

Topic: Sensing Diversity

Facilitators: Diversity agent Kemê Pellicer.

Training language: English.

#diversity #perception #accessibility #sensoryenvironment #reflexivity

*The concept of diversity is at the heart of any effort to promote accessibility, equity, inclusion, and belonging. But what do we mean when we talk about diversity? How do our different understandings affect the individual and collective practices and the spaces in which that happens? How do these spaces reflect or welcome diversity?*

Kemê offers "Sensing Diversity," which involves **deliberately using our physical and abstract senses** to observe, recognise, discover, and comprehend diversity within and around us. During the workshop, you will examine the impact of our social identities, different understandings and needs, and the spaces in which we welcome and meet others. By practising this, we develop greater reflexivity and, in addition, our awareness to improve sensory environments.

This workshop aims to help you create deeper foundations for an intentionally accessible practice, building from personal experiences and reflections connecting with the collective towards **diversity-welcome and sensory-friendly environments**. The experience combines theory input with Kemê's artistic background through individual and group exercises. The workshop is especially suitable for social workers, art or culture workers, and organisations such as museums, galleries, residencies, cultural centres, schools, libraries, associations, and organisations with public spaces or programs. The training will be tailored specifically to the needs of your organisation and work team. Depending on the number of participants, an assistant for the facilitator will be booked. The workshop is held in a physical location.

## Packages

### Package 1: "Sensing diversity" 2-hour training

- Introducing concepts and terms
- Individual exercise
- Group exercise
- Summary

Learning outcomes:

- Main focus: Your practice and how it interacts with your coworkers.

- You will practice self-reflexivity and interpersonal communication about perception, diversity, its relation with our social identity, and how it shows in and around us.
- You will gain more awareness of sensory processing and sensory design and its relation to diversity.

**Package 2: “Sensing diversity” 2.5 to 3-hour training**

- Introducing concepts and terms
- Individual exercise
- Group exercise
- sharing and break
- Individual assignment
- Discussion and summary

Learning outcomes:

- Main focus: Improving your practitioner and organisation toolkit for more accessible, sensory-friendly and diversity-welcoming environments.
- You will practice self-reflexivity and interpersonal communication about perception, diversity, its relation with our social identity, and how it shows in and around us.
- You will gain a greater awareness of sensory design and diversity, practising a more sensorial approach to your work that you can incorporate into planning a new environment or improving an existing one.

**Package 3: “Sensing diversity: spaces for art and culture one 2.5-hour training + summary**

- The main goal of this workshop is to “sense your organisation” by exploring different open-to-public spaces and how they can be perceived and sensed by visitors, staff members regardless of their position, and artists and other professionals who occasionally work with the organisation.
- A common sharing and dialogue will assist the group in creating a tangible small proposal to improve the current environment within your limitations and make positive changes for the future users and co-creators of your space for art and culture.
- Kemê will send a summary of the session after its completion.

Learning outcomes

- You will practice self-reflexivity and interpersonal communication about perception, the different ways in which diversity is present in and around us, and how it is affected by our senses. You will gain more awareness of sensory design and diversity, improving your toolkit for more accessible and conscious physical and sensory environments.

## Inquiries and Bookings

Reach out to Kemê Pellicer for more details on the content and how to personalize your training to fit the needs of your organization. Kemê: [keme@gmx.es](mailto:keme@gmx.es).

General Culture for All diversity training inquiries go through Arlene Tucker at [arlene.tucker@cultureforall.fi](mailto:arlene.tucker@cultureforall.fi).

## Supplemental activities and features

A follow-up meeting can be held for all the sensing diversity workshops to build accountability.

- 1 hour follow up meeting: 90€ + 25,5% VAT/diversity agent

NB: The diversity agent's responsibilities do not include organising accessibility solutions for the meetings, such as interpreters and rental spaces. Travel and accommodation are agreed upon separately.

When a diversity agent travels to training more than 30 km from home, an additional 30€/hour will be added to the invoice. Kemê is currently based in Helsinki.

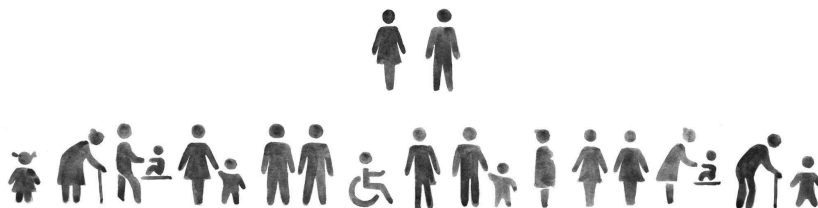


Illustration by Alexandra Burda

Diversity Agents are a network of arts and culture professionals with multicultural backgrounds, strategic diversity skills, and knowledge and experience of the Finnish work ethic. They also have extensive creative and problem-solving skills and the ability to communicate information engagingly and constructively.

[Diversity Agents](#) who have received accreditation from Culture for All Services are arts and culture professionals with special expertise and training in diversity.

## **Kemê Pellicer (she/her/Kemê)**

### **Areas of expertise and interest:**

working/coexisting with our differences, rehearsing awareness, creating and maintaining spaces for exchange and dialogue, self-reflexivity, self-care and care for others, empowering collaborations, accountability, non-oppressive, inclusive structures and processes, transparent use of power, fostering the means to try, fail, learn, cheering vulnerability and dismantling bias.



### **Diversity training working languages:** English, Spanish

Kemê is a poet, parent, and multidisciplinary artist based in Helsinki. She often hybridises visual arts with performance and text. Her curiosity leads her to work with concepts such as memory, representation, symbols, archetypes, and rites. Her process embraces the complexity of our constructions and the constructions we inhabit. She is most experienced in visual arts, performance art, poetry, children's literature, education, and coordination.

As a cultural worker, her interest in psychology, sustainability, and good practices within the Culture and the Arts field is summed up by her multicultural background and continuous self-learning. She has worked in different capacities in Finland and the Nordic Countries since 2016, as ex. Facilitator, educator, host, advisor, artistic content producer or critical friend. Strive to contribute to the community through antiracist and intersectional feminist practices.

Read more about Kemê here:

[Kemê's diversity agent profile page \(you will be taken to Culture for All's website\)](#)

Photo of : Kemê Pellicer. Credits: Cristian Medel @crismed