

# Speak OUT

together for a safer circus

## TRAINING 3: Recruitment & Auditions in Circus Arts

*3 – 5 SEPT. 2024*

# Call for Applications

**Speak  
OUT**  
together for a safer circus

**FEDEC**

**JUMP**  
Promoting gender equality, advancing the economy



Co-funded by  
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# Introduction

**SPEAK OUT (2023-2024)** aims at preventing all kinds of discrimination and gender-based violence in the circus and street arts sector, by supporting its core organisations (schools, festivals, companies...). The objective is to foster physically, psychologically and emotionally safe educational and work spaces. SPEAK OUT collect, develop and disseminate tools & resources to help the sector evolve in a sustainable and structural way, towards more equity and integrity.

The training sessions are designed with the aim of implementing structural changes regarding discrimination and gender-based violence.

**The Training session 3 will take place in Barcelona from September 3 to 5 on Recruitment & Auditions in Circus Arts.**

The aim being to question the unconscious biases when welcoming new students/staff members/artists in organisations (schools, artistic companies, festivals...) and to prevent discrimination and abusive conducts in these processes.

*We thank the associate partners of the project La Central del Circ & FiraTàrrrega, and the FEDEC member Centro de las Artes del Circo Rogelio Rivel for welcoming us for this session.*

## **Inclusive rules for a safer training**

SPEAK OUT engages for a safer circus, in this way the participants agree on the following rules by being part of the project:

- **Respect:** be conscious of respecting the people around you through your words, gestures and behavior. We all have different cultures, backgrounds and experiences, and everyone has their place in the group, free to express their truth while respecting others.
- **Listen:** listening is the first step towards making changes, thinking differently and opening up to the realities of others. Be aware of letting others express themselves and give them space to listen.
- **Accept:** if someone does not feel respected by what you are saying/doing, please try to have an open attitude to constructive feedback in order to evolve.
- **Question "like a child":** we are all in a continuous learning process and are composed of unconscious biases and "bad" habits. Let's play like a child to be better and accept that nobody is perfect. If mistakes are done, be kind to yourself and others when possible.

*We don't accept: racism, sexism, agism, and all kind of discrimination and non-inclusive behavior. The disrespect of these rules may result in exclusion from the course.*

Training 3: Recruitment & Auditions in Circus Arts - 03-05 SEPT.  
2024, Barcelona (ESP)

## PROGRAMME - *Draft under construction*

### Day 1 - Tuesday 03 September

**14:00-18:00 - La Central del Circ, Barcelona (ESP)**

- Welcome & rules to create a safe space
- What has been done within SPEAK OUT since the last training? Presentation of the spotting protocole
- Introduction of the topic and of the program

### Day 2 - Wednesday 04 September

**09:30-16:00 - Centro de las Artes del Circo Rogelio Rivel, Barcelona (ESP)**

**How can we avoid discrimination and offer candidates the most respectful audition & recruitment experience possible?**

*Workshops, lectures and roundtable under construction.*

### Day 3 - Thursday 05 September

**10.00-16.00 - La Central del Circ, Barcelona (ESP)**

**Working groups to draft good practices for the SPEAK OUT Toolbox (discussions, practical exercices & sharing with the whole group of participants)**

- Spotting practices
- Auditions
- Recruitments

**Conclusion of the 3-days**

**Evaluation and next steps of the SPEAK OUT project**

## - APPLICATION PROCEDURE -

### Who can participate?

- FEDEC members & SPEAK OUT associated partners
- 2 people max. per organisation, preferably 1 member of the direction + 1 inclusion referent
- English speakers (training in English)

### How to apply?

Fill in the form at this [link](#) (1 form per organisation) **before the 4th of June!**

### Selection procedure

As this is the last training in a series of training sessions, applications from people who have attended previous SPEAK OUT sessions will be given priority. The number of additional open places will therefore depend on the number of applications received from SPEAK OUT participants. Second criteria of selection: the first to apply will be the first to be selected, don't miss your chance to be part of it!

**N.B.: The applicants will be informed if they are selected in June, to be able to book their transport tickets to Barcelona.**

An email containing the details of the personal choices filled in in the form will be sent to each participant after the confirmation of registration.

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## PRACTICAL INFORMATION

### Venue

*Days 1 & 3:* **La Central del Circ** Moll de la Vela, 2. Sant Adrià del Besòs, Barcelona

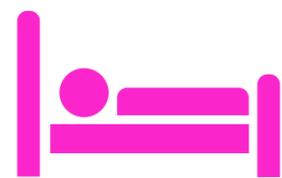
*Day 2:* **Centro de las Artes del Circo Rogelio Rivel**, Carrer de Portlligat, 11, Nou Barris, Barcelona



### Accommodation

The accommodation is **booked and covered by FEDEC from Monday September 2 to Thursday 5 morning**, breakfast included, at the **Ibis Barcelona Meridiana** (Passeig Andreu Nin, 9, Barcelona).

*For cancellations within 60 days of the booking date, you will be asked to refund any nights not taken. Every extra-night booked with FEDEC will also be invoiced to your organisation after the training session.*



### Meals



The following meals are organised during the training week:

- Diner on Tuesday 3 (covered by FEDEC)
- Diner on Wednesday 4 (at your own cost)
- Lunches on Wednesday 4 and Thursday 5 (covered by FEDEC)

### Your travel

Each participant is **responsible for its own travel to Barcelona and will receive a fee of 100€ to cover the travel costs** (based on receipts, after the training session).



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# OPTIONAL: FIRATÀRREGA FESTIVAL

Join the artistic setting of the last Speak Out's training in Barcelona, at the associate partner's showcase [FiraTàrrega!](#)



### When and Where

Thursday 5th to Sunday 8th September in the city of Tàrrega

### Why to come to Fira

- To enjoy a rich programme of circus and street arts.
- To meet the professionals that gather in Tàrrega during the 4 days.
- To join meetings with Catalan, Spanish and International circus artists and presenters you will be invited to attend.
- To attend the final Speak Out conference "Gender violence and circus schools: An experience of collective articulation": A 45' conversation between Rosa Matthis and members of the collective Balance ton Cirque to share an experience of collective articulation in the face of a situation of gender violence in a specific environment. *Organised by FiraTàrrega in collaboration with La Central del Circ in the framework of Speak Out, led by FEDEC..*

## Practical Info

### Registration to Fira via the application form.

Registration is free and includes badge to access to the professional activities + complimentary tickets for shows. Street arts shows are all free. Indoor venues are ticketed. Every participant will be able to make their own agenda and book their free tickets. [FiraTàrrega will send practical information to each person registered.](#)

### Accommodation

It will be booked through FiraTarrega.Pro once registration will be completed.

2 options:

- Staying in a private house, in the city centre (3 nights minimum, prices between 50€ and 83€).
- Staying in a hotel in the cities nearby (free bus service organised, prices between 50€ and 115 €).

### Transport

**A bus will be organised to transfer the SPEAK OUT participants going to Tàrrega on Thursday 5th, after the training.** Bus will depart from La Central del Circ. Travel: 90'

FiraTàrregaPro provides also direct transfer services Tàrrega - Barcelona Airport on Sunday afternoon and Monday morning. If another service is required, FiraTàrrega can arrange bookings and organise shared transport with other professionals. To know more: Check info [here](#)

[FiraTàrrega](#) works to activate Catalan performing arts creation and professional artistic exchange both nationally and internationally, paying special attention to street arts and projects designed to involve the citizenry in the public space. It is one of the strategic markets recognised by the Generalitat de Catalunya for its role as a meeting and exchange space, as an ideal platform for presenting new artistic proposals and fostering professional contacts.

[Artistic programming](#) - FiraTàrrega offers a selection of theatre, movement and circus performances that aim to seduce the public and arouse the interest of attending industry professionals; an offer that combines the various dramatic disciplines, paying special attention to national and international creative trends.

[Professional meeting point](#) - It is a professional meeting point that aims to spark connections, promote relationships and provide information and resources to the professionals who form part of the creation value chain (creation, production, distribution, promotion, programming and diffusion).

**To know more: join the zoom meeting! – By mid June all delegates registered to the Speak Out training will be invited to a 30' zoom meeting where the team of FEDEC and FiraTàrrega will share some highlights of the edition 2024 and will answer all questions.**

# Speak OUT

together for a safer circus

## FEDEC

We are an international network  
for professional circus education.



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