



Fabric 2018 - 2019: Project Report

Sessions:

15/11/2018 - 'One Year On' event since the launch of the Strategy

13/12/2018 - Creative Learning

23/01/2019 - Equalities and Diversity

27/02/2019 - Digital

27/03/2019 - Environnement

18/06/2019 - Peer Mentoring

Additional resources:

Fabric 2016: read more about [Fabric Dundee](#) findings and study visit to Edinburgh, and [Dundee's Creative Industries Strategy](#).

Blogs: 'One Year On' event, [session 1](#), [session 2](#), [session 3](#), [session 4](#), [session 5](#).

Content: find all presentations and documents in this [shared folder](#).



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Aim:

We believe that it's in our collective interest to take a proactive approach to nurturing the talent and values that will lead us to tomorrow.

That's why Creative Dundee has launched the second phase of Fabric – a creative leadership programme for the city – which aims to build a collective intelligence for Dundee's thriving creative sector and requires to be driven by people who are actively interested in the direction of the city.

Read more about the programme [here](#).

Partners:

First session: [Rep Engage](#), [DCA & Learning](#), [Jonathan Baxter](#).

Second session: [Hot Chocolate Trust](#), [UNESCO Dundee City of Design](#).

Third session: [Ninja Kiwi](#), [Biome Collective](#).

Fourth session: [Cateran EcoMuseum](#).

Fifth session: [Carol Sinclair](#).

Objectives:

Fabric is open to current, emerging and young creative doers who are looking for:

- **Time and peer support to explore, reflect on and build their vision for the future** for their own practice/work and for the city's creative and cultural sectors;
- **Better understanding of the city and increased confidence** to develop and initiate new ideas, projects and partnerships which have great potential for positive change in and around the Dundee;
- **New connections and mentoring opportunities** with relevant partners in the city.



Participants:

Andy Robertson

Annie Marrs

Rebecca Clark

Bronwin Patrickson

Charis Wells

Claire Dow

Clare Brennan

David Scott

Hari Macmillan

Hazel White

Laura Darling

Lyall Bruce

Mal Abbas

Manuela De los Rios

Mike Press

Russell Pepper

Ryan McLeod

Sabrina Logan

Saoirse Anis

Scott Hudson

Su Shaw

Joseph DeLappe

Rebecca Foy

Read more about participants [here](#).



Expectations:

- **Connectivity and serendipity** – stay connected to what's happening across the city; keep in touch with other creative people; share work and practice; get into the mix and see what happen; make new connections to make things happen.
- **Space for reflection** – put value on thinking and talking about things that have no direct result/influence in present but will make sense in the future; listen and share new ideas; step back from own practice and shape bigger picture.
- **Leadership and peer mentoring** – explore idea of creative leadership in small city; informal/collective mentoring for more confidence to develop new projects/partnerships; stop being passive and create friendships with people whom we'll be working with in the future, to change the status quo.

‘One Year On’ event since the launch of Dundee’s Creative Industries Strategy 2017 - 2021

Content:

One year after the launch of [Dundee’s Creative Industries Strategy](#), a core group of individuals and organisations involved in its development and delivery met to share and reflect on developments that have happened since.

We were also invited the newly formed Fabric group to this event, bringing the participants of this creative leadership programme into an honest and insightful conversation about the state and support given to the Creative Industries locally and nationally.



“ We can’t predict the jobs of the future, but we can create the conditions to ensure they emerge. ”

Dundee’s
Creative
Industries
Strategy

#DundeeCreates
dundeecreates.com

Observations:

The event was a great opportunity to hear and get insights into what’s going on in the city in terms of supporting the Creative Industries to strengthen their abilities to create positive and meaningful impact.

But how do we curate conversation like this, to be open and accessible to a variety of people, and still keep the quality of the exchanges and learnings, while partners who have different stakes in the discussion pick up on different aspects and focuses of the conversation?

Also, failure, when dealt with openly, should be seen as a strength – something that must be shared, learned from and acted upon collectively.

Read more about this event [here](#).

First session: Creative Learning

Content:

- Visit to [DCA](#) and chat with Beth Bate (Director) and Lynne McBride (Learning Coordinator) about their creative learning vision and programme;
- Visit to Dundee Rep and chat with Gemma Nicol (Head of [Rep Engage](#)), Amanda Lowson (Community, Health & Wellbeing Associate), Lisa Williamson (Participation & Young Artists Associate) and Leila Kalbassi (Design Assistant);
- Afternoon workshop with [Jonathan Baxter](#) (artist, curator and peer-educator), exploring the path between values, theories and practical attempts to having an impact within our communities.



Observations:

- Different approaches to '*enrich people's lives through art and culture*' from having an open space – creating opportunities for creative learning and reflecting on DCA's programme – to engaging with communities across the city – letting people know about the opportunities inside Dundee Rep and in their own communities.
- Reflecting and sharing on different aspects of our work/practice, seeing similar or different patterns with others allowed us to both see ourselves as part of a larger, like-minded community while also learning from the differences and complementarities within the group.

Read more about this first session [here](#).

Second session: Diversity and Equalities

Content:

- Visit to [Hot Chocolate Trust](#) and chat with Andy Robertson (Creative Arts Lead), about priorities and challenges of this city centre creative youth club;
- Presentations about city-wide strategies and programmes with Claire Dow (Principal Events Officer, [Dundee City Council](#)), Annie Marrs (Lead Officer, [UNESCO Dundee City of Design](#)) and Robin Presswood (Executive Director of [City Development, Dundee City Council](#));
- Informal chat, exploring and sharing insights on how we collectively improve fairness and inclusion in the city.



Observations:

- Our passions/motivations: get people together to do something, tell the important stories, looking at the world, keep learning, meet and engage with others, have fun.
- Key questions:
 - *How we translate the recent success of Dundee's international reputation into hard jobs for its citizens?
 - *How do we get better at making these borders more permeable in our work/practice as well as in our lives?
 - *How do we could (and should) collectively work together, within the creative industries as well as across sectors – including public, health, social, science, etc. – to help develop inclusive systems and services?

Read more about this second session [here](#).

Third session: Digital

Content:

- Informal chat about what motivated us to take part in Fabric and what this programme has brought us so far.
- Visit to [Ninja Kiwi](#) and chat with David Hamilton (Executive Vice President) about the different roles and skills behind the processes of making video games.
- Afternoon workshop with Malath Abbas and Tom DeMajo, founders and directors of [Biome Collective](#), exploring meaning of games, play and fun.



Observations:

- Importance of prototyping games on paper, and through play and collaboration before getting into the digital aspect of the design.
- Make our key values part of the projects we design – values we put in what we do and the impact our work has in the world.

Read more about this third session [here](#).

Fourth session: Environment 1/2



Content:

- Informal chat with Clare Cooper (Founding Director of [Cateran EcoMuseum](#)) and Russell Taylor (Advisory Board Member of Alyth Development Trust), exploring how to reset our own compass. Clare also introduced us to the concept of 'bioregion'.
- Road trip to the Spittal of Glenshee.
- Reflective afternoon, mapping our own Fabric journey and committing to a few clear and realistic actions for the near future.

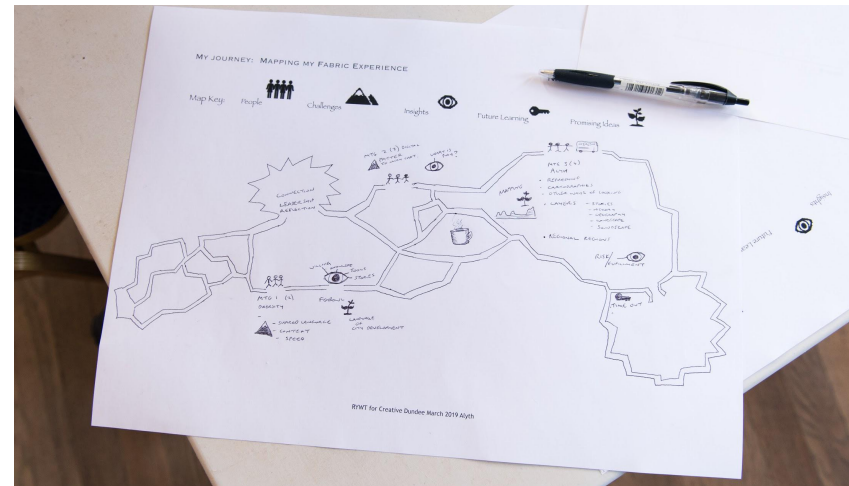
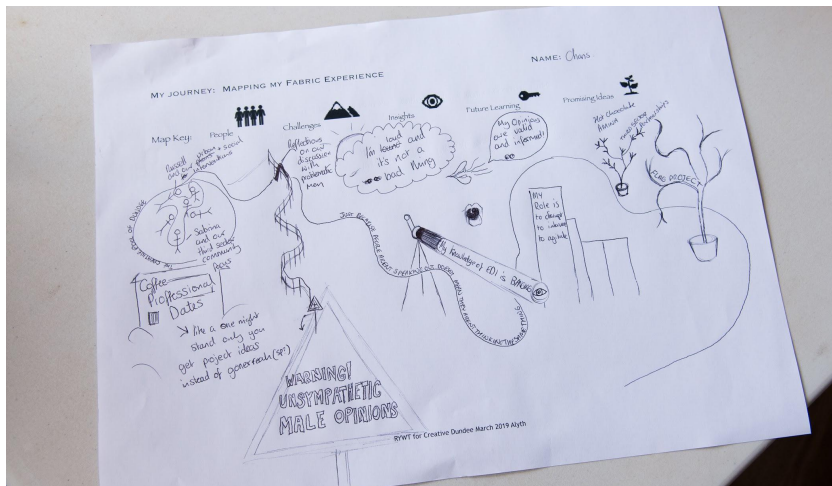
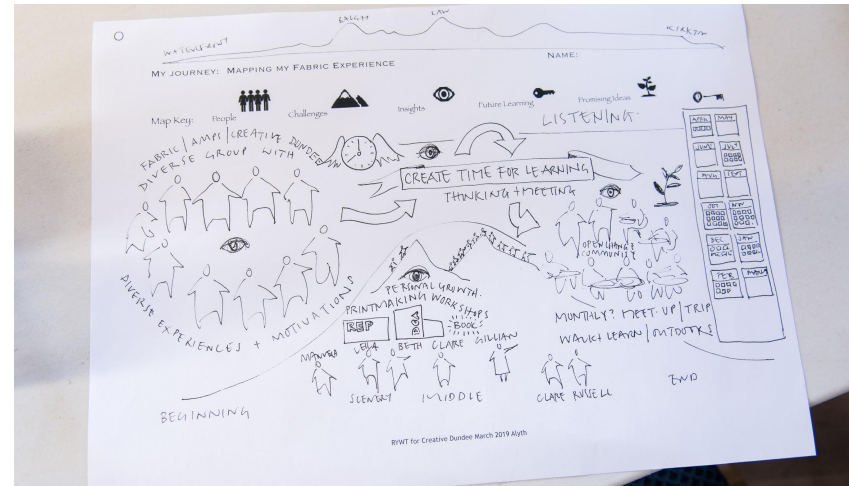
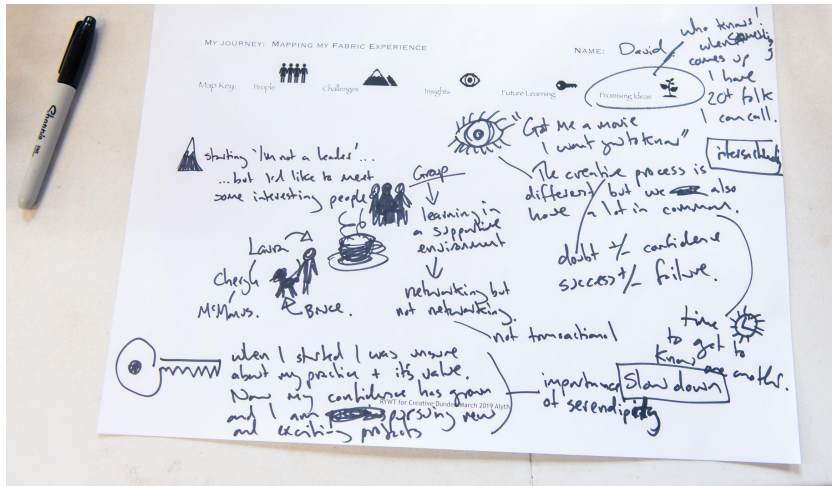
Observations:

- Key elements of how to make things happen:
 - *building local relationships and leadership through serendipity;
 - *seeing possibilities and going outside of our comfort orbits;
 - *enabling conditions for things to happen and knowing who your allies are;
 - *connecting what you do with the largest forces in movement;
- Benefits and challenges identified:
 - *have a diversity of people to learn from, to listen/understand the way others think;
 - *take time set aside to be part of something bigger than ourselves;
 - *change of context helps change our creative energy;
 - *let serendipity happen to grow relationships naturally;
 - *creative leadership is about creating joint/shared ownership of an idea.

Read more about this fourth session [here](#).

Fourth session: Environment 2/2

My Journey: Mapping My Fabric Experience – focusing on people who have inspired us and whom we want to keep in touch with, challenges that we encountered and made us grow, insights that the programme offered us, and learnings that we want to develop further.



Fifth session: Peer Mentoring

Content:

Interactive and discussion based workshop delivered by [Carol Sinclair](#), focusing on:

- Sharing experiences of mentoring good and bad to agree basic principles;
- Discussion about the learning styles and needs that drive behaviour;
- The art of asking good questions with an opportunity to practice.

Carol also covered the need to set goals in the good practice discussion, and shared some tools and models that can be used to guide conversations.



Observations:

- Peer mentoring is about the connections you make and nurture in your community, it's a goal-oriented process to help maximise your potential and understand what's really important to you.
- Skills and qualities to be a good mentor, identified in the room:
 - *drive to make things happen, connect people and empower others;
 - *reliability, honesty and discretion;
 - *curiosity and critical thinking;
 - *open-minded and non-judgemental behaviour;
- What we need to get better at, as change-maker, is 'evaluating' our work/impacts by building evidences for long term development and external communications.

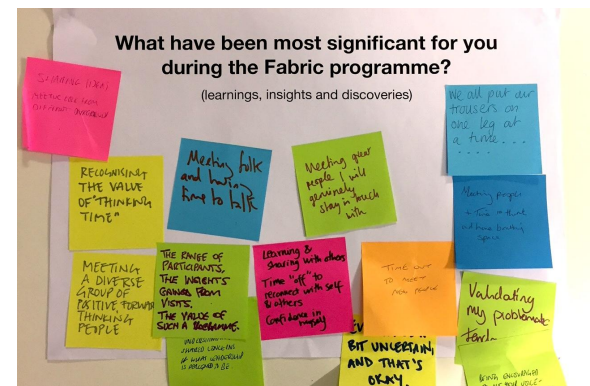
Read more about this fifth session [here](#).

Live Audit 1/3

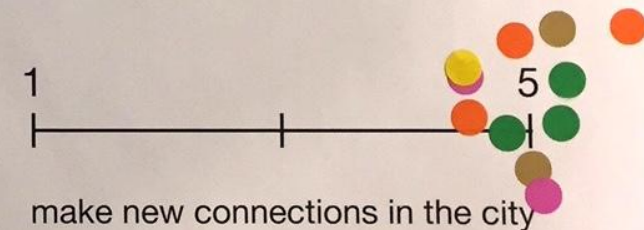
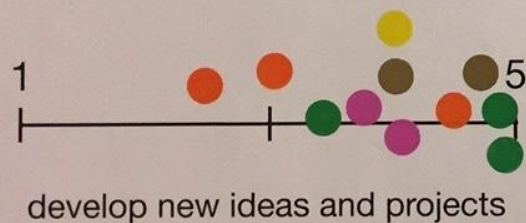
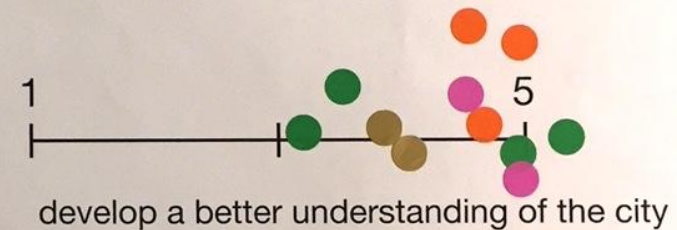
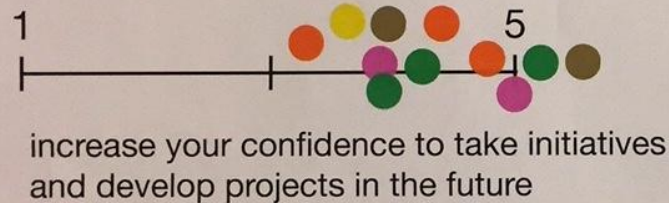
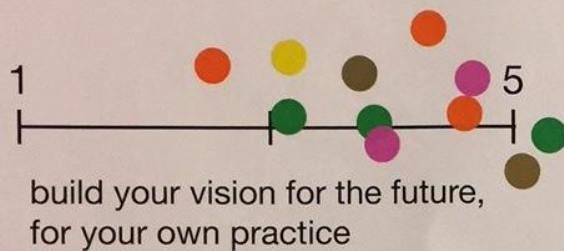
What has been most significant for you during the Fabric programme?

(Learning, insights and discoveries)

- The range of participants, the insights gained from visits. The value of such a programme.
- Understanding shared concerns and what leadership is perceived to be.
- Learning and sharing with others. Time 'off' to reconnect with self and others. Confidence in myself.
- Recognising the value of 'Thinking Time'.
- Everyone's a bit uncertain, and that's ok.
- We all put our trousers on one leg at a time...
- Validating my problematic tendencies.
- Sharing ideas and meeting folk from different backgrounds.
- Meeting a diverse group of positive, forward thinking people.
- Meeting folk and having time to talk.
- Meeting great people I will genuinely stay in touch with.
- Time out to meet new people.
- Meeting people and time to think and have breathing space.



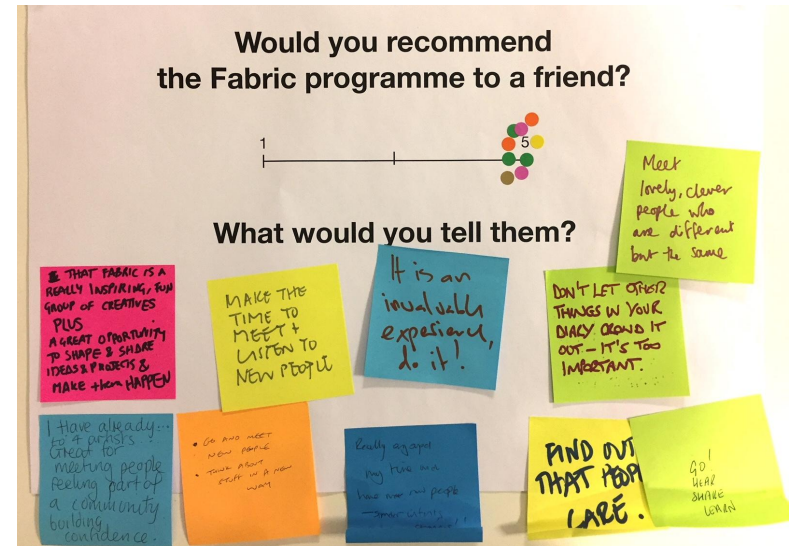
How much has the Fabric programme Helped you to ...?



Live Audit 3/3

Would you recommend the Fabric programme to a friend and what would you tell them?

- That Fabric is really inspiring, fun group of creatives, and a great opportunity to shape and share ideas and projects and make them happen.
- I have already, to 4 artists. Great for meeting people, feeling part of a community and building confidence.
- Make the time to meet and listen to new people.
- Go and meet new people.
- Think about stuff in a new way.
- It is an invaluable experience, do it!
- Meet lovely, clever people who are different but the same.
- Don't let other things in your diary crowd it out - it's too important.
- Go! Hear. Share. Learn.
- Find out that people care.



What else?

(More of / less of / other)

- More of the same.
- More challenge and time for provocation.
- Seeing each other's work/spaces/jobs - YES!
- Something task based - a joint problem or project to explore and present back.
- A brief?