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TRANSFORMING ORGANIZATION CULTURE WITH AESTHETIC DOUBLING

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TRANSFORMATIVE PLAY INITIATIVE SEMINAR 2022



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RESEARCHING INCLUSIVITY IN ARTFUL WAYS

PhD in Administrative sciences and Management:
Leading Inclusive Culture in Organizations

- Background in Fine Arts (BA) and Literature (M.A), and Drama education
- Worked as a drama educator in the elementary schools: drama against bullying
- How to use drama, especially forum theatre, as a research method?
- Contacting different kinds of organizations during the winter 2022-2023
—> Workshops during the year 2023





RESEARCHING INCLUSIVITY IN ARTFUL WAYS

Research workshops in organizations:

- HR team (or other people in leader positions)
- Workshop on inclusivity using forum theatre
- Video, interviews, own embodied experience?

- Forum theatre:
Theatre of the oppressed, used for discussing conflict situations and power relations

(Augusto Boal, see also Freire's Pedagogy of the Oppressed)



AESTHETIC DOUBLING

- Simultaneously being present within two realities:
 - The fictional space, space of play
 - The everyday space, IRL
- Doing the character, knowing that you are playing (*Heikkinen, Hannu.2002*)
- Being present within the character and as yourself can be used a tool for transformation, either directed (educational drama) or as a side effect (artistic larp)
- In educational drama transitions between the two spaces are used to bring (the characters') embodied knowledge to words and discussion (IRL)
- Example: Drama against bullying

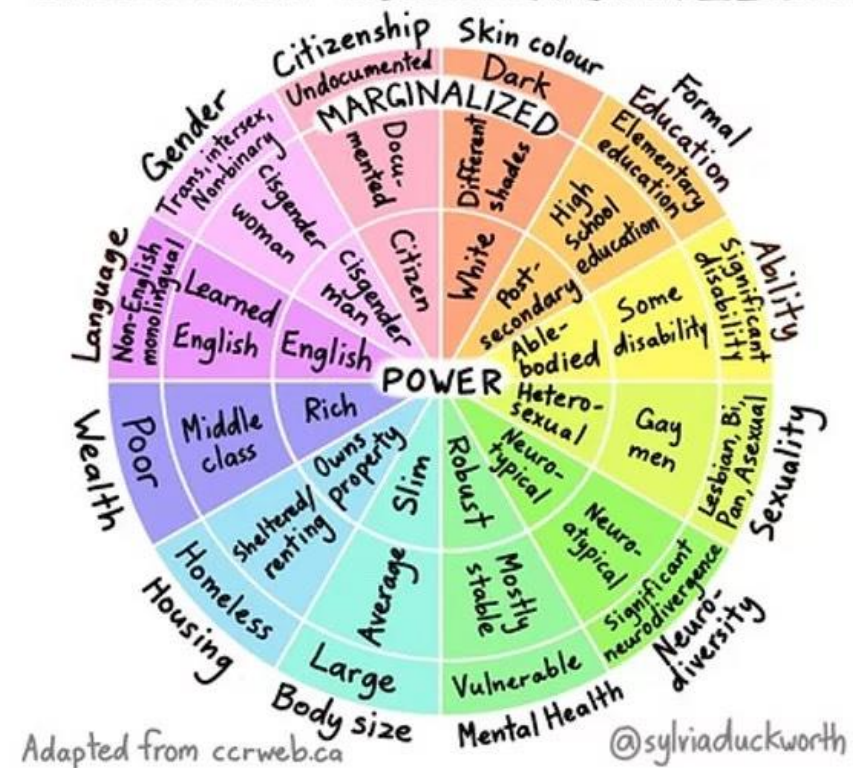


INTERSECTIONALITY

When working on the topic of Inclusivity:

- Both organizational and intersectional power relations between participants exist during the play, but how?
- Turning the lens from "the othered" towards "the privileged" (*Crenshaw, Kimberlé. 1989*)
- Cultural rules of silence:
 - Who can say what?
 - What are we supposed to be silent of?
- The characters can talk about the things that are not allowed for our everyday conversation

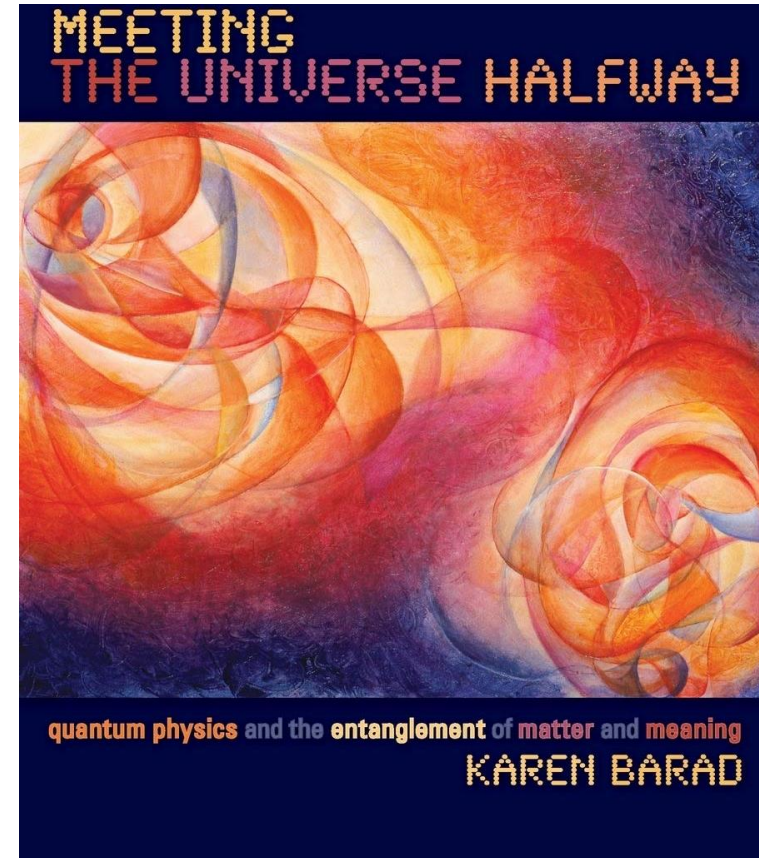
WHEEL OF POWER/PRIVILEGE



INTRA-ACTION

Barad, Karen (2007). *Meeting the universe halfway: Quantum physics and the entanglement of matter and meaning*. Duke University Press.

- The challenge of discussing "the diverse people" in inclusivity work discourses
 - Who is diverse?
 - Naturalization of the care work to certain people
- Intra-action helps to turn away from binary subject-object -positioning
- How do different agents transform their space together
 - Who can/needs to do what?
- Working in the drama can help to understand togetherness in cultural transformation?





References

Barad, K. (2007). *Meeting the universe halfway: Quantum physics and the entanglement of matter and meaning*. Duke University Press.

Boal, A. (1995). *The rainbow of desire: The Boal method of theatre and therapy*. Routledge.

Crenshaw, Kimberlé. (1989). *Demarginalizing the Intersection of Race and Sex: A Black Feminist Critique of Antidiscrimination Doctrine, Feminist Theory and Antiracist Politics*. University of Chicago Legal Forum.

Heikkinen, H. (2002). *Draaman maailmat oppimisalueina: Draamakasvatuksen vakava leikillisuus*. Jyväskylän yliopisto.

Kirylo, J. D., DRICK BOYD & Boyd, D. (2017). *Paulo Freire*. SensePublishers.



