department.

Make sure it is sturdy and not too big so that it can be easily transported between locations.



Engagement Do's

- Understand and map the key people you need to engage with
- Be open and transparent about what you wish to achieve...
- Create open communication to receive input and feedback
- Actively listen
- Provide regular updates on progress of policy
- 'Document' and share policy to encourage co-creation and collaboration
- Invite team to update policy every few years

Engagement Dont's

- Don't exclude key people that have been identified in the mapping stage
- Don't forget to provide regular communication
- Don't ignore critical feedback, rather explore this further
- Don't make assumptions that your team will support this
- Don't make it difficult for stakeholders to communicate input and feedback
- Don't forget to put a follow up process in place after 6 months - 1 year



What next?

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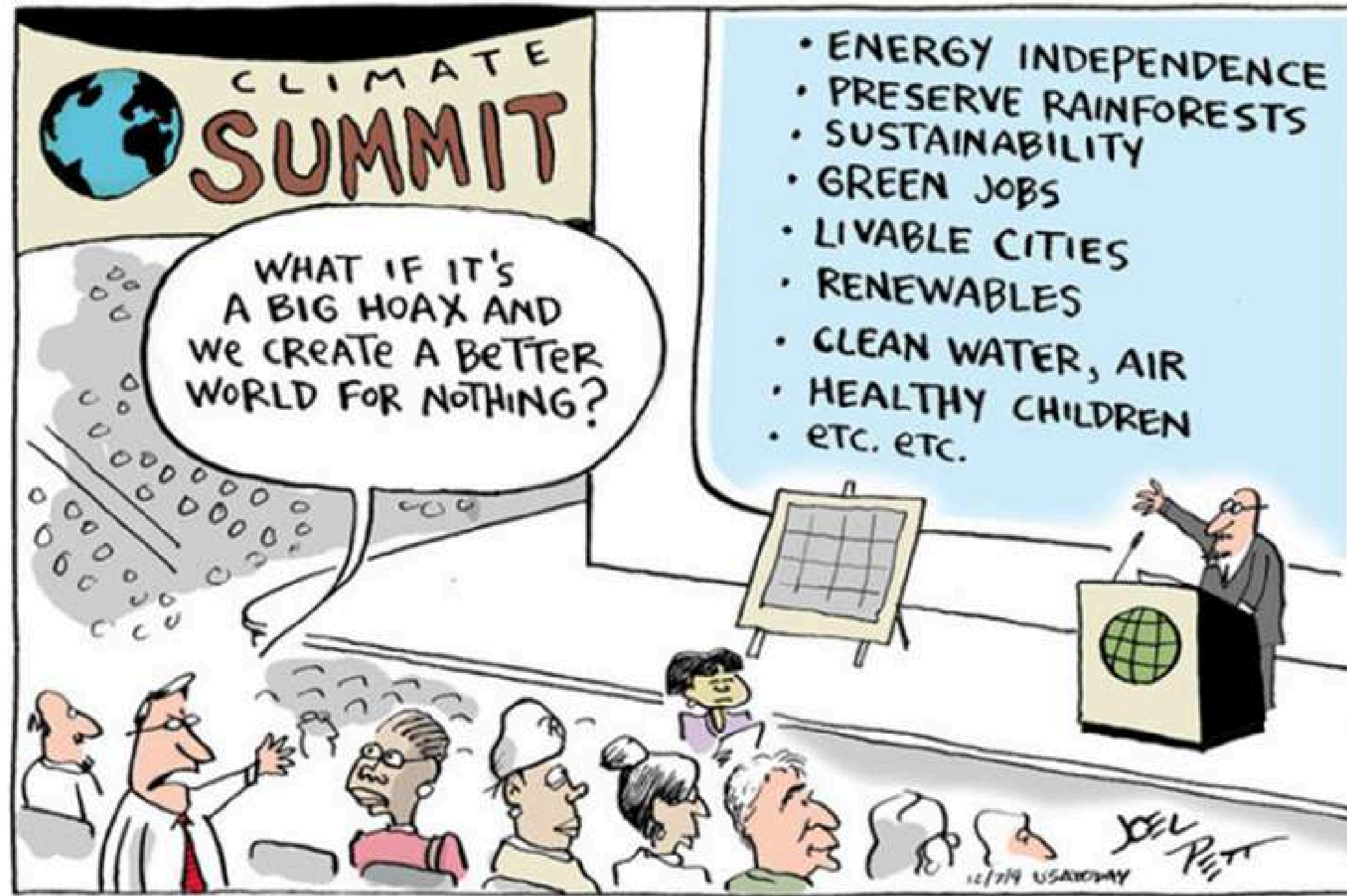
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October date TBC
Influencing change

+Nov-Dec
Some group and 121
support on policies
and plans





**Thank you for
joining us today
Over to you for
Q&A...**

