



To Whom It May Concern,

As the support and knowledge centre for circus arts in Flanders, Circuscentrum is pleased to express its commitment to the SBO project focused on diversity in audience engagement, programming, and HR practices within cultural organizations (ADEI-LEVELS). We firmly believe that this initiative holds significant societal value. Moreover, it aligns perfectly with our own ongoing efforts, actions and plans to foster and encourage inclusivity within the circus sector.

Equity, diversity and inclusion are crucial themes for Circuscentrum and the circus sector in Flanders. In fact, they are (amongst others) key expertise themes in the first landscape sketch of the circus sector in Flanders that is currently being written. Despite the growing focus on diversity within youth circus organizations and other parts of the sector, this has not yet resulted in significant changes in the flow to higher circus education or representation on, in front and behind the stage. Global majority groups are still underrepresented within the whole circus ecosystem.

Furthermore, there is a lack of available and relevant data on diversity in the sector. Therefore we are planning to set up a practice-oriented research on diversity through case studies in the next policy period (2026 – 2030) as part of our 5-year policy plan. Using a bottom-up approach, we aim to document interesting practices and pinpoint critical success factors to make enduring changes.

We believe it is important work on long term strategies that also focus on the composition of teams and governing bodies on organizational level. We therefore appreciate and value the proposed multi-level approach of the ADEI-LEVELS project. By examining diversity at various levels—audience, programming, partners, and personnel—and their interactions, this research can drive the circus sector (and others) forward.

From our point of view, it is an asset to be able to join a project that focusses on performing arts in general, and not only on circus. Comparisons with other sectors are insightful. But there is also a need for sector-specific approaches and data, which is why Circuscentrum is willing to take on an advisory role and actively participate in the project's advisory groups. We commit to sharing our expertise of the circus sector in Flanders and to providing support in involving different actors in our sector.

The circus arts are an important and rapidly developing part of the performing arts sector. Different to theatre and dance, circus performance are not often programmed in art centres. Circus audiences are mainly reached through festivals and cultural centres ('cultuurcentra'). Therefore it is essential to include a broader range of (outdoor) performance locations and circus festivals in the research alongside the art houses. The use of different types of spaces and contexts could have an impact on



who is reached and who's not. Examining this could be beneficial to the research. Within the circus sector we observe that audience diversity varies across different types of circus events - tent shows, festivals, and cultural centres - yet we lack concrete data to elaborate further on this. Moreover, the correlation between programming choices and audience composition is of great interest to us.

Given our limitations in budget to invest in large-scale research projects ourselves, we are eager to engage in the ADEI-LEVELS project. Any insights and tools derived from this project that are applicable to the circus sector will be highly valuable. As we intend to initiate practice-oriented research on this theme within the circus sector as part of our next policy plan, we are open to establishing parallel research trajectories to maximize mutual learning and build on each other's results. Insights and data from this ongoing work will be valuable contributions to the ADEI-LEVELS project. Potential collaborations with additional researchers and academic partners (such as VUB) that may be relevant to this project are also being considered.

Last but not least, as a central support organization with extensive contacts within the sector, Circuscentrum is well-positioned to assist in the dissemination and valorisation of the research findings. We aim to maintain a dynamic network around this theme, ensuring that the results reach and benefit a broad range of stakeholders. We can publish articles (e.g. in Circusmagazine, on [www.circuscentrum.be](http://www.circuscentrum.be), in a dedicated publication) and promote the use of the tools that are being developed.

In conclusion, Circuscentrum is dedicated to supporting this valuable project and looks forward in contributing to and benefiting from the research outcomes. We believe that this collaboration will significantly enhance diversity within the circus sector and beyond.

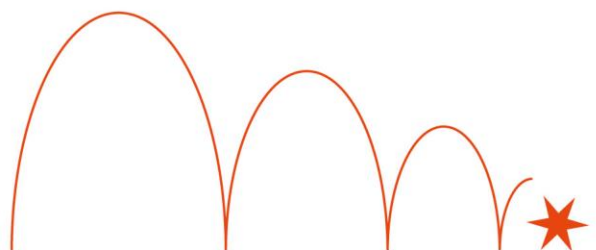
Sincerely,



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Final Audit Report

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