

The challenge of PLURALITY:
Equity, Diversity, and Inclusion (EDI) values are increasingly included in the description of the offer of cultural institutions. However, the capacity to incorporate the dynamics of the multilateral partnerships of actors and their empowerment within a logic of cultural citizenship is not always achieved.

PROBLEMS, GAPS, INADEQUACIES

The lack of univocal interpretation of EDI values and the coexistence of diverse actors result in different interpretations of values and in the development of diverse strategies and missions.

Power differences exist between actors, which can impact the weakness of the agreements that should regulate their relationships, with the consequence of blocking or reversing the progress toward collective goals.

RECOMMENDATIONS

The complex task of promoting EDI values requires the involvement of multiple actors with disparate motivations and interests, to discuss how these values would translate into practical actions.

Discussion about the meanings of EDI values should start from the design stage, spelling out who the audiences are and the ways they would be involved, and how to balance conflicting interests and develop long-term sustainable partnerships.

Place-based challenges, local specificities and participation techniques should be much more reflected in value strategies.

INSTRUMENTS AND ACTIONS

European	National	Local
Developing “value contracts” as part of multilateral cultural partnerships.	Creating cultural mediators.	Creating cultural advisory boards to support institutional action in the field.