

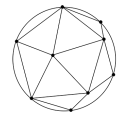


# REMA in Transition

## Feedback on REMA's sustainability scheme inaugural workshop

Krakow | April 13-14, 2022

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# Overview

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# Introduction

## Opening workshop of REMA's Transition scheme : stimulate a strategy for change

As an engaged network, how can REMA be a resource, change maker and role model? How will it be able to draw in its wake a good number of professional organizations from the Early Music field, with a large-scale impact?

We are tackling this question through a **comprehensive, transverse and co-built approach**, supported by objectives, a timeline and indicators, that will:

- Boost REMA's ability for analysis and action
- Fit in the network's agenda seamlessly

With capacity-building and taking action in mind, workshops are organized, during which members are invited to participate and contribute. The first one took place in Krakow on 13 April 2022. This report draws the main lessons from it and suggests the next steps for action.



# Methodology

Hands-on awareness

A brainstorming session with practical outcomes  
An inclusive process taking into account every opinion

# Methodology

## Programme

### **Avant-propos :**

« How can Early Music stakeholders act for a fairer, more sustainable world? »

Presentation by Sophie Lanoote et Nathalie Moine, based on their best practice Le Spectacle & le Vivant.

Presentation by Adèle Fourcade : REMA's agenda for transition.

### **Step 1 : open the debate and start brainstormingf**

« Imagine a world where early music is one of the most inspiring actors in sustainability and social responsibility. What would this world look like? »

Participants gather in groups of 4/6 people. After a first consultation (ideation phase), a referent presents the ideas generated to all the members (exploration phase).

### **Step 2 : define members' needs and expectations from REMA**

« How can REMA achieve those goals? How can it take up this issue? What role could the members play? » Same process

### **Conclusion**





# Methodology

## Outcomes & limits

The following observations **deserve to be (in)validated during the next workshops:**

**Focus on the ecological issue:** the members focused on this as a priority, leaving aside the social questions, considered as already dealt with. The following workshops should question this order of priorities of REMA and its members in terms of transition.

**Need for action:** several members expressed their need to take action, after this phase of debate / reflection. However, a great heterogeneity of points of view is visible. An adaptable system seems appropriate, for the current mission and for the transition strategy, to meet the needs of members, depending on their degree of maturity on the issue.

**Representativeness of the group:** as a workshop for young "REMarkables" was held at the same time, a generational bias is possible. It should be observed whether the joint presence of different generations gives rise to other types of concerns.

# Methodology

## Ajustment for the next workshops

### Here are possible evolutions of the process:

- Choose a more interactive format

Instead of a 15-minute keynote and a workshop in 2 parts, set a workshop in 3 parts, each opening by a presentation from the speakers. Opter pour une structure plus interactive e.g. plutôt qu'une 'keynote' introductive de 15 min.

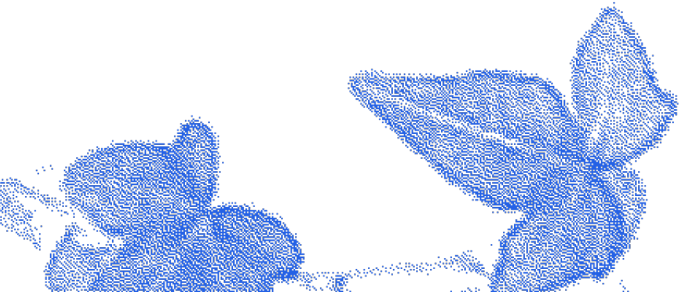
- As a conclusion, organize a last session « next steps », solution-oriented



# Lessons from the first workshop

Under what light do REMA members present themselves?

How do they represent what is at stake and view the impact on the Early Music sector?





# Lessons from the first workshop

## A european constellation of Early Music

### **An expanding network, rich from the diversity of its members**

The participants of the Krakow workshop are or represent :

- Festivals
- Ensembles or specialized orchestras
- Cultural centers or higher education institutions
- Artistic agencies
- Artists...

They mostly have leading positions (executive or artistic)

### **Beyond the different sensibilities and backgrounds, participants state that there are opposite beliefs: Geographical gap: Est vs West**

- Generation gap
- Minor disparities, such as managing a venue vs being venue-free





# Lessons from the first workshop

## Questions raised, challenges identified

### **Build a strategy on a common language**

Sustainability has different meanings for all participants (Question 1). So do the means to reach it (Question 2).

Throughout the next workshops, the words Sustainability or Transition for REMA and its members will find its common definition, maybe after further negotiation.

On this common ground, they will be able to enunciate shared values, vision and goals, which will be a framework for REMA's transition scheme, in line with what is at stake in the early music sector.

### **Go further on social questions, go faster on environmental action... without putting economy aside**

Participants wanted to focus on green practices. This is not to be taken for granted:

- For REMA, willing to incorporate social issues (fair employment)
- For the consultants, who rely on the three pillars of social responsibility (social, economic, environmental)
- For the members, facing feasibility issues : the viability of their own projects is at stake

# Lessons from the first workshop

## Expectations & needs

### **Be inspired and act on it**

Participants stated their need for prospection and action.

They enjoy the philosophical dimension of the workshop (introduction, practical collective thinking) which supports their long-term engagement.

As they also understand the urgency of the situation, they are willing to act on it quickly, even with small steps.

### **Beyond REMA, be equipped and be inspiring**

To act for transition, they need:

- a tool kit
- a check list
- A platform to make all this circulate

All tools that will enable them to be useful to others professionals or audiences, and to promote other ways to work together: « the more cooperation we have, the better our positive impact »

Participants thus started to design a REMA that works, not only for its members, but also open to the outside.



# Prospective thinking and recommendations

The workshop in Krakow was a first step to identify what REMA and its members can work on, to develop their transition agenda.

# Prospective thinking and recommendations

## Iteration : make transition a continuous thread

To make a strong impression, the theme of ecological transition must become a repeatedly tackled topic, for each meeting throughout the year (online or in-person), to raise the awareness or assess the breakthroughs.

### Ideas :

- A keynote for each meeting, on a brief but concise topic (mobility)
- A member put forward for a relevant initiative
- A survey « where do you stand in transition »
- Communication on REMA's social responsibility actions responsibility (RSE to be explained in REMA's « transition syllabus » and re-appropriated by members)

**Next step** : define the place that Transition or RSE will take in the upcoming conferences





# Prospective thinking and recommendations

## Resources : be a resource center for RSE

This resource center will put in common the tools that members already use or will soon

### Ideas :

- Links to relevant websites (ex: Arviva)
- Lists of eco-friendly freelance or vendors
- Charter
- Thematic resource flyers
- Watch on the sector and best practice promotion
- Creation carbon footprint calculators ([wlovegreen.goodimpact.studio/](http://wlovegreen.goodimpact.studio/))
- Platform of instruments rental (avoid transportation)
- Negotiation with rail transport companies
- Forum for prospective or practical ideas with guest experts

### Next steps :

- Define the existing resources and emerging needs, during the interviews to come (axis 1 / phase 2 of this mission)
- Provide members with a list of available resources and tools on short-long term

# Prospective thinking and recommendations

## Congruence : act in coherence

**Support REMA's engagement for transition coherently: walk the talk**

**Ideas :**

- Pick conferences locations and accommodations with eco-friendly resources and mobility
- Avoid single-use plastics
- Communicate on eco-friendly practices before/during/after a conference
- Sorting the waste from the conferences
- Favour local and organic meals
- etc...

**Next step :**

Work on the check-list of the Responsible REMA conference

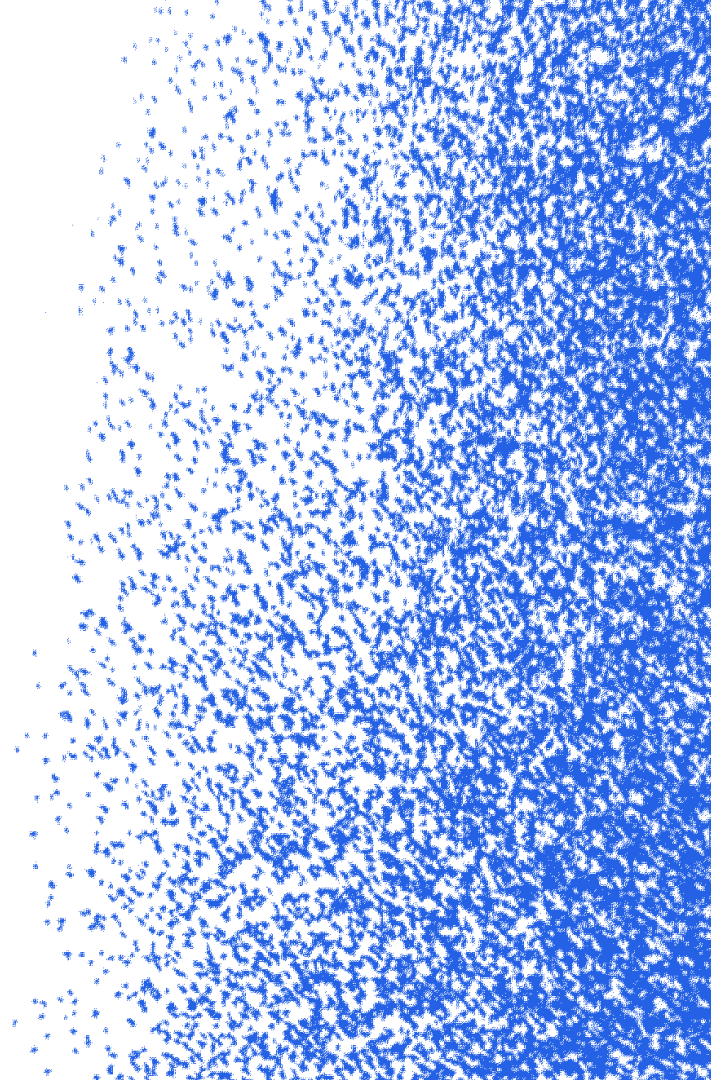


# Conclusion

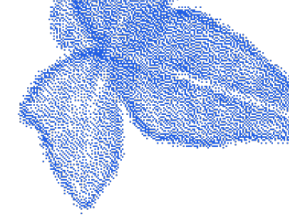
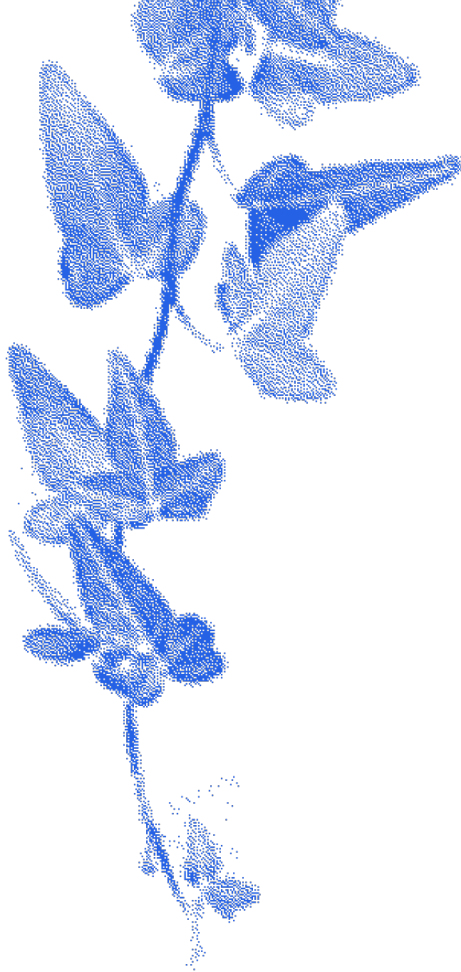
## Next steps & quick wins !

- Define the shape that the topic of transition and RSE will take during the next REMA conferences or workshops
- List the existing resources and emerging needs during the interviews
- Provide members with a list of available resources and tools on short-long term
- Work on the check-list of the Responsible REMA conference

The deadlines of each of these are to be defined







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