



**ASSITEJ Executive Committee Meeting:
Johannesburg, South Africa
19-26 August 2023**

Present in Person:

Sue Giles, *President*, Australia (SG)
Louis Valente, *Secretary General*, Denmark (LV)
Bebe de Soares, *Vice President*, Chile (BS)
Seok-hong Kim, *Vice President*, South Korea (SK)
Pamela Udoka, *Vice President*, Nigeria (PU)
Yannick Boudeau, Belgium (YB)
Emilie Robert, France (ER)
Julia Dina Hesse, Germany (JH)
Jon Dafydd-Kid, UK (JDK)
Selloane Lalu Mokuku, South Africa (LM)
Cristina Cazzola, Italy (CC)
Shoaib Iqbal, Pakistan (SI)
Paulo Merisio, *Counselor*, Brazil (PM)
Christopher Blois-Brooke, *Staff Member*, UK (CBB)
Marissa Garay, *Staff Member*, Mexico (MG)

Present Online:

Minoovash Rahimian, Iran (MR)
Tatiana Bobrova, Russia (TB)

Guests present during specific meetings:

Yvette Hardie, *ASSITEJ South Africa host*, South Africa (YH)
Diana Krzanic Tepavac, *ASSITEJ Serbia*, Serbia (DKT)
Milena Depolo, *ASSITEJ Serbia*, Serbia (MD)
Tatjana Nikolic, *ASSITEJ Serbia*, Serbia (TN)
Nishna Mehta, *ASSITEJ Researcher*, India (NM)
Caleb Lee, *ASSITEJ Researcher*, UK (CL)
Kelly Freebody, *ASSITEJ Researcher*, Australia (KF)
Michael Anderson, *ASSITEJ Researcher*, Australia (MA)
Richard Sallis, *External Evaluator*, Australia (RS)
Jenny Andersen, *External Evaluator*, Australia (JA)
Pawel Galkowski, *ASSITEJ Researcher*, Poland (PG)
Daniel Bailey, *DevLabs*, South Africa (DB)
Nicci Spalding, *National Arts Festival*, South Africa (NS)



Note: due to the difficulties in hybrid format, the online members attended when they could and were brought in for specific meetings and working group consultations.

Agenda

- 1. Welcome from President and Host**
 - 1. Cultural introduction**
 - 2. Access reminders**
 - 3. Review of EC Schedule in Johannesburg**
- 2. Regularity of the meeting**
- 3. Present, absent, number of voters**
- 4. Proposal and Approval of Agenda**
- 5. Conflicts of interest**
- 6. General Reports**
 1. President's Report
 2. Secretariat Report
 3. Financial Director Report
- 7. Updates from ASSITEJ events**
 1. ASSITEJ Artistic Gathering 2023
 2. ASSITEJ World Congress
- 8. Updates from Working Groups**
 1. Communications
 1. Collective review and input to website
 2. ASSITEJ Online
 3. Networks
 4. Policies & Protocols
- 9. Regional Updates (focus on attendance to AAG2023 and Congress)**
 1. Asian Network
 2. ACYTA
 3. Nordic-Baltic
 4. German Speaking
 5. Iberoamerican
 6. Portuguese speaking centres
 7. Candidates for World Congress in 2027 and Artistic Gatherings 2026 & 2028.
- 10. Updates from Committees**
 1. Access
 2. Sustainability
 3. Artistic Encounters



11. Ratifications

1. Online Votes
 1. Membership application from ASSITEJ Sakartvelo
 2. Application to become ASSITEJ Affiliate from Fundación Cultura al Viento, Colombia
 3. Approval of participants selection for Next Generation Programme 2023
 4. ASSITEJ Int associated partner of ForesTEEN
 5. Attendance of Pamela Udoka at the ITI world Congress
 6. Attendance of Yannick Boudeau at Prague Quadrennial

12. Work around specific projects and committees

1. Access Committee including Diversity Benchmarking project
2. Sustainability committee
3. Strategic Invitations
4. Internationalise Your Practise Sessions
5. Africa House at World Congress

13. Specific Items of Business

1. ASSITEJ [Researchers](#) Q&A
 1. Quantitative Access Data (Lanora Callahan, London)
 2. Dissemination (Selina Busby, London)
 3. Leadership demographics (Nishna Mehta & Caleb Lee, Mumbai & London, including video presentation)
 4. Small Size (Pawel Galkowski. Warsaw including Video presentation)
 5. Value of TYA (Kelly Freebody, & Michael Anderson, Sydney)
2. ASSITEJ Awards
 1. Geesche Wartemann Emerging Scholars Award
 2. ASSITEJ International Inspirational Playwrights Award
 3. ASSITEJ International Lifetime Achievement Award
 4. ASSITEJ International Artistic Excellence Award
 5. Valeria Frabetti Award (Small Size)
3. Update from evaluators (Richard Sallis & Jenny Andersen)
4. Meet & Greet South African collaborators from NAF and Devlabs
5. Next EU Network application
 1. Introduction
 2. Recommendations from each working group and committee
 3. SWOT exercise
 4. General reflections
 5. Co-financing possibilities
6. Meet Babel Regional Workshop participants



7. Decide travel support to Next Generation participants at AAG2023

14. Next EC meetings

1. Dates in Serbia and Cuba
2. Other coming meetings

15. Representation of ASSITEJ at upcoming Events

16. Memberships and Member requests

1. **ASSITEJ Argentina**

17. Final reports from the Working Groups including budgetary feedback

1. Communications
2. Networks
3. ASSITEJ Online
4. Policies & Protocols
5. Sustainability committees
6. Access Committee
7. Artistic Encounters group

18. Any other Business

19. Signing EC meeting minutes

20. Closure & thanks



1. Welcome from President and Host

SG welcomed members present and host YH who shared information regarding the Cradle of Creativity festival.

1. Cultural introduction

LM gave a cultural introduction

2. Access reminders

3. Review of EC Schedule in Johannesburg

2. Regularity of the meeting

3. Present, absent, number of voters

Aug. 19: 15 present, 7 absent, 9 voters
Aug. 20: 12 present, 6 absent, 9 voters
Aug. 21: 14 present, 4 absent, 11 voters
Aug. 22: 17 present, 3 absent, 12 voters
Aug. 23: 20 present, 2 absent, 13 voters
Aug. 24: 18 present, 3 absent, 12 voters
Aug. 25: 15 present, 3 absent, 12 voters
Aug. 26: 15 present, 3 absent, 12 voters

4. Proposal and Approval of Agenda

SG went over the proposed agenda.

VOTE:

Does the ASSITEJ EC approve the presented agenda?

Unanimous vote in favour. (SG, LV, BS, SK, PU, JDK, SI, LM, JH)

5. Conflicts of interest

LV expressed a conflict of interest in relation to new EU applications, having a double role as EC member and employed staff.

YB expressed an ongoing conflict of interest in terms of the Babel Project.

BS expressed there could be a conflict of interest when voting on regional or personal projects for Cuba. SG agreed to share the conflict-of-interest chart created for the World Congress Selection Committee.

6. General Reports

1. President's Report

SG went over the [report](#).



VOTE:

Does the ASSITEJ EC approve the presented report?

Unanimous vote in favour. (SG, LV, BS, SK, PU, JDK, SI, LM, JH)

2. Secretariat Report

LV went over the [report](#).

JDK asked about having around accessibility for Cuba that could encourage people to attend if they are able to see how they can get around. JDK will draft a story around that and BS agreed to help.

LV asked SK and SI for help in shaping a regional meeting/workshop with central Asia in Uzbekistan.

LV asked the Communications Working Group to work on a plan for World Day so that this can be included as part of the next funding application. SI mentioned the need for visual content and the option of hiring a freelancer. SG added there needs to be a policy and consent process around images we use.

VOTE:

Does the ASSITEJ EC approve the presented report?

Unanimous vote in favour. (SG, LV, BS, SK, PU, JDK, SI, LM, JH)

3. Financial Director Report

SG went over [report](#).

Regarding EC liability, BS said it was important for the next EC to be aware that ASSITEJ is now administering a lot of money and it is currently insured by the EC's personal finances.

SG also brought up the point that ASSITEJ should now have insurance coverage in terms of employment.

Regarding cash flow and bonds account, BS suggested looking into a daily investing account.

VOTE:

Is the ASSITEJ EC interested in exploring the option of a daily investing account?

Unanimous vote in favour. (SG, LV, BS, SK, PU, JDK, SI, LM, JH)



LV suggested asking Roberto to look into that and the ethical guidelines so that he can make a proposal to the EC.

VOTE:

Does the ASSITEJ EC approve the presented report?

Unanimous vote in favour. (SG, LV, BS, SK, PU, JDK, SI, LM, JH)

7. Updates from ASSITEJ events

1. ASSITEJ Artistic Gathering 2023

Team from *ASSITEJ Serbia* joined to provide updates on the *AAG2023*. TN shared they are now wrapping up the program and preparing the welcome kit and publications for website.

LV mentioned the need for clarity around fees from PayPal, NAF, and Italian VAT from Roberto Frabetti to finalize fees.

TN asked for more information on the financial aspect of Voices of Children and Voices of Teenagers in case there is a specific procedure.

DKT asked for support with visibility in the ASSITEJ newsletter and social media. She mentioned that most of the performances and professional exchange programme content has been confirmed.

CBB asked about block bookings for hotels and TN explained they have partnered with a hotel chain that will provide discounts to delegates and guests.

CBB asked the team to find a time for a website training session so they can update information themselves.

DKT inquired about the subject of the Artistic Encounter and JDK shared it was tied to the research and the plan would be finalized in the next few days.

2. ASSITEJ World Congress

LV went over a draft of the festival schedule, shared pictures from his visit to Havana of venues and different areas of the city where events can take place.

SG and LV shared information regarding transportation and logistics.

BS talked about her experience and how there is a huge investment in culture.

LV asked to create teams for different aspects of the Congress. BS, PM, SI, LM and JH will work on the Professional Exchange Programme. SG, JDK and TB will work on the Online Programme selection.



BS agreed to look into the different conditions of traveling to Cuba from around the world.

LV went over the [registration fee proposal for the Cuban Ministry](#). He shared that Cuba will only cover accommodation and meals, and ASSITEJ is insisting on charging a fee dedicated to supporting companies.

BS disagreed to charging a fee lower to the one from 2017, especially given inflation and the need for money to make things happen in Cuba. SI agreed and mentioned that those who are planning to come will still come with a small increase and the profit will be the same with fewer delegates.

SG shared that an important part is how to communicate with people and share what this can add to a professional practice so people can see the full value.

LV suggested raising the standard price but having a lower price for freelancers.

JH agreed and suggested raising the price for high GDP countries and lowering it for low GDP countries.

SG agreed to work on a flexible scale of fees and write a rationale behind this. She also mentioned it is important to emphasize the fact that the AAGs are a different approach different to performance markets. BS agreed that this is more of a structure where professionals can showcase their work to an international audience.

8. Updates from Working Groups

1. Communications

SK shared the working group had conversations regarding the magazine and how to approach it now that it is fully online, like including more visual and interactive content.

SI suggested making an open call for photos for the magazine, which can then become an exhibition in Cuba during the Congress. He also brought up the lack of visual, high-quality content the association has and the need to use these as communication tools with members to tell stories rather than share news. The working group suggests looking into hiring a professional who can help create content.

1. Collective review and input to website

CBB presented new ASSITEJ website for feedback from the EC.

CBB explained that the Google Ads shown on the website will be monetized and there is also the possibility to sell space to TYA companies, organisations, etc.



SK asked how members will be valued when entering the ASSITEJ Online section (members-only section) and CBB the proposal for that will come through Salesforce, where we can hopefully label users as members of National Centres. LV expressed there could be Centres interested in investing in Salesforce who could potentially be co-financers for the next EU application.

BS suggested that for the festival section of the website, the only thing that really needs to be shared is the festival's website link. There is no need to be an intermediary and provide all information of the different festivals on the ASSITEJ website.

EC will send any further feedback or content edits for the website to CBB and MG.

2. ASSITEJ Online

ER shared there have been issues in organizing a Coffee Session this year. The theme has been decided on and will be LGBTQ+ in TYA but the working group needs time to prepare and talk to speakers, so they have clear expectations about the session.

ER mentioned it has been hard for her and EN to find a common time to finalize materials from the previous Congress for ASSITEJ Online.

3. Networks

JDK shared the working group will talk about the last Umbrella Session of the year and how to link it to the Artistic Encounters in Serbia and the ongoing research.

4. Policies & Protocols

PU and LM are working on the child safety policy, while LV and SG work on a proposal for registration for Cuba. Other policies the group is currently working on are online safety, employment, conflict of interest for selection committee, workplace health & safety, public statements protocol, access & inclusion, sustainability, logo & branding, compensation guideline for speaker guests, and ethics in relation to research.

CBB requested the working group also look into contracts for contributors on ASSITEJ Online and website policies.

9. Regional Updates (focus on attendance to AAG2023 and Congress)

1. Asian Network

SK shared there have been few applications for Cuba from the region so far.



SG mentioned the potential to host a regional workshop in Uzbekistan. SI said Uzbekistan is currently the only active member from Central Asia, and that he has been in talks with UAE and Saudi Arabia to facilitate with opening National Centres in both countries.

Some of the suggested countries that could be approached regarding an AAG were Singapore, Turkey, Thailand, Sri Lanka (Colombo Festival), and Georgia.

TB shared that due to the current constant changes, it is hard to say what is possible at the moment. Some options that she could approach are Armenia (High Fest), Azerbaijan, and Belarus.

2. ACYTA

PU shared that she has encountered many people want the benefits from ASSITEJ but do not want to identify as members. She asked for any African applications to ASSITEJ-related events be shared so that the Centres can approach them. SG suggested that applications remain open to anyone, but we can ask those selected to become members of their Centre to be able to take part in the activity.

LM mentioned there is a push for having a stronger region.

PU expressed that bringing a regional workshop closer has helped to involve many more people. She also mentioned there has been a growing interest from performances to apply to Cuba, although there is a general worry about costs.

LM mentioned that many Centres struggle with the issue of one person holding on to power and many of the challenges they face are highly political. PU shared that ASSITEJ Nigeria suffered the loss of their secretary, and it has been very demoralizing for their members. One of the main challenges for African Centres is economical, the inability to pay fees. SG reminded everyone that there is a procedure for National Centres who need to have their fees waived, but they must communicate and explain their situation.

3. Nordic-Baltic

4. German Speaking

5. Iberoamerican Network

BS expressed that Chile, Brazil, and Colombia could be a possibility for hosting an AAG because of access to resources.



PM shared that the network has been meeting online once a month and engagement is growing. He mentioned the interest to reach out to Caribbean countries, but language can be a challenge.

CC offered to create a synergy with the Chain Reaction Project to raise interest and awareness and have conversations where concrete opportunities can be shared.

6. Portuguese speaking Centres

7. Candidates for World Congress in 2027 and Artistic Gatherings 2026 & 2028.

SG mentioned that instead of waiting to see who offers, it would be more effective to have a greater understanding of strategic regions to help make it possible for people to offer and host Gatherings/Congresses, as well as visiting places that haven't been able to afford it and support those regions.

LV added that these events should also be a tool to create regional impact rather than a one-time event.

BS suggested strategically mapping the intent and regions ASSITEJ would like to visit to understand the costs and if ASSITEJ could overtake these.

10. Updates from Committees

1. Access
2. Sustainability
3. Artistic Encounters

11. Ratifications

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VOTE:



Does the EC agree to ratify all online votes made since the previous EC meeting?

Unanimous vote in favour. (SG, LV, BS, SK, PU, JDK, SI, LM, JH)

12. Work around specific projects and committees

1. Access Committee including Diversity Benchmarking project
2. Sustainability committee
3. Strategic Invitations

The EC worked on ideas using a [Jamboard](#).

LV explained that, as part of the BCR Project, we must have 30 invitations for Serbia and 40 for Cuba.

Some ideas of people to invite were around people who could also volunteer or help ASSITEJ in some other way, members with low capacity to attend the General Assembly and participate in person, young parliamentarians, and individuals that the host might need to be present.

4. Internationalise Your Practise Sessions
5. Africa House at World Congress

13. Specific Items of Business

1. ASSITEJ [Researchers](#) Q&A
 1. Quantitative Access Data (Lanora Callahan, London)
 2. Dissemination (Selina Busby, London)
 3. Leadership demographics (Nishna Mehta & Caleb Lee, Mumbai & London, including video presentation)

[See video presentation.](#)

NM and CL talked about the process of defining the selected countries and the challenge they have faced having most research be from USA and very contextual to the country. They explained how they looked into reports and census from around the world to understand how and why they conduct leadership studies. Many variables have been considered to make this selection as apolitical as possible.



CL mentioned the definitions around leadership and demographics are predominantly Eurocentric given the working language is English, but they want to ensure this becomes more open and generic. A questionnaire will be sent out to a few countries before and after the event in Serbia that can help in terms of definitions and the framework of the study. CL and NM are currently designing a landing page that will contain a contextual explanation of the research along with key definitions.

CBB added that ASSITEJ will work through National Centres to have translations and will cover the expenses. He also shared that the researchers will be presenting monthly seminars starting in January.

CBB asked EC to add any feedback to a document found on the Google Drive.

4. Small Size (Pawel Galkowski. Warsaw including Video presentation)

[View presentation.](#)

PG explained the research brief is the base of the questionnaire for 10-12 interviews from selected stakeholders. The questionnaire will go to members on the Small Size database, and likely the ASSITEJ International database.

LM asked about the notion of construct adults make of children and if there was anything related to the perceptions adults have of children within the context of social media. PG clarified that the focus is mainly on theatre practice and how practitioners are constructing an agency of subjectivity in the way they construct their pieces/workshops.

PG will be running a session in Serbia alongside the Small Size Masterclass and Virtual House and will be in Argentina to present during Red Vincular's gathering.

5. Value of TYA (Kelly Freebody & Michael Anderson, Sydney)

[See video presentation.](#)

KF and MA shared they are working on an evidence gap map that can show where there are sufficient resources and where they are lacking; this will be a living document that ASSITEJ can use in the future. MA said they rely on members sharing where they see the gaps in the different regions, and a crucial next step will be meeting them in Serbia.



LV suggested asking KF and MA for help in drafting their section for the next EU application and if they are able to find co-funding. He also mentioned it would be a good idea to bring some of the researchers to one of the EU plenary sessions.

BS shared she has been contacted by Lynn Gardner for a UNESCO project about the value of TYA, so this could be a way of partnering and working together.

2. ASSITEJ Awards

SG shared that awards can be seen as something divisive rather than uniting since many are left out, and it doesn't necessarily help with awareness if they are only given in the same community.

JH suggested looking into the idea of an award that highlights something ASSITEJ would like to share, like a good practice or champion idea. She added that the awardees should then give something back to the community. BS agreed and added that this could also be given to a project, an initiative, something that has significant impact in the lives of young people through performing arts.

LV suggested linking the awards to events happening within the World Congress, since in the past they have been so detached from what people experience in a World Congress. He also suggested getting more information on the Young Critics Award that *ASSITEJ South Africa* hosts, where young people's voices are considered.

LM expressed that awards many times can boost the morale of artists after such hard work.

CC added that awards are a way to reinforce the community's sense of belonging and they should be an inspiration. She mentioned that there should be a disclosure declaring the selection is made on work that is emerging but that a lot of work is not seen. CC mentioned awards are a way of learning from colleagues' processes and exchanging knowledge in return of being visible. She mentioned that recipients should become ambassadors of the association and expected to engage in some way.

1. Geesche Wartemann Emerging Scholars Award

PM expressed support towards this award because it works as a stimulus for students who have finished or near the end of their PhD and it gives them the responsibility to give back, working for the ITYARN board.

VOTE:



Does the EC approve to maintain the Geesche Wartemann Emerging Scholars Award from ITYARN?

Unanimous vote in favour. (SG, LV, BS, SK, PU, JDK, SI, LM, JH, CC, ER, YB)

2. ASSITEJ International Inspirational Playwrights Award

The EC will wait to approve this award until the call is received.

3. ASSITEJ International Lifetime Achievement Award

SG explained the jury for this award is always from the EC and asked for volunteers. CC, SK, YB, BS, PU were put forth.

VOTE:

Does the EC agree for the Lifetime Achievement Award jury to include CC, SK, YB, BS, and PU?

Unanimous vote in favour. (SG, LV, BS, SK, PU, JDK, SI, LM, JH, CC, ER, YB)

4. ASSITEJ International Artistic Excellence Award

SG expressed that the idea is to rediscover this particular award because the idea of 'excellence' is not very clear and can mean too many different things. The original idea related to innovation and encouraging young artists.

ER echoed the sentiment of awards being divisive and competitive, and that the distinction should be more towards a community than an individual.

LV agreed saying that many times the winner was the Centre who built the best argument, rather than the best artist.

YB asked if the money given out with this award could be divided between various awards. JDK agreed and suggested that this money could be used to bring the awardees to AAGs and World Congresses, where they would be celebrated on a global stage.

SI shared that since 1996, except for four awards, most have been given to Europeans. He brought up the advantage of historical development, and if the awards are discontinued, we are taking the chance for recognition of regions that so far have not won.

JH mentioned that the fact that few productions are selected to be part of the World Congress could already mean they are winners, and ASSITEJ could provide a certificate/plaque that companies can display.

SG shared that the awards are very hard to organize and imply a complicated process. LV expressed it could be easier for a panel to assess an impact, rather



than a specific piece of work and the dramaturgy of each 3-year period could help define the focus each time. SG added that the selection process should also include geographical criteria and JDK suggested that one requirement be that there must be one award per region/continent.

After working separately in groups, SG presented the [proposal for the new ASSITEJ Award](#). SG suggested asking the Eek family if it is possible to increase the amount or if it is spread amongst the five awards.

BS suggested having a shortlist throughout the three years that keeps growing and, in a way, it will already be a prize to be on that list.

LM proposed adding a political and advocacy category for people who support and advocate for our work. JH added that if non-members are nominated, they should become a member if they win and this will help broaden our reach and possibilities.

JH, LM, PM, and JDK will continue to work on creating a new structure for the new shape of this award.

5. Valeria Frabetti Award (Small Size)

SG explained that this is not an ASSITEJ award yet, but the proposal is to talk with Roberto Frabetti and have this as a Small Size award that they administer.

3. Update from evaluators (Richard Sallis & Jenny Andersen)

RS and JA explained they have built a baseline survey to understand how members and other associated people have engaged with ASSITEJ. The goal is to have data from the survey analysed before Serbia to help formulate questions for interviews in person when they travel to the AAG2023. There will also be a second, follow up, survey after Serbia. The main scope of the evaluation is to understand if ASSITEJ is achieving collective resilience.

RS clarified that the nature of the baseline report was different to what the midline report will be like, with a broader scope and an opportunity for a section of case study reports.

LV recognized that because of the complexity of the evaluation and limited resources, results may only be noticeable in a few years. He asked what the best way would be to insert the evaluation in the next funding application. JA suggested using narrative-based writing that tells a significant story that can point to important issues that arise as part of the project. RS suggested it could



be using the feedback from members and any refinements or aspirations they might have for ASSITEJ in the future.

4. Meet & Greet South African collaborators from NAF and Devlabs

NS shared that NAF is the biggest festival in the continent, and one of the biggest in the world. She feels that both NAF and ASSITEJ have benefited from the development of work together, in the sense that what is initially developed for one partner is also available for the other. DB has also been a part of the NAF team for 10+ years.

NS shared some experiences of the work being done around in-person events after COVID-19.

DB runs Devlabs and is the current web developer for all ASSITEJ International's digital platforms.

SG asked to visibly acknowledge both partners on the ASSITEJ website.

CBB asked the Policies & Protocols working group to work on the contracts with both NAF and Devlabs, which are overdue. The Communications working group will look into the website and its announcement. The Networks working group will look into the integration of Umbrella Sessions and the conversation around access and sustainability in terms of functionality and process.

DB, NS, and CBB worked on a system/structure for ticketing and registration at ASSITEJ events, which they showed and explained to the EC for feedback. This included types of passes, categories, prices, discounts (low-income countries, members, freelancers), and concessions. While people are booking, there will be an explainer to communicate what everything means in a clear way.

SG asked to include a donation section.

JDK asked about companion passes and NS this could be addressed separately by case and done on a manual basis, since requirements can be very specific.

VOTE:

***Does the EC approve the ticketing system in principle (will be fine-tuned)?
Unanimous vote in favour. (SG, LV, BS, SK, PU, JDK, SI, LM, JH, CC, ER, YB)***

5. Next EU Network application

1. Introduction

SG mentioned the next deadline will be in March 2024 and asked the EC to use their knowledge and perspective on how ASSITEJ International works at the moment, for a SWOT exercise.



2. Recommendations from each working group and committee

3. SWOT exercise

[SWOT analysis by EC members using a Google Jamboard.](#)

Main takeaways:

Strengths- members, EC, audiences, other assets, legacy to build on.

Weaknesses- time and volume, money, communication, EC and members, glocal identity.

Opportunities- centres/networks, funding, internal operations (HR), partnerships, research, digital development, visibility, politics, activism and advocacy.

Threats- money, geopolitical, value (priority), access & planet, relevance, online, equity, others (changes in Italian law, connection between EC and Staff).

4. General reflections

5. Co-financing possibilities

LV explained that for ASSITEJ to ask for money in the next EU application, we need to bring 20% co-funding. He explained that in the previous application, we were not able to reach the highest amount of funding because of a lack of co-funding. One option is to have a general financing like the Danish Arts Foundation made in the previous application, or another one is to build specific projects where the partner decides to pay.

YB has contacted Perform Czech, and they seem interested.

CC suggested reaching out to the Alliance Foundation.

LV also brought up the idea of building projects that enable National Centres for example, the CRM system, and the Centre could give money and receive their own CRM from the structure we have created.

LV reminded the EC that the deadline is in March, however, the process takes a long time to write and it's necessary to have a sense of what the budget will look like.

SG suggested having a funding factsheet of what the association has achieved, that people could use when searching for co-financing.



PM suggested that for those EC members who receive money from their Centres to attend the EC meetings, the money could go to ASSITEJ International's account and the tickets are paid from there.

6. Meet Babel Regional Workshop participants

EC met with participants of the Johannesburg Babel Regional Workshop in Sibikwa Arts Centre.

7. Decide travel support to Next Generation participants at AAG2023

Four participants have applied for travel support: Ilya Boiaznyi from Israel, Mauricio Arizona García from Mexico, Rana Ghaderi from Iran (residing in Spain), and Swetha Singh from India.

LV suggested the budget be split into four and divided as follows: 450 EUR for Mauricio and Swetha each, and 250 EUR for Ilya and Rana each.

VOTE:

Does the EC approve the proposal for Next Generation travel support?

Unanimous vote in favour. (SG, LV, BS, SK, PU, JDK, SI, LM, JH, CC, ER, YB)

14. Next EC meetings

1. Dates in Serbia and Cuba

SG expressed the importance of the EC meeting in person and starting the meeting all together. If people have to choose between arriving late and leaving early, she asked to please prioritize arriving early.

LV reminded everyone that EC arrival date for Serbia is 17 November and departure is 25 November. The 18th and 19th will be full EC meeting days in Belgrade, and from the 21st we will be in Novi Sad. There will also be a Babel meeting on 25 and 26 of November for those involved. LM, JDK, and SI will not be able to attend in person.

SG reminded everyone that EC arrival date for Cuba is 21 May and departure is 2 June for those not standing for the EC again, and 3 June for those who remain in the EC since the first meeting with the new EC will happen after the General Assembly on the 2nd. For those interested in staying, the post festival will take place 2-9 June. General Assembly dates will be 27 and 28 May, and voting will take place on 31 May.

2. Other coming meetings



The EC decided it was necessary to have online meetings between the ones in Serbia and Cuba. The dates decided upon are 30 and 31 January 2024, from 13:00-15:00 CET, and 2, 3, and 23 April same time.

Regarding EC travel support, LV shared that the idea is to have 2,000 EUR per member over the three years, and each manages their amount. People who don't need to use the money could potentially donate it to someone else.

SK suggested that the amount be flexible depending on the region/distance to be fair.

LV asked the EC to prepare their flight plans for Cuba before the meeting in January to deal with this issue.

15. Representation of ASSITEJ at upcoming Events

LM- will speak during a Playback Theatre Conference in Johannesburg in December.

JDK- will confirm a meeting with the Belgian ambassador in October.

JH- will attend SHIFT meeting in Brussels and SEGNI Festival.

ER- may join JH in Brussels, will possibly attend the festival in Burkina Faso in November.

MG- possibility of joining the Iberoamerican Network meeting in October in Tijuana, Mexico.

PM- will be at the Research Forum in Argentina in September as part of the jury, may attend the Iberoamerican Network meeting, and will attend Paidea in September.

LV- will attend SHIFT and Plenary Session of European Networks meeting, will travel to Cuba with CBB and MG at some point before the Congress.

CBB- possibility of SITMAS Congress in Hong Kong in June.

SK- will be part of a roundtable for UIA in Korea within an inclusivity & diversity congress.

BS- will attend Paidea and there is a possibility for an Internationalise Your Practice session in another festival, will be in Italy for a meeting about rural touring, in Shanghai for Children's Art Fair and will attend Agora Festival.

SI- will attend a conference in New York, and possibly festivals in Saudi Arabia and UAE.

PU- will attend a festival in Nigeria in October.

CC- first ForeSTEEN meeting will happen in Serbia, will be in Venice for European Network committee meeting.

YB- will be at Informa session by ASSITEJ Italy in September, will attend Agora Festival, Export/Import Festival in Brussels, possibility of going to FATEJ in Cameroon.

SG- will attend the Performing Arts Forum in Australia.



16. Memberships and Member requests

MG gave an update on National Centres. Saudi Arabia has not paid fees since 2021 and was sent a notice in February but is still unresponsive. SI has been involved with people who want to start a new Centre, but the current one must be closed for this to happen.

ASSITEJ Ukraine sent their application to change from being a corresponding member to a full member.

ASSITEJ Vietnam also sent their application but were asked to resubmit or become an affiliate, since there was only one company mentioned.

Centres from Nepal, Kazakhstan, and Ivory Coast requested a meeting for support in their development and continuation.

While in Johannesburg, the EC received a new application from Mozambique. This National Centre had been a member previously and have now reorganized and want to reapply.

VOTE:

Is the EC in favour of the application for the establishment of a National Centre in Mozambique?

Unanimous vote in favour. (SG, LV, BS, SK, PU, JDK, SI, LM, JH, CC, ER, YB)

VOTE:

Is the EC in favour of the application from Ukraine as a full member National Centre of ASSITEJ?

Unanimous vote in favour. (SG, LV, BS, SK, PU, JDK, SI, LM, JH, CC, ER, YB)

VOTE:

Does the EC agree to close the existing National Centre in Saudi Arabia?

Unanimous vote in favour. (SG, LV, BS, SK, PU, JDK, SI, LM, JH, CC, ER, YB)

1. ASSITEJ Argentina

ASSITEJ Argentina submitted a request for support with costs of translation for the 6th TYA Critics and Researchers International Forum.

SG expressed that many Centres and events related to ASSITEJ need this type of support, so it could be something to add to the next EU application.

BS added that members could collaborate amongst themselves because enough people speak English and Spanish and translation costs are very high in Argentina.



PM suggested this continue to be discussed in the future because language is a constant barrier for South America to connect with ASSITEJ International and this affects the relationship and participation of the region.

ER mentioned this is a global issue and maybe there is a digital/tech solution that can be offered to everyone who needs it.

LM added that ASSITEJ is mainly a volunteer association, and we rely on people's efforts, so this element should be stressed more.

The EC concluded that it will not be possible to support translation at this forum.

17. Final reports from the Working Groups including budgetary feedback

1. Communications

The Magazine landing page will continue with the same design for now, but the content will change.

For World Day, there is an idea to ask for a poem about children's rights that could function as the voice-over of the video. One possibility is for LM to write it. Another idea is to approach young people that can write the poem themselves. LM will approach the Market Theatre Lab (Johannesburg) and SG will approach the Poetry Slam Group (Sydney).

2. Networks

The group will continue to work on the theme for the next Umbrella Session. The second session will focus on sustainability and access, the third one will bring international fundraising experts for a chat with Centres and Networks, and the fourth and last one in December will be around exploring the new website.

For the Artistic Encounters, there will be two happening on the ground in Serbia and one online. Three researchers will be included within the Encounters in Serbia.

3. ASSITEJ Online

Working group will define content and expectations for the next two Coffee Sessions. The third session will be around the research projects. The sessions will take place in October, November, and December.

4. Policies & Protocols



The group worked on a compensation policy for speakers, reimbursement protocols for expenses related to business activities, registration costs for Cuba, economic distress form, workplace health and safety policy, and child safety policy.

Some areas that still need work are policies for how the Networks should work, guidelines for employment, welfare/wellbeing policy, policy on public statements, constitutional updates of handbook and toolkit, and website policies.

5. Sustainability committees

6. Access Committee

7. Artistic Encounters group

18. Any other Business

EC met with the *ASSITEJ South Africa* board online to thank and congratulate them on *Cradle of Creativity* and hear about their current activities and how ASSITEJ International can support them.

Introductions were made by **Lorraine**, Lindiwe Msiza, Omphile Molusi, Janet Watts, **Thuto**, and Obett Motaung.

SG said the EC would write a reflection on their experience as EC to share with ASSITEJ South Africa.

19. Signing EC meeting minutes

20. Closure & Thanks