

Evaluation Report



Photo Credit: David Churchill

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Summary

Crossing The Teas was a Brighton-based Creative Heritage initiative inspired by the late artist and community activist Irene Mensah. The project was run by ART:sync, funded by The Heritage Lottery Fund, and delivered in partnership with the Centre for Memories, Narrative and History at the University of Brighton; Brighton & Hove City Libraries; BMECP; BandBazi; Brighton Dome; CUPP; Euro-Mernet; Active Student, Brighton & Hove Museums and Urbanflo Creative.

Crossing The Teas explored different cultural practices around the shared custom of drinking tea through Oral History, Photography and Literature as well as Social and Academic events. The project brought about a unique opportunity for local community groups from diverse backgrounds to come together to share and learn about the tea drinking customs, histories, traditions and stories of their own and each other's cultures.

Project Aims & Objectives

- To develop greater understanding across communities
- To be a forum for learning about heritage.
- To bring people together who might not normally socialise with each other in a social and educational setting.
- To give diverse cultural groups the opportunity to present themselves in a way that challenges and dispels stereotypes.
- To reinforce the ties the groups have with their families and communities as well as the wider community
- To give minority cultural groups in Brighton & Hove the opportunity to share their heritage, stories and traditions with a wider audience as well as offering them the chance to learn more about the host communities' stories and traditions.

To attain these objectives Crossing The Teas was specifically devised with a very universal theme that transcends many traditional boundaries and resonates with people from all walks of life - tea being a metaphor for cultural infusion and a highly effective conduit for community cohesion. Intercultural dialogue, access to opportunity and social inclusion were all integral aspects of the project. The eclectic programme of activities therefore provided multiple opportunities for diverse communities to dynamically engage with each other and with the wider public.

Key Outputs

- **6 x Community Tea Parties** - for different community groups; BME 50+, Chinese, Iranian, Japanese, Sudanese Women & Children, West Country
- **2 x Public Tea Parties** - The Big Tea Party & The Big Big Tea Party at Brighton Dome
- **A Literature Competition** - An International Flash Fiction/Short Story competition
- **4 x Oral History & Photography Exhibitions** - An installation touring to 4 different sites
- **A Seminar** - Held at the University of Brighton
- **An Online Resource** - www.crossingtheteas.com
- **A Volunteer Programme** - Unique training and learning opportunities for over 20 volunteers involved in the project as Memory Collectors, Photographic Assistants, Social Media Assistants, Community History Facilitators, Film & Media Assistants, Educational Resource Assistants, Community Group Leaders, Steering Group Members

Project Components

Crossing The Teas focused on the heritage of Tea and how it interfaces with issues of identity and cultural diversity by exploring the social, historical and cultural context of tea-drinking traditions. The project reflected on various forms of etiquette, customs and shared and diverse cultural practices as well as collective and individual memories.

To ensure that all objectives were met the project was divided into 5 interconnected strands of activity designed to enhance access and inclusion; Creative Heritage, Community Engagement, Volunteer Opportunities, Academic Research, Legacy Creation

Creative Heritage - This took the form of a stunning Oral History & Photography Exhibition that was initially in situ at Brighton's Jubilee Library in June/July 2015 and went on an extended tour to BMECP Centre, Brighton University and Brighton Dome in September, October and November 2015. The exhibition featured portraits of, and stories from project participants.

Community Engagement - Activities included;

- A launch event at Brighton Dome
- Crossing The Teas representation at a range of community events including;
 - a) Black History Month Family Day, which welcomed thousands of visitors at Brighton Dome
 - b) The One Voice diversity at The Open Market in Brighton.
- A series of tea parties hosted in turn by different community groups for an invited audience of special guests and their peers from their own and other participating community groups
- A public 'Big Tea Party' thrown by the collective of participating community groups to celebrate their achievements, and to share their learning and traditions with the wider community;
- Recruiting diverse participants to share their personal stories and pose for portraits to be included in the Oral History & Photography Exhibition
- Community participants attended a half-day decorative arts lecture and English tea at Preston Manor courtesy of Brighton & Hove Museum and Galleries.
- Training representatives from each community group in Food Hygiene
- An international open call 'Flash Fiction' creative writing competition
- A volunteer programme
- Social media activities on various platforms
- Interaction with different communities at neighbourhood events

Volunteer Opportunities - A dynamic and multi-faceted programme offering a wide range of learning and work experience opportunities to both aspiring and experienced cultural operators. Training, coaching and hands on experience were available in areas such as community facilitation, archiving, oral history capture, audio editing, social media, film, photography and presentation skills.

Academic Research - A seminar to discuss the findings from the project was held at the University of Brighton on 30th June 2015. Several academics have been involved in the project management, development and delivery of Crossing The Teas. Students from the University of Brighton were involved in the workshop sessions with the Iranian Community Group. Masters students from the University of Sussex also used the project model as a case study for 3 separate areas of research - Inclusive Arts, Media Practice for Development & Social Change, and also Business Management.

Legacy Creation - Beyond the above activities, the legacy plans for Crossing The Teas includes an online interactive educational resource to sustain the project and enable further access and participation for anyone wishing to engage with it. The social interaction, insightfulness and sheer delight of the community tea parties actually became a quite a major highlight for many people, and they have been very sorely missed by the participants. There is a very clear need and demand for projects such as this that bring people together from all sectors of the community, so plans are now in development for future initiatives.

Project Activities

Community Tea Parties

The initial outreach strategy for the Community Programme was to target participants from 8 different community groups. However, due to the overwhelming response to the project the arrangements were changed slightly to accommodate additional communities that were really interested in participating. Therefore, 6 of the originally planned groups were engaged, plus an additional multi-cultural 'super' group which featured a wide range of ethnicities. The project Community Groups were: Chinese, Gambian, Iranian, Japanese, Sudanese, and West Country English. The 7th group was a large collective formed of members from the Black & Minority Ethnic 50 plus group (BME 50+) who hail from different parts of the world including a number of Caribbean islands (Guyana, Jamaica, Barbados), Africa (Nigeria, Kenya, Tanzania), India, Belarus, China, Iran, Japan and Columbia.

The core focus of the Community Programme was series of 6 Tea Parties which were hosted each week in turn by the following groups:

- BME 50+ Multi National Group - 23 April
- Chinese Group - 30 April
- Sudanese Women & Children's Group - 7 May
- Japanese Group - 14 May
- Iranian Group - 28 May
- West Country Group - 4 June

Members of each group gave a presentation about their culture and tea-drinking customs to an audience from the other participating community groups and special guests.

Tea Parties: BME 50+ | Chinese | Iranian



Tea Parties: Japanese | Sudanese | West Country



Public Tea Parties: The Big Tea Party & The Big Big Tea Party

The Big Tea Party (BTP) 21 June 2015

BTP was the culmination of the 6 different Community Tea Parties, and as the name suggests it was a much larger scale foodie extravaganza. On this occasion it was a sell-out event enjoyed by 200 people at Brighton Dome, and 5 of the Community Groups presented stalls laden with many different teas and delicacies from around the world including:



BME 50+ Selection

Jamaican Spiced Bun, Bombay Mix, Challah Bread with Cheese, Bulla Cake, Sponge Cake, Banana Bread, Ginger Beer/Tea, Sorrel, Linden Tea and Cerasee Tea.

Chinese Selection

Ti Kuan Yin Iron Goddess ~ Oolong Tea from Fujian province in China
Mini Toucha Pu ~ Erh: handmade Green Tea
Smiling Balls
Yellow Spilt Pudding
Cheese Balls
Chinese Honeycomb
Chinese Peanut Mochi
Hong Kong Style Donuts
Deep Fry Dumplings
Chinese Tea Eggs
Osmanthus Gateau

Iranian Selection

Chai ~ Black long leaf tea flavoured with cardamom or rose water
Shirini ~ sweets made from chick pea and rice flour
Sholeh Zard ~ Persian rice pudding flavoured with rose water, saffron and cinnamon
Ab miveh ~ fruit juice

Japanese Selection

Marecha ~ Iced Barley Tea
Hojicha ~ Buckwheat Tea
Sencha ~ Green Tea
Wagashi ~ sweets seasonally shaped as hydrangeas and roses
Rice Balls with Nori and Pickles

West Country Selection

Fairings, Scones, Clotted Cream, Jams, Saffron Cake, Dorset Strawberries & Cream, Tregothnan Tea, Elderflower Cordial, Herbal Tea...

While enjoying all of the refreshments on offer, audiences were also treated to a sample of the Oral History & Photography Exhibition, a short film about tea drinking in Sudan, and some enchanting live music, spoken word performances and cultural demonstrations from artistes from Chile, China, Iran, Japan, West Country and Senegal.

The Big Big Tea Party (BBTP) 1 November 2015

BBTP was the penultimate event in the Crossing The Teas series. It was a fun filled day at Brighton Dome as part of the Black History Month celebrations in partnership with Brighton & Hove Black History, Legacy Film, Writing Our Legacy and Banyan Tree. At the event the Crossing The Teas participants were able to implement their newfound skills in Health & Hygiene and Presentation. Visitors were completely enamoured with their wonderful teas and tasty delicacies. The participants were also successfully raised funds for their respective groups and had a highly enjoyable experience

Oral History & Photography Exhibition

Throughout the project Volunteer Memory Collectors recorded Oral History interviews with participants from each of the community groups;

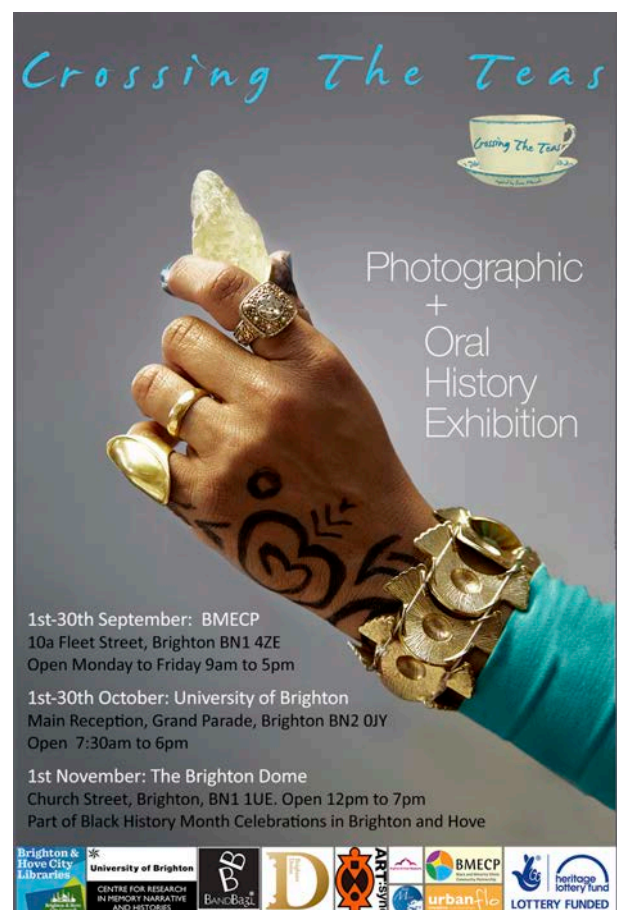
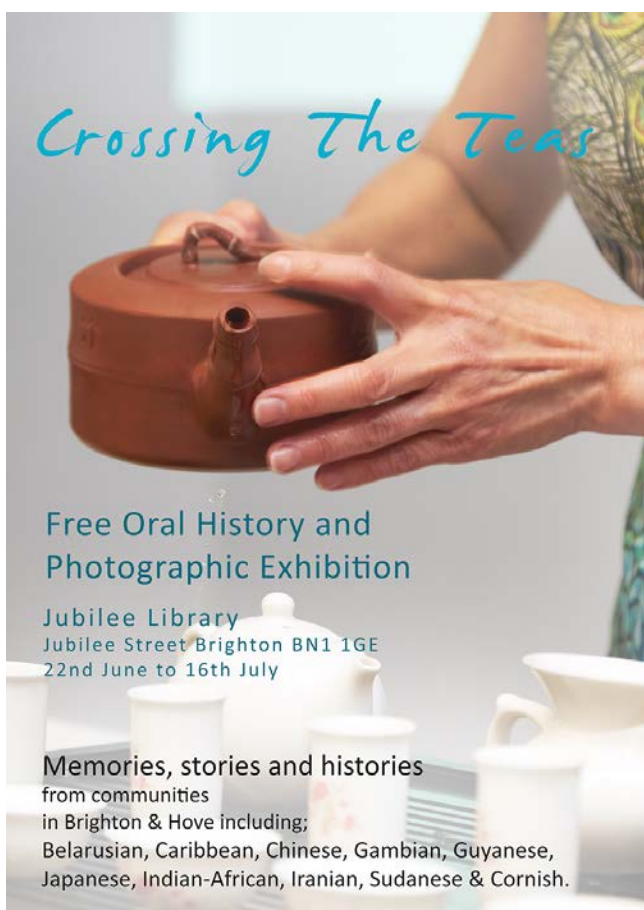
- BME 50+ Group: Regina, Shila, Shirley
- Chinese Group: Helen, Ida, Irene, Ruby, Yi
- Gambian Group: Ali, Ebou
- Iranian Group: Farah, Sarah
- Japanese Group: Chizuko, Kotonno, Noriko
- Sudanese Group: Nagla, Nagwa
- West Country Group: Anne, Hannah

The interviews were fully transcribed and shorter versions were edited together then uploaded onto MP3 players for the exhibition and online as part of the educational resource.

The photography exhibition featured the stunning imagery of David Churchill who shot portraits of the project participants from the different Community Groups. Large versions of the photographs were mounted onto 8 exhibition totems that also featured text about teas, a world map and QR codes. These totems also served as listening posts as they had the MP3 players attached with recordings of the oral history interviews that the public could listen to through headphones.

The original exhibition was scheduled to take place at Brighton's Jubilee Library from 22 June - 16th July 2015. However, due to very popular demand, the exhibition enjoyed an extended tour throughout the city visiting a further 3 venues;

- BMECP Centre (Black & Minority Ethnic Community Partnership) 1st – 30th September
- University of Brighton 1st - 30th October
- Brighton Dome 1st November (part of *The Big Big Tea Party*)



Oral History & Photography Exhibition



Jubilee Library: 22 June - 16 July 2015



University of Brighton: 1 - 30 October 2015



BMECP Centre: 1 - 30 September 2015

Flash Fiction Competition (Short Story Competition)

The Flash Fiction Competition was not a feature of the initial Crossing The Teas proposal, but it quickly became apparent from the start of the project that there was a wealth of talented and creative individuals in the community with many rich and wonderful tea-related stories that deserved a much wider audience. A decision was therefore made to extend the participatory and sharing opportunities in the project by including a Creative Writing strand alongside the Oral History & Photography Exhibition.

The Flash Fiction Competition was devised offering the winning entries the chance to have copies of their work available publicly. A panel of literature experts was put together to judge the competition entries and an Open Call for submissions was widely circulated amongst various community networks. The competition proved very popular and writers from all over the world sent in their 750 word stories based on the theme of tea.

The panel selected the following winners and runners up:

- Winner of the Under 18s: Ellis Ann Rossiter, student at Hove Park School
- Runner Up of the Under 18s: Billy Down, student at BACA
- Winner of the 18 and Overs: Stuart Turton, a freelance travel journalist
- Runner up of the 18 and Overs: Ingrid Jendrzewski, writer

The winners and runners up were announced at the Crossing The Teas Big Tea Party on Sunday 21st June, by one of the judges Amy Zamarripa Solis, and were presented with extra prizes kindly donated by Stanmer House and Bluebird Tea Co. The stories were featured in the Crossing The Teas exhibitions at Brighton's Jubilee Library, BMECP Centre, the University of Brighton and Brighton Dome from July - November 2015. Copies of each of the stories are also available to download online from the Crossing The Teas website.

Flash Fiction Competition Winners



Seminar - The University of Brighton (30th June 2015)

The seminar was co-ordinated in collaboration with project partners the Centre for Memories, Narrative and History at the University of Brighton. It was an exhilarating session that provided an excellent platform to share the success and findings of the project, and also to reflect on its delivery and development from a range of perspectives.

Seminar Agenda

Welcome & Project Overview

Jenni Lewin-Turner ~ Producer (ART:sync/Crossing The Teas)

~

Academic Institute's Perspective:

The impact of community projects like Crossing The Teas on academic research

Professor Graham Dawson ~ University of Brighton

~

Producer's Perspective:

Reflections on how the Iranian community group worked with university students

Philippa Vafadari ~ Producer (ART:sync/Crossing The Teas)

~

Community Participant's Perspective:

Involvement in the project and sharing personal culture

Sarah Mirzadeh ~ Iranian Community Group

~

Volunteer Contributor's Perspective:

Oral History interviews with the Iranian group

Erica Nelson ~ Volunteer Community Facilitator

~

Short Film: News item on Sudanese Tea Culture

~

Academic Contributor's Perspective:

Working with the Sudanese Women & Children's group

Xenia Carvalho ~ Volunteer Community Facilitator

~

Crossing The Teas Oral History & Photography Exhibition

Philippa Vafadari

~

Online Educational Resource

Jenni Lewin-Turner

~

Q & A

Dr Sam Carroll ~ University of Brighton

Volunteer Programme

The Volunteer Programme boasted a very diverse and committed collective of both aspiring and experienced cultural practitioners. Over 20 volunteers were recruited for the project, with representation from all walks of life - across disciplines, cultures and generations. The volunteers undertook many different forms training and coaching in areas such as: archiving, oral history capture, audio editing, social media, film and photography, best practice and presentation skills. Additionally, a number of professionals and students have contributed significantly as project volunteers; providing both high calibre support to the Community Programme as History Facilitators, and also bringing technical expertise to the photography, film and media activities.

Project Volunteers *(some volunteers appear in more than one category)*

- 10 x Volunteer 'Memory Collectors' (VMCs)
- 2 x Photographic Assistants
- 2 x Social Media Assistants
- 2 x Community History Facilitators
- 4 x Film & Media Assistants
- 2 x Educational Resource Assistants
- 7 x Community Group Leaders
- 10 x Steering Group Members

Oral History

Training was provided by Oral History specialist Padmini Broomfield. Ongoing support was offered to the volunteers as they collected the testimonies of the community group members.

Archiving

The Keep Mass Observation Archive trained all the Volunteer Memory Collectors (VMCs) in how to use The Keep archives for research purposes.

Volunteer Memory Collectors (VMCs)

The VMCs underwent training in the ethics and techniques of capturing Oral History from each of the contributors. They also trained in the technical aspects of recording and editing interviews. The results of their learning can be heard on the Oral History page of the Crossing The Teas website.

Photography

Professional Photographer, David Churchill gave the 2 assistants initial training, and provided support and training in photography and digital processing.

Social Media

Social Media training was provided by specialist Amy Zamarripa Solis for two volunteers who produced regular blogs on the @Crossing The Teas Facebook account and live tweeted at the various tea parties. Amy also trained the VMCs in the use of microphones, recording equipment, interview techniques and audio editing (Audacity software) for the Oral History interviews.

Community History Facilitators

The Community History Facilitators worked alongside each of the community groups to support them in researching their heritage relating to tea.

Film & Media

Masters students from the University of Sussex Media, Film & Music faculty (Media Practice for Development & Social Change) provided additional training and support for filmmaking and editing (Adobe software)

Steering Group

A steering group of representatives from the different communities involved was set up to ensure their engagement and ownership of the project. The group met regularly for consultation on the course of the project and to ensure that it had a mandate.

Online Educational Resource

The Crossing The Teas website was developed to create an ongoing resource to share the stories and the learning from the project, and a repository for all of the related heritage materials that have been collected. The website currently comprises background information on Crossing The Teas as well as details about each strand of activity. It also features;

- The Oral History Interviews
- Links to an interactive map featuring descriptions and historical facts about tea
- Photo galleries - featuring images from Photography Exhibition and each of the events
- Opportunities for visitors to the website to make their own contributions to the various strands, eg submitting tea-related stories, images or recipes etc

As the website continues to develop it will also incorporate additional features including;

- a digital documentary/photo essay - focusing on a selection of the stories from the participants
- a recipe book with ideas submitted by the participants



Official Website Launch

Thursday 19 November 2015

3.30pm – 4.30pm

Founders Room, Brighton Dome (Church Street Entrance)

Come and join us for one last cuppa and that obligatory piece of cake!

Please RSVP to info@artsync.co.uk

The Crossing The Teas arts and heritage initiative has been a delightful, exciting exploration of some of the many different cultural practices around the shared custom of drinking Tea. Inspired by the late community artist Irene Mensah, the project has offered local community groups from diverse cultural backgrounds unique opportunities to share and learn about the tea drinking customs, histories, traditions and stories of their own and each other's cultures.

Although the main activities of the project have sadly now come to an end, the Crossing The Teas website will be an ongoing resource with information about the themes, participants, processes and finding from our dynamic programme of intercultural exchange and community engagement that was integral to the development of our wonderful Oral History & Photographic Exhibitions.

www.crossingtheteas.com

 @crossingtheteas

 Crossing The Teas



Key Outcomes

Outcomes for Heritage

- Participates from a number of diverse cultural groups were empowered to share their stories, traditions, heritage and cultural mores amongst their peers from other cultural groups and the wider general public.
- Heritage was identified and recorded through oral history capture and audio editing of these stories, as well as photography of each group's own Crossing the Teas party where their traditions were presented to an invited audience.
- A record of the heritage material collated throughout the project is now available publicly online and negotiations are underway to archive it at The Keep Mass Observation Archive, University of Sussex.
- Heritage was interpreted and explained through;
 - a) 4 physical exhibitions of Oral History and Photography which appeared in the Jubilee Library, BMECP Centre, the University of Brighton and Brighton Dome.
 - b) An Academic Seminar at Brighton University
 - c) 2 large-scale multicultural Crossing the Teas Parties that were open to the general public.
 - d) An Online Educational Resource

Outcomes for People:

Everyone involved in Crossing The Teas - participants, volunteers, contributors, coordinators and audiences - all developed their knowledge and understanding of their own and other peoples' heritage through the expansive array of outputs the project encompassed. The activities also brought together many disparate groups and cultures, which in turn has led to greater understanding and cohesion across communities in Brighton & Hove; promoting citizenship and a sense of place by highlighting the commonalities and connected histories of the communities

Taking part in the project also instilled a real sense of pride in the participants and for most of them Crossing The Teas presented the first opportunity for them to reflect on and share their personal histories. They have also learned many new and transferable skills which they may now use to go on to further study, work, training or volunteering. The participants have found the project to be a profoundly rewarding and enlightening experience.

Outcomes for Communities:

A significant number of new and more diverse communities have engaged with heritage through Crossing the Teas from a wide range of ages, ethnicities and social backgrounds. Many of them have never engaged with a heritage project before but felt comfortable to do so because of the universal appeal of the subject matter and the welcoming social environment. The engagement process was also extremely successful due to the accessible nature of the Tea Parties and Exhibitions, which were intentionally hosted at community and civic spaces, including the BMECP Centre, Jubilee Library and Brighton Dome. All activities were free of charge in order to encourage participation from those facing economic exclusion.

Project Beneficiaries

- Community group members from diverse cultural backgrounds.
- Volunteers drawn from the participating Community groups, from the two local universities and from the general public.
- Academics and students who had unique first hand experience of a community project involving such a range of culturally diverse participants.
- Project Managers ART:sync have benefited as the range of work involved will further organisational aims of establishing a dynamic cultural development programme working in partnership with strategic agencies and community organisations to enhance, complement and support existing provision in heritage and culture.
- The wider public have benefitted from unique access to a celebratory, educational and socially interactive experience where they glimpsed into other life experiences whilst learning about different cultures and their identities through the metaphor of Tea.

Quantitative Evaluation

Overview

Description			
Engagement	# People Involved		
Community Participants	57		
Community Contributors	10		
New Staff Posts	1		
Volunteers	21		
Events	# Activities		
Community Tea Parties	6		
Public Tea Parties	2		
Public Exhibitions	4		
Open Events (Launch/Closing)	2		
Community Partnership Events	3		
Professional Exhibition Photos	14		
Participants Exhibition Photos	14		
Professional Online Photos	200		
Oral History Interviews	19		
Flash Fiction Booklets	2,000		
Digital Outputs	2		

Event Breakdown

Activity	Date	# Participants	# Volunteers	# Audience
Official Launch	23/10/14	-	2	45
BHM Family Day (Partner Event)	9/11/14	200	5	2500
Big Tea Party	21/6/15	18	6	200
Big Big Tea Party/BHM	1/11/15	12	4	800
Flash Fiction Competition	April - May 15	70	1	*with Exhibitions
One Voice (Partner Event)	21/5/15	3	2	150
Academic Seminar	30/6/15	12	3	43
Exhibition 1: Jubilee Library	22/6 - 15/7/15	28	6	11,250
Exhibition 2: BMECP Centre	1 - 30/9/15	28	6	3,000
Exhibition 3: Brighton University	1 - 30/15	28	6	2,000
Exhibition 4: Brighton Dome	1/11/15	28	1	*with BBTP
<i>Community Tea Parties</i>				
BME 50+ Multi National Group	23/4/15	11	4	49
Chinese Group	30/4/15	9	4	58
Sudanese Group	7/5/15	20	4	60
Japanese Group	14/5/15	5	4	62
Iranian Group	28/5/15	5	4	52
West Country Group	4/6/15	5	4	40

Core Training Sessions

	Dates	# Trainees	# Sessions
Volunteer Supervision	Oct 14 - Nov 15	21	63
Decorative Arts	27/11/14	18	1
Archiving	15/12/14	15	1
Oral History Capture	17/12/14	7	1
Microphone Training	15/1/15	5	1
Food Hygiene Level 2 Training	26/2/15	11	1
Tea Party Training Sessions	Feb - Apr 15	54	18
Presentation Skills	Feb - Apr 15	12	24
Audio Editing	2/4/15	5	1

Volunteer Programme Breakdown

N.B. The project had 21 Volunteers - some of which appear in more than one category

	# Volunteers	# Sessions		
Volunteer 'Memory Collectors' (VMCs)	10	5		
Photographic Assistants	2	6		
Social Media Assistants	2	8		
Community History Facilitators	2	6		
Film & Media Assistants	5	15		
Educational Resource Assistants	2	6		
Community Group Leaders	7	3		
Steering Group Members	10	3		
Event Assistants	6	2		

Training: Audio Equipment | Oral History | Archiving (The Keep)



Qualitative Evaluation

Sample Questionnaire: Volunteer Training Sessions

Crossing The Teas



EVALUATION
'AUDACITY' SOUND EDITING TRAINING, 2 April 2015

INSTRUCTIONS

Please circle your response to the items.

Your feedback is appreciated. Thank you.

1=Strongly disagree 2=Disagree 3=Neither agree nor disagree 4=Agree 5=Strongly agree

WORKSHOP CONTENT (Circle your response to each item.)

- 1. I was well informed about the objectives of this workshop 1 2 3 4 5
- 2. This workshop lived up to my expectations 1 2 3 4 5
- 3. The content is relevant to my role in Crossing The Teas 1 2 3 4 5

WORKSHOP DESIGN (Circle your response to each item.)

- 4. The workshop objectives were clear to me 1 2 3 4 5
- 5. The workshop activities encouraged my learning 1 2 3 4 5

WORKSHOP INSTRUCTOR (Circle your response to each item.)

- 6. The instructor was well prepared 1 2 3 4 5
- 7. The instructor was helpful 1 2 3 4 5

WORKSHOP RESULTS (Circle your response to each item.)

- 8. I will be able to use what I learned in this workshop 1 2 3 4 5
- 9. The workshop was a good way for me to learn 1 2 3 4 5
- 10. What is least valuable about this workshop?

11. What is most valuable about this workshop?

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Sample Questionnaire: Exhibition Audiences



Crossing The Teas Exhibition Questionnaire

Please take a few moments to give us your feedback about the exhibition so that we can improve future projects

1. On a scale of 1 - 5, where 1 is poor and 5 is excellent, how would you rate the following aspects of the exhibition? (Please circle)

a) content of the exhibition	1	2	3	4	5
b) quality of the exhibition	1	2	3	4	5
e) how informative the exhibition was	1	2	3	4	5
f) how enjoyable the exhibition was	1	2	3	4	5

2. What did you find particularly interesting or like about the exhibition?

.....

.....

3) In what ways could the exhibition be improved?

.....

.....

4) Did the exhibition give you more insight into different cultures & tea drinking customs? (Please circle)

Yes No

5) Would you be interested in participating in a similar project?

Yes No

6) Are you... (please mark Y for yes)

- a) a first time visitor to the library?
- b) a regular visitor to the library?

7) Any other comments

.....

.....

Thank you for taking the time to give us your feedback



Qualitative Analysis

Volunteers

WORKSHOP CONTENT

1. I was well informed about the objectives of this workshop
2. This workshop lived up to my expectations
3. The content is relevant to my role in Crossing The Teas

WORKSHOP DESIGN

4. The workshop objectives were clear to me
5. The workshop activities encouraged my learning

WORKSHOP INSTRUCTOR

6. The instructor was well prepared
7. The instructor was helpful

WORKSHOP RESULTS

8. I will be able to use what I learned in this workshop
9. The workshop was a good way for me to learn
10. What is least valuable about this workshop?
11. What is most valuable about this workshop?

From the outset it was clear that for the most part the participants and volunteers didn't respond well to the formal evaluation processes and instead preferred one to one discussions or semi-structured interviews using the questionnaires as a basic framework to stimulate the conversations. The feedback from the overview of the first 9 questions consistently signified a high level of satisfaction with all of the workshops, with most respondents indicating that they either "Strongly Agree" or "Agree" with the comments.

The workshops leaders were all very animated and engaged with the subject matter. It was really interesting to see how powerfully Crossing The Teas resonated with everyone, and the workshop leaders were able to relate their own personal histories to the project. In particular, Padmini the Oral History instructor was able to speak passionately and knowledgeably about the themes and relay her own experiences from her childhood in India, which added great depth and insight to her workshop session.

It should be noted that at its initiation the project was an unknown entity as there was no previous model to compare it to. It therefore took some time for the participants to fully grasp what the project entailed, so some found it difficult to place a value on what they were experiencing initially. However, there was a significant attitudinal change after the first couple of meetings - as soon as the participants realised that they could have ownership and take a leadership role in the project's development. The participants made it clear that this was a highly unusual scenario as they were generally not encouraged to be so involved in initiatives. The consensus about the most valuable feature of the workshops was the social aspect and the learning opportunities presented. There weren't many responses about the least valuable feature but there were a few comments from one of the early museum sessions about some of the artefacts not being culturally relevant. In hindsight a better question to ask would have been "What would you change or improve?"

Qualitative Analysis

Participants

Due to language considerations and personal preferences, very few participants opted to complete questionnaires. In keeping with the general ethos of the project, the monitoring and evaluation was therefore conducted through a series structured and semi-structured interviews with a selection of the participants, with open questions which enabled each person to express themselves comfortably in their own way. Anecdotal feedback was also captured by observing the participants before, during and after each workshop session and event.

Each of the Community Tea Parties was very eagerly anticipated and was well attended. A real spirit of camaraderie developed between all of the different Community Groups as they discovered many commonalities and a genuine interest in each other's culture. The participants articulated a very high level of satisfaction with the project and got more excited and involved with the various activities as it progressed. The essence of the feedback is captured in these comments from the participants and also some volunteers:

Testimonies

- “When I heard about Crossing The Teas it really made me think... we are always drinking tea but I hadn't thought about where it comes from and why we drink it but this was very interesting to me”
- “We had tea parties at the university with students from different parts of the world and it was really interesting for us to have that collaboration with the students and to hear different stories from everyone. We served Persian tea, explained how we made it and demonstrated the samovar. We also shared Iranian New Year with the students which was really wonderful”
- “I learned a lot about my culture and about other cultures like Chinese”
- “For me it was really nice to research the tea culture in my country because every day we drink tea. Tea for us is very important. It gives us energy and refreshment to go back to work again”
- “Brighton is a multi-cultural town but sometimes people they don't get the chance to see each other, to meet each other and to share their culture with each other, so Crossing The Teas was a really good opportunity for us”
- “It was good to know where the tea came from in my country”
- “It was such a great experience, such a lovely group of people to work with”
- “It was a really positive experience”
- “Being relatively new to Brighton I wanted an opportunity to get to know the city better. When I heard about Crossing The Teas I thought ‘that's genius’ - tea is such a great starting point for conversations and it's a great excuse for getting people together and to get people talking”
- “The project is a great way to explore the multi-culturality and multi-ethnicity of the city”
- “Tea is the opening of a moment of hospitality that happens when someone comes in your house and you offer them tea”
- “As an American the chance to work with the Iranian group was a unique opportunity. Historically, as a child growing up in the 1980s in America my understanding I had of Iran was really very narrow and I didn't know things like what had propelled people to emigrate. So the Oral History component of this project was a really lovely opportunity to begin to come to know that history through individual stories. Members of the group had quite different life experiences but tea was an excuse to talk about that. I guess that was really something quite special about this project”
- “Tea is not confrontational. Its open and welcoming, so having it is a starting point to explore things like memories of family life, growing up, different places we live and student life”

Crossing The Teas

- “Its very clear from the stories we talked about that tea was one of the enablers of re-forming communities, a way to bring people back together again and to reach out to your own ex-pat community and the other communities generally”
- “Crossing The Teas was a chance for people to begin to share some of their stories in informal and intimate ways and talk about their lives, about memories, about identities, about family and about their communities”
- “This has just been a beautiful experience. Thank you for the opportunity”
- “With this project I can see the hidden or ‘not so public’ story of Brighton as a multi-cultural city”
- “It starts with tea but you learn so much about history, so it was a very interesting learning experience and I heard about the lives of 3 generations of a family”
- “I learned about British colonisation and the possible impact that this had on social practice”
- “I found out so much about migration, cultural transition, politics and traditions through something as simple as drinking tea”
- “I almost didn’t take part in this project as tea was never my thing and I couldn’t understand what was so special about it. Not only have I discovered many wonderful things about tea and my own culture, but I have now found a real passion for tea and I love trying different types. Thank you for the education and thank you for the introduction“
- “For me the project was quite amazing”
- “I loved trying all the different teas and the wonderful snacks. We have been swapping recipes”
- “I found it really fascinating and I have met with lots of new people here”
- “My friends were so impressed they have started to do their own tea parties”

Community Groups: BME 50+ | Chinese | Gambian | Iranian | Japanese | Sudanese | West Country England



Some of our Participants & Contributors

Shirley, Harbhajan, Hyacinth, Linda, Maureen, Nema, Nicky, Regina, Shila | Irene, Gary, Ruby, Ida, Julie, Anthony, Natasha, Helen, Yi | Ali, Ebou | Sarah, Mahmood, Mr Shapouri, Kouresh, Farah | Chizuko, Kotono, Noriko, Keiko, Hitomi | Nagla, Alaf, Areeg, Asia Gisa, Fatima, Ghada, Intisar, Iyman, Mashair, Nahla, Nivin, Raja, Rogaya, Sally, Samira, Sawsan, Shaza, Sulafa | Anna, Hannah J, Sam, Kimberly, Hannah D | David, Maliga, Umit, Yvonne | Rebecca, Erica, Xénia, Ellie, Grace, Georgina | Amy, Kate, Bethan | Doris, Tahera, Mick, Sam, Jamal, Bert, Jessica | Abbas, Lindsay, Diêgo, Anna, James, Edel and many more...

Ethnic Monitoring

Sample Questionnaire: Diversity Monitoring Form

Crossing the Teas



Equality and Diversity Monitoring

Please complete the form and return or post to the address at the end. The information below is anonymous and will not be stored with any identifying information about you. All details are held in accordance with the Data Protection Act 1998.

We would like you to complete this form in order to help us understand who we are reaching and to better serve everyone in our community. The information will be used to provide an overall profile analysis of our volunteer base. If you would like the form in an alternative format or would like help in completing the form, please contact a member of staff.

Ethnicity

Please state what you consider your ethnic origin to be. Ethnicity is distinct from nationality and the categories below are based on the 2001 Census in alphabetical order.

<p>Asian</p> <p><input type="checkbox"/> Indian</p> <p><input type="checkbox"/> Pakistani</p> <p><input type="checkbox"/> Bangladeshi</p> <p><input type="checkbox"/> Any other Asian background (please write in)</p>	<p>Black</p> <p><input type="checkbox"/> Caribbean</p> <p><input type="checkbox"/> African</p> <p><input type="checkbox"/> Any other Black background (please write in)</p>	<p>Chinese or other ethnic group</p> <p><input type="checkbox"/> Chinese</p> <p><input type="checkbox"/> Any other ethnic group (please write in)</p>
<p>Mixed</p> <p><input type="checkbox"/> White and Black Caribbean</p> <p><input type="checkbox"/> White and Black African</p> <p><input type="checkbox"/> White and Asian</p> <p><input type="checkbox"/> Any other mixed background (please write in)</p>	<p>White</p> <p><input type="checkbox"/> English</p> <p><input type="checkbox"/> Irish</p> <p><input type="checkbox"/> Scottish</p> <p><input type="checkbox"/> Welsh</p> <p><input type="checkbox"/> Any other White background (please write in)</p>	<p><input type="checkbox"/> Rather not say</p>

<p>Age: _____</p>	<p><input type="checkbox"/> Rather not say</p>
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The National Lottery®
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ART:sync, YPC, 69 Ship St, Brighton, BN1 1AE



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Age: _____ Rather not say



ART:sync, YPC, 69 Ship St, Brighton, BN1 1AE

Ethnic Monitoring Results

N.B. The figures in black denote actual numbers and the figures in brackets denote percentages

	Participants	Volunteers	Audiences <i>see breakdown below</i>	
Asian	5 (8.5%)	2 (9%)	1213 (6%)	
Black African	22 (39%)	2 (9%)	2287 (11.5%)	
Black Caribbean	5 (8.5%)	3 (14%)	1260 (6.5%)	
Chinese	8 (15%)		1424 (7.25%)	
Mixed			2334 (11.75%)	
White British	6 (10%)	5 (24%)	9880 (49.71%)	
White Other (Italy, Germany, USA)		5 (24%)		
Other			1446 (7.25%)	
Belarusian	1 (2%)		1 (.005%)	
Iranian	5 (8.5%)		4 (.02%)	
Japanese	5 (8.5%)	1 (5%)	2 (.01%)	
Portuguese		1 (5%)		
Brazilian		1 (5%)		
Turkish		1 (5%)	1 (.005%)	
Grand Totals	57	21	*19852	

Audience Figures Breakdown

	Official Launch 23/10/14	BHM Family Day 9/11/14	Big Tea Party 21/6/15	Big Big Tea Party/Exhibition 4 1/11/15
Asian	4 (9%)	250 (10%)	8 (5%)	40 (5%)
Black African	3 (6.5%)	300 (12%)	16 (10%)	80 (10%)
Black Caribbean	5 (11%)	250 (10%)	12 (7.5%)	87 (11%)
Chinese	4 (9%)	150 (6%)	15 (9.5%)	80 (10%)
Mixed	6 (14%)	550 (22%)	16 (10%)	160 (20%)
White British	12 (27%)	750 (30%)	88 (55%)	313 (39%)
Other	3 (6.5%)	250 (10%)	5 (3%)	40 (5%)
Belarus	1 (2%)			
Iranian	4 (9%)			
Japanese	2 (4%)			
Portuguese				
Brazilian				
Turkish	1 (2%)			
<i>Sub-Total Attendance</i>	45	*2500	*160	*800
			+ 40 CTT Team	
	Seminar 30/6/15	Exhibition 1: Jubilee Library 22/6 - 15/7/15	Exhibition 2: BMECP Centre 1 - 30/9/15	Exhibition 3: Brighton Uni 1 - 30/15
Asian	1 (2%)	450 (4%)	360 (12%)	100 (5%)
Black African	3 (7%)	1125 (10%)	600 (20%)	160 (8%)
Black Caribbean	2 (5%)	450 (4%)	360 (12%)	4 (2%)
Chinese	5 (11.5%)	450 (4%)	600 (20%)	120 (6%)
Mixed	2 (5%)	900 (8%)	600 (20%)	100 (5%)
White British	25 (58%)	7312 (65%)	300 (10%)	1080 (54%)
Other	5 (11.5%)	563 (5%)	180 (6%)	400 (20%)
<i>Sub-Total Attendance</i>	43	*11,250	*3,000	*2,000

* Figures are aggregated from monitoring questionnaires and observations of exhibition visitors/event audiences

Ethnic Monitoring Analysis

Although Crossing The Teas specifically targeted participants and volunteers from ethnic minority communities, the project was also very much open to the wider public, as there was a clear aim to promote intercultural dialogue and social cohesion by introducing the various groups to each other.

It should be noted that broaching the subject of ethnicity was at times the cause of anxiety for some volunteers who found the task to be way beyond their comfort zone. It was particularly difficult to negotiate this territory because not all respondents self-identify within the standard monitoring categories and sometimes these omissions caused offence e.g. there was no classification for 'Arab'. There was also the question of people of mixed ethnicity who also didn't fall into any of the standard prescribed categories. In light of these issues, some of the monitoring data was collated when participants introduced themselves when presenting and discussing their heritage, and some of the monitoring was done by observation. It is important to therefore clarify that for the purpose of this report some assumptions have been made regarding ethnicity, and there are a myriad of creeds, cultures and faiths that have not been specified.

Participants/Community Groups

There were 7 core Community Groups involved in the project with a total of 57 participants who mainly identified as; Asian 8.5%, Black African 39%, Black Caribbean 8.5%, Chinese 15%, White British 10%, and Other 20% (*Belarusian 2%, Iranian 8.5%, Japanese 8.5%*).

Volunteers

The volunteers were also recruited from a diverse range of ethnic backgrounds and the collective included a number of international students. There were a total of 21 volunteers who mainly identified as; Asian 9%, Black African 9%, Black Caribbean 14%, Chinese 14.6%, White British 24%, White Other 24% (*Italy, Germany, USA*), and Other 19% (*Japanese 5%, Portuguese 5%, Brazilian 5%, Turkish 5%*).

Audiences

The audiences for each of the Community Tea Parties were mainly comprised of the other community participants plus a few invited guests, so the majority of those attending were from a visibly ethnic minority. Interestingly the Japanese Community Tea Party attracted the highest proportion of non-ethnic visitors. Unsurprisingly the exhibition held at the BMECP Centre captured audiences that were mainly representative of the venue's large volume of ethnic constituents. Conversely, in line with the region's general demographic the audience figures for the public exhibitions and events held at mainstream locations - Brighton Dome, Jubilee Library and University of Brighton - reflected a much higher proportion of non-ethnic visitors. It is worth noting that the Black History Month (BHM) events attracted a particularly high proportion of families who appeared to be of mixed ethnic origin.

The attendance figures for the larger mainstream public events are aggregated on a percentage of the footfall. The ethnic monitoring is based on the feedback on completed questionnaires as well as numerous observations of exhibition visitors/event audiences.



Review

Crossing The Teas has been very well received indeed. The key to its resounding success is the way in which the participants were invited to contribute their own ideas and to share their life experiences in their own way. From the outset the robust community engagement strategy was designed to promote the growth of individuals by encouraging active creative participation in the project and by facilitating alternative formats for dynamic and meaningful cultural exchange. Although the Gambian group weren't able to host one of the Community Tea Parties they were heavily involved in the project in other ways, including representation on the Steering Group and through performances at the Big Tea Party. The group were also featured in the Oral History & Photography Exhibitions.

All of the project's aims and objectives were achieved, and the targets for engagement and participation far exceeded expectations. At the very core of Crossing The Teas the community outreach campaign actively engaged a wide cross-section of people in a very significant and meaningful way, and on many different levels – as participants, contributors, volunteers, partners and audiences. All of the outcomes helped to enhance the way people engaged with Heritage by ensuring it was better understood and widely shared.

Although the basic framework of the project was outlined out at the proposal stage, the theme was intentionally universal. Conscious decisions were also made not to focus just on one particular community, and to avoid a format that was too prescriptive. This enabled a diverse range of participants to be involved in the development, design and delivery of the project at whatever level they wished. This ethos promoted strong ownership of the project amongst the participants and they were given the freedom and platform to introduce and develop their own ideas. For many, the project has been a huge learning curve, and for some participants the opportunity to learn new research and presentation skills, and to input their own ideas and to take a leadership role in the project has proved to be truly transformative.

The sense of pride, achievement, empowerment and sheer enjoyment amongst those involved in the project has been truly palpable. All of the community groups expressed their sadness when the programme of activities finally came to an end. However, they have clearly been very inspired by Crossing The Teas and have emerged from the experience of being involved in the project equipped with enhanced skills and confidence, and a desire to seek further opportunities to connect with heritage.

Another major factor of the project's success was the very strong partnerships that were fostered between ART:sync and Brighton & Hove City Council (Brighton & Hove Museums and Galleries), Brighton Dome and Festival, Black and Minority Ethnic Community Partnership (BMECP), the University of Brighton, University of Sussex, Brighton & Hove Black History and Euro-met. The collaboration with these municipal, community and academic agencies ensured relevance, authenticity and integrity. The partnerships also facilitated access to key resources and services including visits to the records at The Keep Mass Observation Archive and the collection of decorative arts associated with tea drinking at Brighton Royal Pavilion and Museums.



Challenges & Lessons Learned

Crossing The Teas has been a profound learning experience for the project managers and the participants alike. The scale, scope and complexity of the project increased considerably from the initial proposal in response to the needs and aspirations of the participants. Each output developed a micro-strand of activity, from which a series of nano-strands also emerged, so the project became a highly complex operation. Although the enhancements were very positive for the participants, they had a direct impact on the capacity of the project administration. It was therefore sometimes difficult to manage conflicting priorities whilst managing the expectations of all the people involved in the project. With hindsight a larger allocation of funds would have been requested for the staff and resources required to accommodate additional components. The project would most certainly have benefited from one or more volunteers completely dedicated to administrative and project management tasks. Future projects will perhaps consider separating the role of Administrator and Volunteer Co-ordinator if there is to be a large and interchangeable team of volunteers to support. Lessons in balancing expectation with capacity/resources have most definitely been learned.

Although 3 of the initial volunteers were not able to stay with the project for its duration due a change in their circumstances, 5 replacements volunteered from the University of Sussex, and they brought with them an additional range of skills and experience to assist the progress of Crossing The Teas. However, the addition of each new team members brought about further responsibilities and capacity challenges.

A particular matter that was not anticipated when booking the Community Tea Party venue was the positioning of the space at the BMECP Centre. The very first event was held during office hours, so the building was still functioning with a range of meetings taking place at the same time. The Tea Party was allocated a space in the 'hub' of the main foyer. However, the area was used a thoroughfare by some of the other clients using the building, and their movements caused some distraction when the group were doing their presentations. The situation was resolved for all but one of the subsequent Community Tea Parties which were re-located to a more suitable space free from disturbance.

Other issues to bear in mind for the future relate to having a deeper awareness of the concerns of particular community groups and making sufficient provision for family considerations, cultural mores, religious observations etc. Some of the barriers to people attending workshops and events included child-care issues and the need for single-sex environments. Also, one of the events took place during Ramadan, which meant one of the larger community groups were not able to attend as they were fasting.

Due to the unique and developmental nature of the project it took participants and volunteers some time to fully grasp the concept, therefore more time than anticipated had to be spent on explaining the various components and levels of participation.

Probably one of the key lessons learnt was about the scheduling of the programming - some of the activities fell in very quick succession so the workload was particularly intensive and there was very little time or opportunity to fully reflect on the developments. The installation for Jubilee Library took place the day after the first Big Tea Party which had been a mammoth undertaking in itself, so the entire team were completely exhausted when setting up the exhibition and capacity was overstretched.

All things considered, the many many positive outcomes from the project by far outweigh the relatively few challenges faced, and it has been an exceptionally stimulating experience for all involved. The project has established itself as a model of good practice, and the learning from all its various components are available to be disseminated to other agencies. The feedback highlights a clear indication of the need for this type of participatory initiative that genuinely engage with diverse communities and build cohesion.



Irene Mensah 1963 - 2013