

United Networks gUG (UN) is an alliance of six self-organized artist groups as well as community-focused platforms and networks from five federal states. Our alliance is committed to the promotion of marginalized artists and thus to an equitable cultural landscape. Power relations such as racism, sexism, classism and ableism are pointed out in order to reshape coexistence at eye level.

We organize nationwide network meetings, workshops, presentations, create a study and offer residencies in so-called rural areas. All this work is done hand in hand with artists, cultural workers, activists, and community organizers - in order to bring multi-perspective, marginalized narratives into the center. Through our actions, we aim to foster the emergence of a mindful, power-critical, and privilege-conscious arts and cultural community. By strengthening solidarity among BIPoC (Black, Indigenous, People of Color) communities, we support the visibility and recognition of marginalized narratives. UN's work is thus intended to promote a high-quality cultural landscape with equal access and working conditions.

#### UN FOUNDING MEMBERS



Berlin



Berlin



Berlin & Hessen



Berlin & Sachsen-Anhalt



Hamburg



Rheinland-Pfalz & Bayern



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This project is being funded by the Federal Government Commissioner for Culture and the Media as part of the German Association of Independent Performing Arts' programme "Verbindungen fördern".



Die Beauftragte der Bundesregierung  
für Kultur und Medien



## UN in Action

Our actions are curated and intended to grow through each other. The seeds are sown in UN Meets and the seedlings are nourished with knowledge and feelings of belonging in UNacademies and Roundtables. Our UN Labs and UN@\_\_s provide them with further tailored nutrients based on their needs. Finally our study reveals what these plants need in order to grow as well as any other.



### UN Meet

BiPoC art and culture professionals are invited to our networking meetings that are organized by community organisers in the region, or as we call them Community Outreachers. During these events, discussion topics are generated both by the United Networks team and from the local participants' concerns, needs and wishes. This allows us to know what the needs are in the region.

### UNacademy

Workshops that promote demand-driven peer-to-peer learning. It is pronounced "un" because we not only learn but also unlearn systemic forms of discrimination. UNacademy topics are developed and shaped based on the knowledge and needs of arts and culture practitioners of marginalized communities in the region.

### UN Roundtable

Regular online meetings where UN partners, other BiPoC networks, as well as individual arts and culture practitioners connect across Germany to share their knowledge and tools to strengthen intersectional BiPoC movements. Shareable tools, in the form of infographics and/or a video, will then be developed so that other members of the community can use them.

### UN Lab

Labs are curated for creative exchange, experimentation and collaboration in structurally weaker regions in Germany or for children and youth as target group. There are three lab formats that create space to work on and develop narratives from marginalized perspectives. In 2023, UN Labs will take place in Rhineland-Palatinate, Saxony-Anhalt and Berlin.

### UN@\_\_

These are events that invite the public to varying existing community-focused arts and culture platforms that uplift and promote BiPoC multi-perspective narratives and artistic work. Furthermore, artists from federal states that lack these types of community-driven events are invited as guests to showcase their artistic work or share their experience and knowledge.

### UN Study

A nationwide analysis of the structural disadvantage of marginalized artists and cultural practitioners in the (performing) arts and culture sector. It serves as a catalyst for conversations with cultural policymakers and administrators.

Dear decision-makers, art and culture professionals, We need your voice and advocacy for a nationwide transformation process. Let's build towards a just and equitable arts and cultural landscape together!

**For the community by the community! - Including experts from marginalized communities in the development of measures to promote marginalized cultural actors!**

Marginalization means being cut off from resources and influence. In order to shape our cultural landscape on an equitable footing, experts from marginalized communities must first be recognized and equipped with sufficient resources during the development of diverse and inclusive measures in cultural policy and funding. The foundation for an equitable, sensitized creative working environment is the ability to self-represent and speak directly for our communities, instead of being present as mere tokens.

**Less talk, more action! It is time for accountability - implementing anti-discrimination and equality laws!**

The Basic Law Article 3 Paragraph 3 (GG, 1949), the State Equality Act (LGG, 1991), the General Equal Treatment Act (AGG, 2006), and the Berlin State Anti-Discrimination Act (LADG, 2020) describes a society in which equal rights, equality, and protection are not only found in law but are also practically applied in everyday life. However, we are far from achieving this in reality. Marginalized, migrant-marked artists and cultural workers are still exposed to exclusionary environments in social institutions - including the cultural sector. In order to hold educational, cultural, and funding institutions accountable for the upholding of these legal requirements in structure and staff, we demand an implementation and transparent visualization of institutional accountability, that is in accordance to the legal requirements of the AGG, LADG and LGG.

**History continues to live in the present! We demand the recognition of the historical past in present-day structures in order to begin a radical transformation process. This work cannot have an expiration date, nor its funding!**

We need to take responsibility for historical continuities. This must include a complete break with derogatory patterns handed down from nationalist and colonialist thinking. Many of today's established art institutions are still influenced by such continuities, resulting in a hegemonic and hierarchical understanding of art, narrative and representation. To reappraise and construct new, egalitarian structures, sustained dedication and attention are required in not just discourse, but also in material and financial support. In order to build structures that can address problematic hierarchies and traditions, we demand a legally regulated practice in cultural policies nationwide. This should both be found in the form of guaranteed monetary budgets and through adopting intersectionality into uncompromisable funding and evaluation criterion for all art and cultural funding.

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