

2023-2024

The Impact of FLUKHX

Quantitative and Qualitative Study of Frontløberne, UKH and Institut for (X)



by
Liene Jurgelane +

Silverlining
RESEARCH

Prepared by: Liene Jurgelane and Silverlining Research

Published by: Frontløberne, Institut for (X) and UKH -Ungdomskulturhuset

Project group: Camilla Aneto, Lone Jensen, Sofie Bach, Christian Juul,

Evrin Citirikkaia, Jonas Larsen and Daniel Aneto

Cover design: Stelios Papageorgiou

Design: Stelios Papageorgiou, www.grafixcartel.com

Photos: Johan Buus, Inge Moody, Jonatan Notlev m.fl.

Published with the support of:

salling fondene



© Flukhx.dk

This material may not be reproduced or distributed without permission from the publisher.

2023-2024

The Impact of FLUKHX

Quantitative and Qualitative Study of Frontløberne, UKH and Institut for (X)



by
Liene Jurgelane + Silverlining
RESEARCH

Table of Contents

Snapshot Overview	06
1. Introduction	08
2. What is FLUKHX?	10
3. Overall conclusions	12
4. Research methods	14
5. The effect of Frontløberne, UKH and Institut for (X)	18
5.1. Health and Well-being	20
Context	21
Results	21
Conclusion	23
5.2. Inclusion and sense of belonging	24
Context	25
Results	25
Conclusion	26
5.3. Civic engagement and democracy	28
Context	29
Results	29
Conclusion	31
5.4. Professional and Entrepreneurial Growth	32
Context	33
Results	33
Conclusion	37
6. Perspectives on the identity and cultural dynamics of Aarhus and FLUKHX	38
Context	39
Results	39
Conclusion	41
Appendix 1: Detailed Information on the Data basis	42

Snapshot

This report in two pages.

About the study

→ What

This study offers data-based insights into the impact of the growth layer on Aarhus' cultural and social life. In particular, it shows how the growth layer organisations - Institut for (X), Frontløberne and Ungdomskulturhuset, collectively known as FLUKHX, impact its members in terms of health and well-being, inclusion and sense of belonging, civic engagement and democracy, and professional and entrepreneurial growth. It also offers member perspectives on the identity and cultural dynamics of Aarhus.

→ How

The study was carried out in two steps - a survey in autumn of 2023 and follow-up interviews with members and employees of FLUKHX organisations in early 2024. The data base consists of 196 survey responses and 10 interviews representing respondents from all three FLUKHX organisations.

→ Overall conclusion

The study shows that FLUKHX organisations have a high positive impact on its members in all aspects investigated by this study - health and well-being, inclusion and sense of belonging, civic engagement and democracy, and professional and entrepreneurial growth. Additionally, FLUKHX organisations have strengthened respondents' perceptions of Aarhus as a vibrant city and enhanced the visibility and reputation of the organisations themselves.



Key conclusions by theme

Impact on health and well-being

The way FLUKHX organisations operate and build community helps address critical aspects of mental health and shows how creative and community-focused initiatives can play a crucial role in perceptions of quality of life and well-being.

Through welcoming environment, signals of trust and creative atmosphere FLUKHX organisations enable their members to engage in positive social communities, positively influence their quality of life, strengthen their social well-being, help counteract loneliness and leave a positive effect on members self-esteem.

[..] finding UKH, and X and Frontløberne has tremendously changed my life. I might not be here at all, if that did not happen. If I didn't have such open communities. You often see that the people who go to these places are people who have some issues socially, privately, maybe their childhood was a bit messed up, and then you come into a space where all of that doesn't really matter. We acknowledge that it's there, but it's there for all of us. [..]
/ member of UKH /

Impact on civic engagement and democracy

FLUKHX organisations are significant actors in promoting engaged and democratically conscious youth. Through empowering member co-determination and involvement, they nurture civic engagement and democracy among their members, as well as enrich members' focus on democratic values such as representation and diversity and understanding of local democratic mechanisms. Through initiatives that encourage hands-on participation, decentralised decision-making, and the creation of inclusive spaces, FLUKHX embeds democratic engagement within their organisational DNAs thus facilitating a unique form of community involvement, as well as reinforcing the importance of active participation in democratic processes. FLUKHX has also initiated several projects aimed specifically at fostering public participation and political involvement among its members and visitors.

[..] a lot of democracy is being done every day in the way we act and are out here. In the way we take space. We encourage you to take space and make space and not to wait for the organisation to do things for you. It's kind of in the core DNA of X - to build your space and build your dream and invite other people into it.
/team member of X/

Impact on inclusion and sense of belonging

FLUKHX has a strong impact on creating a "sense of belonging" among its members - the feeling of security and support which comes with a sense of acceptance, inclusion, and identity. FLUKHX has a range of practical approaches to inclusivity - such as fostering supportive leadership, ensuring open and safe(r) spaces for all, and intentionally including multiple perspectives - that both cultivate a sense of belonging and contribute to a more dynamic, innovative, and healthy organisational culture.

Frontløberne was for me also a place through which to enter the Danish society. [..] it was my space of learning how to belong in this place. And I'm so very grateful for that. When you migrate, you have a hope that life can be better. And sense of belonging is somehow the evidence that life really can be better. [..].
/member of FL/

Impact on professional and entrepreneurial growth

FLUKHX organisations are not just spaces for creative expression but also instrumental in shaping the path of professional development. Members see FLUKHX organisations as good places to collaborate with others, good places to network, experiment and test new solutions and consequently as crucial platforms for their individual growth and business development by offering a culture of innovation, collaboration, and professional empowerment.

[..] I would have never been able to help build this project and not be incredibly scared of it or burned out, if I wasn't here with all these tools to grow.
/member of UKH/

Perspectives on the identity and cultural dynamics of Aarhus and FLUKHX

FLUKHX organisations have a significant role in enriching the cultural identity and dynamics of Aarhus and are key contributors to Aarhus' brand as a vibrant and innovative city. Members show a deep appreciation for the collaborative, creative, and community-focused atmosphere fostered by FLUKHX and note FLUKHX's crucial impact on making Aarhus a more attractive and inclusive city for them to live in. FLUKHX organisations are viewed as models for urban development approaches that consider a broader societal well-being and embrace variety of culture as an intrinsic value of vibrant cities

[..] If it wasn't for X, I wouldn't have stayed in Aarhus, I wouldn't have had enough offers to me as a person who is curious about the world, seeks for a thriving cultural scene and a base to be active in projects.
/member of X/

1. Introduction

FLUKHX is a collaboration between three organisations: Institut for (X), Frontløberne (FL), and Ungdomskulturhuset (Youth Culture House, UKH). The collaboration between these organisations constitutes a significant part of the growth layer culture in Aarhus Municipality, and together they play an important role in Aarhus' cultural life and cultural production.

This study is the result of a closer investigation into the significance and impact of the growth layer on Aarhus' cultural and social life. The quantitative part of the study and the preliminary report was delivered by Silverlining Research, while the ethnographic study and the final write-up of the report was carried out by a social anthropologist and independent researcher Liene Jurgelāne, building on the preliminary report by Silverlining Research.

This report focuses particularly on the organisations' impact on its members in terms of health and well-being, inclusion and sense of belonging, civic engagement and democracy, and professional and entrepreneurial growth. It also offers member perspectives on the identity and cultural dynamics of Aarhus.

To illuminate the above effects, this report draws on the following materials and data sources:

- Desk research with a collection of other growth layer analyses and explorations into academic and industry perspectives on youth engagement, urban development, and "wicked problems".
- A questionnaire survey, with 196 users and members of organisations within FLUKHX as participants carried out by Silverlining Research.
- In-depth interviews with 10 representatives from the three FLUKHX organisations.

The report starts with a description of the FLUKHX collaboration. Thereafter, it presents the overall conclusions, as well as methodology and data basis of the study. The report then presents the study's results in two chapters - chapter 5 focuses on the impact of FLUKHX within these key thematic areas: health and well-being, inclusion and sense of belonging, civic engagement and democracy, professional and entrepreneurial growth. Chapter 6 offers member perspectives on the identity and cultural dynamics of Aarhus. Both chapters start with a short context to each specific theme before presenting the results and conclusions. The report also includes an appendix that elaborates on the data basis of the questionnaire survey.



2. What is FLUKHX?

FLUKHX is the collective name for the collaboration between the Institut for (X), Frontløberne and Ungdomskulturhuset - UKH. All three organisations are engaged in promoting Aarhus' cultural life, especially for and among young people, which is also the focal point of their joint efforts under the FLUKHX network. Since 2020, FLUKHX has implemented a series of projects with the aim of strengthening the cultural life in Aarhus, reinforcing local democracy, and spreading knowledge, ideas, and skills across the three organisations. Highlights from these efforts include SWEET CITY in connection with the Municipal Election 2021, SECRET LINE-UP, and "The Container for Youth" from 2023. In addition to the collaboration in FLUKHX, Institut for (X), Frontløberne, and UKH also contribute to promoting small businesses and associations within the cultural sector in Aarhus.

FLUKHX consists, as mentioned, of Institut for (X), Frontløberne, and Ungdomskulturhuset – UKH:

Institut for (X) is an independent nonprofit organisation and can best be described as a platform for cultural associations and smaller cultural enterprises in Aarhus. Institut for (X) has over 600 members and a wide range of affiliated associations and businesses including Aarhus Volume, Det Turkise Telt, and Skateducate, among others.

Frontløberne is a community of young cultural creators and consists of about 200 members. Frontløberne offers facilities, knowledge sharing, and sparring to young creators and assists with the execution of projects. Frontløberne offers members access to their project house and have recently published the project handbook "Hack Det!", which serves as a guide for executing projects.

Ungdomskulturhuset– UKH is a cultural house for young people aged 15 to 30, established by Aarhus Municipality as a nonprofit organisation. UKH offers young people access to open workshops and rental of project rooms. Among its facilities, UKH offers, for example, a sound studio, rehearsal room, and photo studio. UKH also houses associations such as Output Aarhus, The Clothing Club, and Pro□ektil and is located in the old County Hospital in Aarhus.

1. UKH



Tage-Hansens gade 8B,
8000 Aarhus C

2. Institut For X

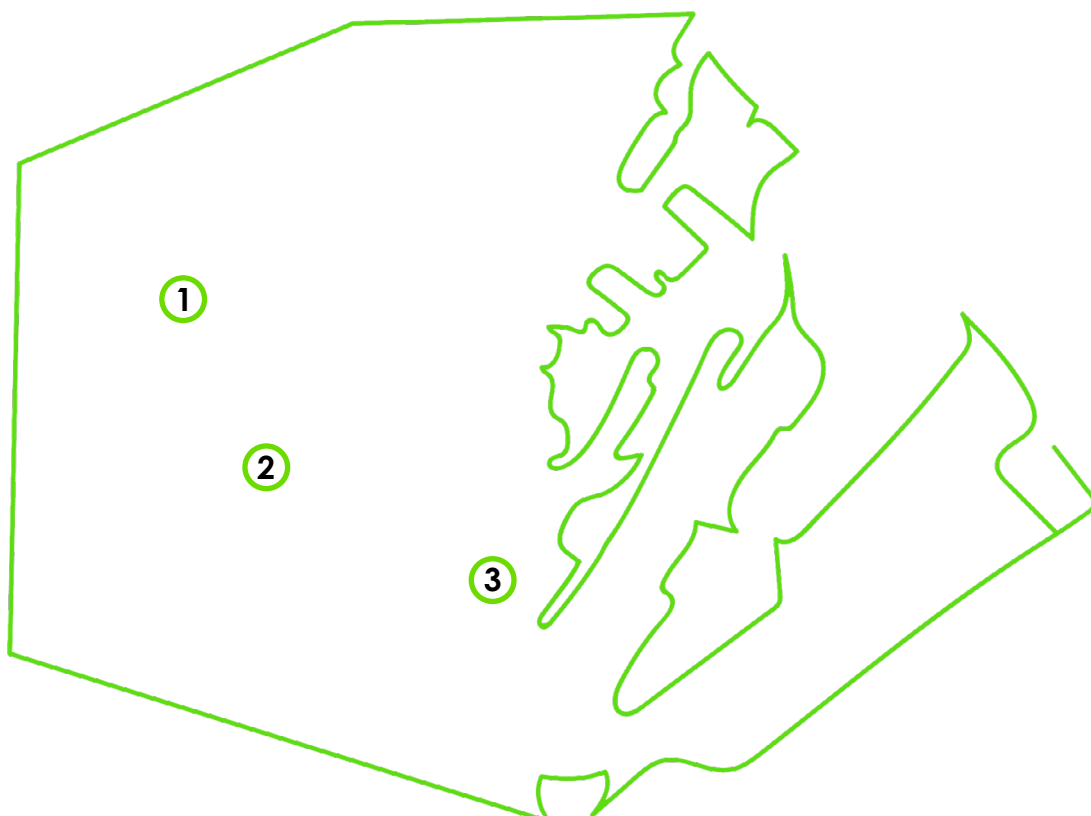


Skovgaardsgade 5C,
8000 Aarhus

3. Frontløberne



Jægergårdsgade 154c
Sydhavnen, 8000 Aarhus C



3. Overall conclusions

The analysis of the questionnaire shows strongly positive feedback, with nearly all respondents reporting beneficial effects of FLUKHX organisations on aspects such as health and well-being, inclusion and sense of belonging, civic engagement and democracy, and professional and entrepreneurial growth. Additionally, FLUKHX organisations have strengthened respondents' perceptions of Aarhus as a vibrant city and enhanced the visibility and reputation of the organisations themselves.

While it's crucial to acknowledge that the data primarily reflects the perspectives of individuals engaged with FLUKHX's member organisations, which might imply positively biased assessments of FLUKHX's impact, the methodological design of the study, including the anonymization of both survey and interview data ensures the reliability of these findings.

Moreover, focusing on the perspectives of members allows for an in-depth understanding of the tangible impact of FLUKHX on those directly experiencing the work of these organisations, facilitates a nuanced analysis of how FLUKHX contributes to enhancing Aarhus's appeal, which might not be as perceptible to external observers, and aligns with best practices in empirical research that prioritise direct stakeholder experiences.



4.

Research methods

4.1 Desk Research

At the beginning of the project, Silverlining Research conducted thorough desk research to facilitate a knowledge base that would frame the analysis of the growth layer in Denmark. This collected knowledge base was subsequently used to design the final questionnaire, creating the best foundation for analysing the social significance of the growth layer.

To further enrich the study and prepare for the in-depth interviews, additional desk research was done focusing on academic and industry research related to youth engagement, urban development, and the concept of “wicked problems”, inspired by the approach of Aarhus Kommune in adopting this framework. The aim of the follow-up desk research was to deeper investigate contemporary challenges and frameworks relevant to FLUKHX's initiatives. The inclusion of the notion of “wicked problems” — complex issues characterised by their lack of straightforward solutions — provided a critical lens for examining the study's topics and ensured that the interviews were contextualised within a broader academic and practical perspective.

4.2 Questionnaire Survey

To assess the significance of FLUKHX for the growth layer, a questionnaire survey was conducted, which was sent out to members and users affiliated with the three organisations. Respondents accessed the questionnaire via a link that was distributed from FLUKHX's website, Institut for (X)'s, Frontløberne's, and UKH's websites, as well as QR codes set up in common areas of the organisations. This approach was chosen to allow as many users and members as possible access to participate in the survey.

The content of the questionnaire was designed based on the desk research and in close dialogue with representatives from FLUKHX. The questionnaire addresses respondents' views on these key themes: health and well-being, inclusion and sense of belonging, civic engagement and democracy, professional and entrepreneurial growth. It also inquires into member perspectives on the identity and cultural dynamics of Aarhus.

4.3 In-depth Interviews

To complement the questionnaire survey, ten in-depth, semi-structured interviews were conducted, each lasting approximately 45 minutes. The interview framework was developed based on the survey structure of Silverlining Research and refined in dialogue with representatives from all FLUKHX organisations to pinpoint key focus areas. Selection of interviewees was strategically based on survey demographic data and the duration of their involvement with the organisation, aiming to cover as diverse a range of perspectives as possible. The employees' insights were crucial in identifying suitable candidates. Interviews were audio-recorded with participants' consent, then transcribed and analysed to identify recurring themes in alignment with the survey questions and the desk research. Quotations included in this report are anonymized to maintain confidentiality while providing insightful views into the impact of FLUKHX organisations along the key themes of this study.

4.4 Data basis

From May 16 to September 16, 2023, the questionnaire survey engaged 196 respondents from Institut for (X), Frontløberne, and UKH. The survey respondents are distributed with 83 from Institut for (X), 56 from Frontløberne, and 57 from UKH.

The table below provides an overview of all respondents, divided by which organisation they come from and what their relationship is to their member organisation. Respondents were asked the question "Which of the following best describes you?" to uncover what type of relationship they have with the organisations.

	Institut for (X)	Frontløberne	UKH	Total
I am employed at the organisation	9	6	0	15
I have /own a company connected with the organisation	21	2	0	23
I own /represent an association connected with the organisation	11	4	3	18
I am a volunteer at the organisation	5	0	1	6
I am a volunteer in a company/association connected with the organisation	1	6	2	9
I am a user of the organisation	26	18	39	83
I am a member of an association connected with the organisation	7	10	2	19
I am loosely connected with the organisation	3	4	1	8
Other	2	7	6	15

Building on the questionnaire, in February 2024, ten in-depth interviews were conducted to explore the organisational dynamics and thematic impacts further. These interviews were carried out with 3 people who each work at one of the respective FLUKHX organisations and 7 members across the organisations (2 from Institut for (X); 2 from UKH, 2 from Frontløberne, 1 that is a member of all three organisations), aimed for a broad demographic and involvement spectrum. Six of the seven members interviewed had also participated in the survey, which ensures an alignment and continuity of the study.

The number of respondents/ interviewees and the data pool is considered to provide a valid basis for ensuring the quality of the study. In the survey analysis, results are used based on the full number of respondents, and thus the result describes FLUKHX as a unified entity. When quotes are used to illustrate the findings from the interviews, organisational affiliation of the interviewee is attributed. For more details regarding the distribution of survey respondents and interviewees on a number of parameters, including gender identity and age, see appendix 1.



5. The effect of Frontløberne, UKH and Institut for (X)

**Health and
Well-being**

**Inclusion and sense
of belonging**

**Civic engagement
and democracy**

**Professional and
Entrepreneurial
Growth**

Health and Well-being

5.1. Health and Well-being

Context

The questionnaire explored various dimensions of how the organisations influence individual well-being, with questions centred on engagement in positive social communities, the impact on quality of life, enhancements in social and professional well-being, effects on loneliness and self-esteem, and contributions to personal independence and clarity on time use.

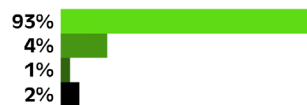
The interview process was shaped by insights derived from both the questionnaire's structure and an understanding of health and well-being that is aligned with the complex challenges outlined by Aarhus' "Wicked Problems" framework. This approach recognizes the complex ways societal factors affect health, allows to focus on the role of community engagement in mental well-being and stresses the importance of addressing the root causes of health and well-being through collective efforts and creative strategies. This contextual and methodological framework also allowed to use the interviews to inquire into respondents' deeper reflections on the broader social factors impacting health and well-being.

Results

Both the data from the questionnaire and personal stories from the interviews show a broad consensus among the respondents that the three member organisations significantly contribute to improving the health and social well-being and it can be deduced overall that FLUKHX has a positive influence on the well-being of its members and users.

Health and Well-being

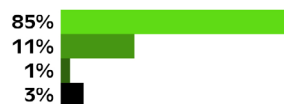
At the organisation i have been able to engage in positive social communities



The organisation has in general had positive impact on the quality of life



The organisation has strengthened my social well-being



My connection with the organisation helps me counteract loneliness



The organisation has has a positive impact on my self-esteem



The organisation has made me more independent and clear on what to use my time on



The organisation has strenghtened my professional well-being



■ Agree
 ■ Neither / Nor
 ■ Disagree
 ■ Don't know

n=196

Note. The response option 'Agree' represents the total proportion of respondents who declare themselves 'Agree' and 'Strongly Agree' with the statements. Similarly, the response option 'Disagree' consists of the total proportion of respondents who have answered 'Disagree' or 'Strongly Disagree' to the statements. The respondents have been asked "On a scale from 1 to 5, where 1 is 'Strongly disagree' and 5 is 'Strongly agree', how much do you agree with the following statements about the organisation?"

5.The effect of Frontløberne, UKH and Institut for (X)

93% of the questionnaire respondents affirm that FLUKHX has enabled them to engage in positive social communities. Similarly, 93% agree that FLUKHX has positively influenced their quality of life. 85% of respondents note that FLUKHX has strengthened their social well-being. FLUKHX has helped 82% of respondents counteract loneliness and 81% reported a positive effect on their self-esteem. FLUKHX has also made a substantial impact on personal independence and clarity on time use, with 75% of members acknowledging this.

Interviews add further depth to these findings - recurring themes among the interviewed FLUKHX members include:

- the importance of FLUKHX's welcoming environment and different signals of trust (e.g., unlimited access to the space, involvement in decision making processes) in fostering a sense of community, which in turn improves mental health;
- the creative and inspirational atmosphere in FLUKHX spaces (e.g. many different creative projects being housed in the spaces; internal culture of collaboration and support) as contributor to overall life satisfaction;
- the role of discovering a sense of community and purpose in boosting personal and professional growth and social connections;

Here are a number of quotes from the interviews that illustrate the above:

I had quite a troubled youth, so the only way I knew how to make friends when I moved was to go to the same environment I came from. But being a part of the UKH and also Institut for X and Frontløberne gave me a way to make friends in a new way, where I had to look at other parts of myself, like, all of a sudden, the only quality I have wasn't that I was fun to drink and do drugs with. I had so many other parts of me that people would actually like and enjoy being around. So for me finding UKH, and X and Frontløberne has tremendously changed my life. Like, I might not be here at all, if that did not happen. If I didn't have such open communities. You often see that the people who go to these places are people who have some issues socially, privately, maybe their childhood was a bit messed up, and then you come into a space where all of that doesn't really matter. We acknowledge that it's there, but it's there for all of us. So we don't really give a shit about it. We give a shit about what you're doing now. That's why I think it's so important.
/ member of UKH /

There are a lot of cool people doing really cool things here, and a very flexible social hierarchy. And I think the combination of that, plus the accessibility of things such as food, water, internet, and free coffee, and especially the community thing is why a lot of people come here. Why I am here also. It is especially the community thing, because it's getting more and more difficult to become a part of something, but a lot of people's mental health depends on finding meaning in something. And engaging with a nice community gives that meaning.
/member of UKH/

I think it's almost impossible not to be happy when you're around people succeeding with their dreams, supported in their dreams. In a place where you can both inspire and be inspired. And here's actually a community, I'm not alone, there's a community for something, and I feel I am part of that. People believe in me and it just makes my life better. /member of Frontløberne/ It became so obvious during COVID, when people were isolated, how people just deteriorate, when they're not part of something and how everyone sought out online communities. Humans are in general social animals, and lot of happiness is based on the reflection in the other. It even makes me happy, even though it's incredibly exhausting for me to interact. I think if you're isolated for too long, your mental development halts.
/member of UKH/

Scrolling addiction is so bad right now. Like everybody's addicted to just sitting on their phone. But if you come down here and meet your friends every day, you don't need that. You don't need your phone at all. There is always someone here to hang out with and do stuff together.
/member of X/

I think we contribute to people's well being also by being an analog meeting place in a digitalized world. Being a place to breathe in the city in terms of having a green park. Being a place where the tempo is slower. Being a place where we take people's hobbies seriously.
/team member of X/

Conclusion

Integrating the personal experiences with the quantitative data from the questionnaire, it is evident that FLUKHX plays an important role in enhancing the health and well-being of its members. FLUKHX organisations not only boost professional growth and creative expression but also address critical aspects of mental health, including loneliness, self-esteem, and the search for meaning and community. Through the inclusive and supportive environment, referred to by all interviewees, FLUKHX shows how creative and community-focused initiatives can play a crucial role in perceptions of quality of life and well-being. The different informal and more formal community-building tools mentioned by the members (from trust in access to free coffee and internal culture driving philosophies such “greet your neighbour”) point to some already existing creative strategies to tackle one of the “wicked problems” of deteriorating mental health that may be applied in other contexts. This conclusion is supported by academic studies into similar topics that show that community engagement can lead to improved social relationships, psychological health, and a sense of empowerment, which are crucial for addressing the complex social and health-related challenges faced by people of today.*



* McClean S, Ismail S, Bird E. Community business impacts on health and well-being: a systematic review of the evidence. *Social Enterprise Journal*. 2021.
 Attree P, et al. The experience of community engagement for individuals: a rapid review of evidence. *Health & Social Care in the Community*. 2011.



**Inclusion and sense
of belonging**

5.2 Inclusion and sense of belonging

Context

Inclusion within organisational contexts can be looked at through various lenses. For instance, what role and power members have in decision making processes within an organisation; how an organisation fosters an environment where its members feel valued and acknowledged; how open and safe an organisation is to all individuals regardless of gender, nationality, sexuality, ethnicity etc.; how an organisation navigates the complexities of diverse members by emphasising supportive leadership and inclusive communication practices; how intentional an organisation is about including multiple perspectives and paradigms in their actual work. etc.

In this impact study we have chosen to specifically emphasise "sense of belonging" as an important indicator of inclusive environments and practices due to several reasons.

Firstly, this theme appeared consistently across all interviews as a central concept in how people narrate the perceived impact of FLUKHX organisations on the areas of their lives investigated by the study.

Secondly, there have been other studies within FLUKHX looking more specifically at how inclusive the organisations are for people with non-dominant social identities, such as the study on Safe(r) space practices at Institut for (X) in 2022. And we look at the role and power members have in decision making processes within the FLUKHX organisations closer under the theme of civic engagement and democracy.

Lastly, a wide variety of academic and industry research* show that a strong sense of belonging can in fact be seen as an indicator of inclusive organisational cultures. While inclusion can sometimes imply that there is a central authority or standard deciding who is included and how, thus potentially maintaining existing hierarchies and power structures, a sense of belonging shows a deeper connection to the community or organisation and signals that an organisation that is able to foster this values and seeks out multiple perspectives, not just as a checkbox for diversity & inclusion but as an essential way in which it operates. Moreover, "sense of belonging" is also shown to significantly contribute to various other positive outcomes on members of an organisation, including, among other things, participation, engagement, well-being, which are also the focus areas of this study.

Results

Understanding "sense of belonging" as the feeling of security and support when there is a sense of acceptance, inclusion, and identity, it shows up consistently in all interviews conducted with the members of FLUKHX, and is best illustrated through direct quotes:

It is a place where you are accepted for who you are. You are treated as a person who can be interacted with on equal terms. And it was just a positive experience for me as someone who hasn't necessarily had a lot of friends before - that people were also suddenly interested in who I was. /member of UKH/

It's just a small and tight community. Very diverse, non-accepting of sexism, for example, with some exceptions. But in general people are really, really nice and open. And that's why I feel safe here to be who I am. /member of UKH/

It's the first time in my life I'm renting a space with other people. And I am so happy this is my first experience. I feel so at home here. Everyone in X is so welcoming, even if we are the youngest ones around and sometimes a bit loud and messy. I feel we are accepted and that there is a space for us to grow here. /member of X/

To me, it's a lot about the openness here. That there are so many people doing their own stuff but not being closed about it. They are open about their process and thoughts, and they are open to you. I feel seen and I feel genuine curiosity from people about who I am and what I do. And I feel here it's just so easy to feel a part of the community, to want to be associated with this. And I really want to be part of helping other people realise what they do too. And then it's also about the house - that it's just so easy to get access to it and then it's also easy to get a feel of "okay, so this is like my place too. I am really part of this. / member of FL/

Frontloberne was for me also a place through which to enter the Danish society. To learn a bit more of different Danish mentalities and connect with new friends and people on a personal level. I feel that it was my space of learning how to belong in this place. And I'm so very grateful for that. When you migrate, you have a hope that life can be better. And sense of belonging is somehow the evidence that life really can be better. If that doesn't happen, then somehow you're contributing to the mindset and behaviour of violence, which I see a lot. /member of FL/

² Shore, L., Randel, A., Chung, B., Dean, M., Ehrhart, K., & Singh, G. (2011). Inclusion and Diversity in Work Groups: A Review and Model for Future Research. *Journal of Management*, 37, 1262 - 1289.

Nguyen, L., Evan, R., Chaudhuri, S., Hagen, M. S., & Williams, D. E. (2023). Inclusion in the workplace: An integrative literature review. *European Journal of Training and Development*. 25

What is diversity, inclusion and belonging? Glassdoor, 2021.

5. The effect of Frontløberne, UKH and Institut for (X)

Frontløberne var også for mig et sted at komme ind i det danske samfund. At lære lidt mere om forskellige danske mentaliteter og komme i kontakt med nye venner og mennesker på det personlige plan. Jeg føler, at det var mit rum for at lære, hvordan man hører hjemme her. Og det er jeg så meget taknemmelig for. Når du migrerer, har du et håb om, at livet kan blive bedre. Og følelsen af at høre til er på en eller anden måde beviset på, at livet virkelig kan blive bedre. Hvis det ikke sker, så bidrager man på en eller anden måde til den voldelige tankegang og adfærd, som jeg ser meget af.
medlem af FL

The sense of being accepted, the culture of openness and inclusivity, sense of belonging and community - mentioned by all the interviewed members - is reflected in the way team members of the three organisations talk about their organisations, members and ways of working; showing a genuine commitment to creating inclusive cultures. A few quotes that illustrate this:

I think something that is really special about this place is that we do not encourage that we should all agree at all times or that there is one way to be here, as we can often see in other more alternative environments. We have so many different projects, also some political projects or environmental projects, that not everyone agrees with; people with different identities and opinions. I think that opens up to learning to work with differences. Also, we take that in mind when curating new members and projects in - diversity of projects and people being one of things on our compass.
/team member of X/

We are also very happy for the "odd ones out". That's the thing that is a bit difficult to measure, but that we do experience over and over - that different people thrive here because they feel welcomed and not judged. It's not something that we are directly managing, but we are definitely trying to encourage that by framing Frontløberne as a space that is open for anyone to unfold their creativity and by fostering curiosity about one another. We are also trying to be proactive about creating a balance in diversity, of looking at what is currently missing and then helping that happen. Like, if we have an empty space now, but there is an amazing female collective that can only move in a month later, waiting would be an investment that we want to make.
/team member of X/

UKH is a place for young people where we focus on creativity, art and culture. But it's also a place where we focus very much on making a safe and inclusive space where everybody can feel welcome and can use spaces for what they want to do. We do that by providing easy ways of joining, we help making connections, and help find other support that is needed. Like, we have an organisation and community here called "Out and Proud", that is a community of LGBTQI people. They started here and they do a lot of work with people who are usually a vulnerable group in society, affected, for example, by drugs and alcohol. Suicide and early death is also a big problem. Here they have some Friday cafes where they gather with the aim to create a safe space without alcohol and drugs and other activities. And we try to support them - we have fundraised some money so they can employ some of their people to go out and spread the word about being a queer person and what that means in today's society. We have one of our employees working with guidance etc.
/team member of UKH/

Conclusion

The narratives from FLUKHX members and team alongside existing research on inclusive organisational cultures show that inclusivity is not just diversity in identity but also the active inclusion of various perspectives and experiences. The emphasis on "sense of belonging" as a central theme across interviews suggests that feeling valued, understood, and integrated within a community significantly enhances individuals' engagement, participation, and mental health.

The limited pool of data in this study does not allow to make in-depth conclusions about inclusion in FLUKHX, however, it is clear across all the interviews that the members interviewed feel safe, respected, and part of the larger community. Given that the interviewed members represent a relative diversity in terms of age, gender, ethnicity and length of involvement with the respective organisations, and that their insights on belonging and community correlate with those in other studies on inclusion in organisations, it is possible to draw the conclusion with integrity that FLUKHX have been successful in creating environments that encourage diversity and inclusion. Moreover, the practical approaches to inclusivity demonstrated by FLUKHX - such as fostering supportive leadership, ensuring open and safe spaces for all, and intentionally including multiple perspectives - offer valuable insights into how organisations can cultivate a sense of belonging. These practices not only challenge existing power structures and hierarchies but also contribute to a more dynamic, innovative, and healthy organisational culture.



**civic engagement and
democracy**

5.3. Civic engagement and democracy

Context

Both the questionnaire and the in-depth interviews explored some of the ways in which members of FLUKHX engage with societal issues, public policies, and decision-making processes that affect their lives and the lives of others around them.

Investigating the impact of FLUKHX on civic engagement and democracy was important because growth layer environments often serve as incubators for innovative societal participation and political involvement, fostering a proactive community that engages with public policies and decision-making processes on a personal and collective level.

To gain insights into this theme, the survey questions asked about the influence members have on the development of their respective organisations and how being a member of the organisation has impacted their engagement into local society, their focus on representation and diversity, and understanding of local democracy.

The interviews deeper investigated how FLUKHX members view democratic processes within their communities, and looked into some of the initiatives within FLUKHX that foster public participation and political involvement of both its members and other users.

Results

Both the survey and interview data show FLUKHX organisations' commitment to embedding civic engagement and democracy within their cultures, and the impact on their members' perspectives on and participation in local democracy and community development.

The organisation allows users to have influence on the development of the physical environment

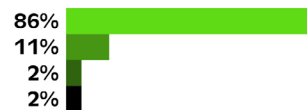


The organisation allows users to have influence on the development of the organisatio



“Through my participation in the organisation...”

I have become more engaged in my local society



I have developed a bigger focus on representation and diversity



I have developed a deeper insight and understanding of local democracy



■ Agree
 ■ Neither / Nor
 ■ Disagree
 ■ Don't know

Note. The response option 'Agree' represents the total proportion of respondents who declare themselves 'Agree' and 'Strongly Agree' with the statements. Similarly, the response option 'Disagree' consists of the total proportion of respondents who have answered 'Disagree' or 'Strongly Disagree' to the statements. The respondents have been asked "On a scale from 1 to 5, where 1 is 'Strongly disagree' and 5 is 'Strongly agree', how much do you agree with the following statements about the organisation?"

5. The effect of Frontløberne, UKH and Institut for (X)

79% of the survey respondents agree that the organisations allow users to influence the development of the physical environment, and 78% agree that this is also true in regard with influence on the development of the organisations. At the same time, there are only a few (2-3%) who disagree with the statement, which shows that the three FLUKHX organisations perform well in terms of co-determination and influence for the members.

There is also a high degree of agreement in the three statements that ask about the impact on perceptions and attitudes towards democracy, which indicates that FLUKHX is assessed to have a positive effect on its members regarding democracy and engagement in local democracy. 86% of the respondents agree that their membership in the organisation has made them more engaged in the local community. 74% of the respondents feel that their membership in the organisation has given them a greater focus on representation and diversity. Finally, 68% of all respondents 'agree' or 'strongly agree' with the statement that their organisation has given them greater insight into and understanding of local democracy. The respondents generally show a low degree of disagreement and 'Don't know' responses, as well as a moderate degree of 'Neither/Nor' responses for all three questions. Overall, the respondents describe FLUKHX as an actor that fosters engagement in the local community, creates a focus on representation and diversity, and enhances the understanding of local democracy.

The survey findings are supported by interview data as well. Recurring themes around civic engagement and democracy in the interviews with users and team members include:

- grassroots participation and empowerment, for instance the "boots on the ground" approach in Institut for (X) as an example of a unique form of democratic engagement that values hands-on participation in the groundwork regardless of people's position in the organisation;
- decentralised decision-making: all interviewees emphasised the significance of members having a say and influence in the community's direction. This is evident in practices where members are part of the board or otherwise involved in decision-making processes that reflect a democratic ethos;
- creating and shaping space for engagement: the interviews also highlight the role of physical and social spaces in fostering engagement and participation. Spaces that are less bureaucratic and more open to individual expression and creativity serve as playgrounds for civic engagement in contrast with overly facilitated or fixed spaces.
- democratic engagement as part of the DNA of FLUKHX: whether through encouraging individual space creation, fostering direct involvement in decision-making, or facilitating discussions on matters important to the community, democratic processes are a fundamental part of how the FLUKHX organisations operate and evolve.

Here are a number of quotes from the interviews that illustrate the above:

For me one of the most inspiring parts of X is the "boots on the ground" methodology. It's how power otherwise and humbleness looks in practice. Everyone is out and everyone is doing the same task and groundwork. That is very special and I haven't seen that so much elsewhere. Usually, people who are the bosses have the most comfortable spaces and never get their hands dirty and here it is different and I love it.
/member of X/

I find it really nice that as a young person I can be part of the board and actually have a say - that I can change something or influence what directions we take or save some of the stuff that I find really nice here
/member of FL/

If I want to stay down here, I have to produce something or do something. In contrast there is this 14 million kronor skateboard park, you cannot fix anything, you cannot move anything, because it's done, it's fixed. And it's very nice, but it does not foster involvement and that is important for many young people. In general there's a lot of things where grownups are facilitating the space. But there's not so many places where you can just come and do your own thing, start and build or so, not just be a participant. In school you don't have ownership, you are mostly just a user, then you go to other spaces, and they are also overly facilitated. If you are part of setting things up, building a culture, doing it together, you create a sense of connectedness to the place and people in a whole different way.
/member of X/

*Actually, we want the employees to sit on their hands, because the young people can do a lot of things themselves. So what is happening in the house is actually up to the young people - we are very clear about that and want to encourage that, we invite the members into decision making processes and taking responsibility for projects. This democratic thing is very important for us. The everyday democracy, not just voting every four years
./team member of UKH/*

*While we are not fully democratic in the terms that we all need to sit down and agree on everything all the time and we have an office that is making a lot of the overall decisions we also have the neighbour meetings a few times a year, we have a board consisting of members of X and we do temperature checks in the area around bigger strategic decisions. It allows people who are not really skilled in consensus democracy and sitting in meetings for hours to be part here. And they have almost a full say in the development of their own part of X. I think a lot of democracy is being done every day in the way we act and are out here. In the way we take space. We encourage you to take space and make space and not to wait for the organisation to do things for you. It's kind of in the core DNA of X - to build your space and build your dream and invite other people into it.
./team member of X/*

FLUKHX has also initiated several projects aimed specifically at fostering public participation and political involvement among its members and visitors. One such initiative is the "Containeren for Unge" in Hjortshøj, which served as an alternative environment for youth aged 12 to 16. It has created a homely space where youth can take responsibility, addressing the need for community and greater democratic participation among the youth. This project, led by Josephine Marquard, has successfully engaged 50 users and was developed in dialogue with 70 young people and local actors in Hjortshøj in 2022, highlighting the demand for an ownership-oriented and diverse environment. Another significant effort was "Funderdome," a fundraising conference for growth layer actors in Aarhus, offering expert advice from both private and public sectors on project development and funding. Additionally, FLUKHX also organised "EACH ONE TEACH ONE" events, monthly learning formats inviting young project makers or artists to share their expertise on various topics, including starting a podcast or engaging other young people in projects. These initiatives, along with others like "Sweet City" for the 2021 municipal election and contributions to Aarhus Municipality's Cultural Policy 2021-2024, show FLUKHX's commitment to empowering youth and fostering a culture of participation and political involvement.

Conclusion

The findings from both quantitative and qualitative aspects of this study highlight FLUKHX organisations as essential environments for nurturing civic engagement and democracy among their members. With a significant majority of survey respondents acknowledging their space for influence on the organisational and physical development, FLUKHX shows a strong capacity for empowering member co-determination and involvement. The data further reveals that participation in FLUKHX not only fosters engagement with the local community but also enriches members' focus on democratic values such as representation and diversity, alongside deepening their understanding of local democratic mechanisms. Through a variety of initiatives that encourage hands-on participation, decentralised decision-making, and the creation of inclusive spaces, FLUKHX embeds democratic engagement within their organisational DNAs thus not only facilitating a unique form of community involvement, but also reinforcing the importance of active participation in democratic processes, which means that FLUKHX can be seen as a significant actor in promoting engaged and democratically conscious youth.



**Professional and
Entrepreneurial
Growth**

5.4. Professional and Entrepreneurial Growth

Context

As growth layer organisations are often seen as spaces of innovation and creativity that can play a significant role in local and regional economic development, the survey and interviews also explored members' perceptions of FLUKHX organisations as spaces for growing professionally and starting or growing a business. The survey's questions were designed to capture the extent to which members of FLUKHX see the organisations as good places to expand their network, to collaborate, to start and grow their businesses or associations, to experiment and test new ideas, as well as the extent to which they see FLUKHX as open to new businesses and associations joining.

The survey analysed responses to these questions separately for business owners and associations to offer a more nuanced understanding of the perceptions of these two key stakeholder groups within FLUKHX organisations. This differentiation helps gaining an insight into whether or not both commercial and nonprofit entities find value and growth opportunities within FLUKHX.

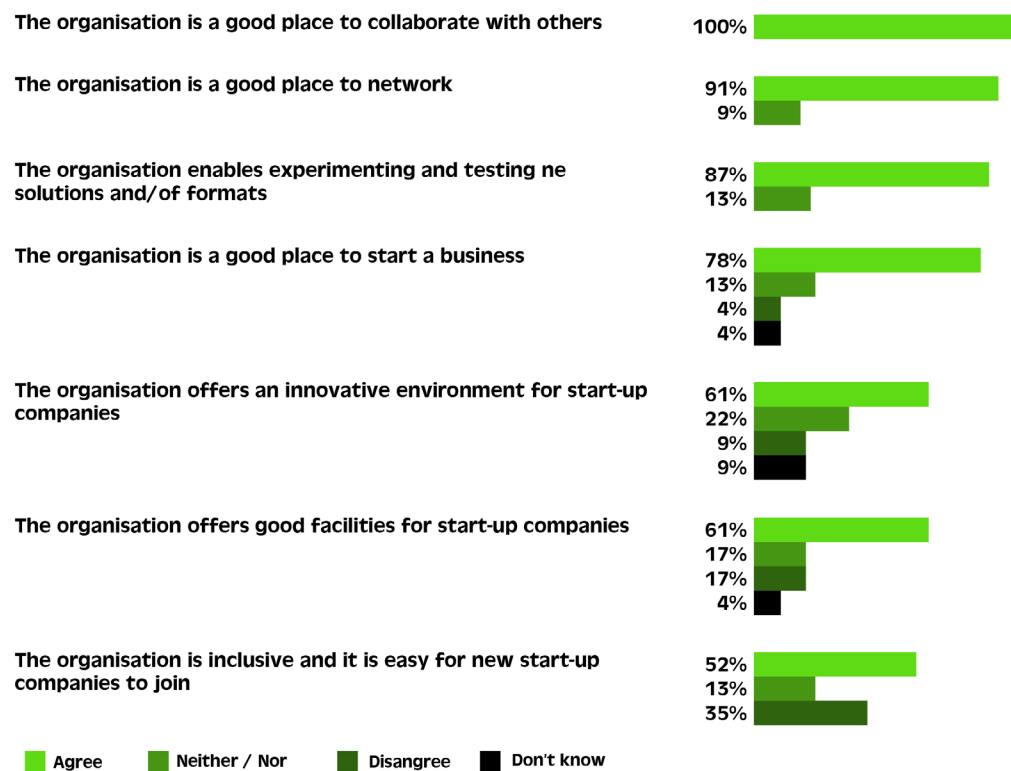
The interviews asked open questions about respondents' work, projects and professional aspirations and the impact they have experienced from being part of the respective FLUKHX organisation.

Results

Both the survey data and stories from the interviews show a broad consensus that FLUKHX has a positive impact on the professional and entrepreneurial growth of the members.

The figure below shows how business owners have responded to the questions about their attitudes towards the FLUKHX collaboration. These results are based on a total of 23 respondents, who describe themselves as business owners. 21 respondents describe themselves as affiliated with Institut for (X), and 2 respondents are associated with Frontloberne. None of the business owners are affiliated with UKH.

Attitudes towards FLUKHX collaboration Business owners



Note. The response option 'Agree' represents the total proportion of respondents who declare themselves 'Agree' and 'Strongly Agree' with the statements. Similarly, the response option 'Disagree' consists of the total proportion of respondents who have answered 'Disagree' or 'Strongly Disagree' to the statements. The respondents have been asked "On a scale from 1 to 5, where 1 is 'Strongly disagree' and 5 is 'Strongly agree', how much do you agree with the following statements about the organisation?"

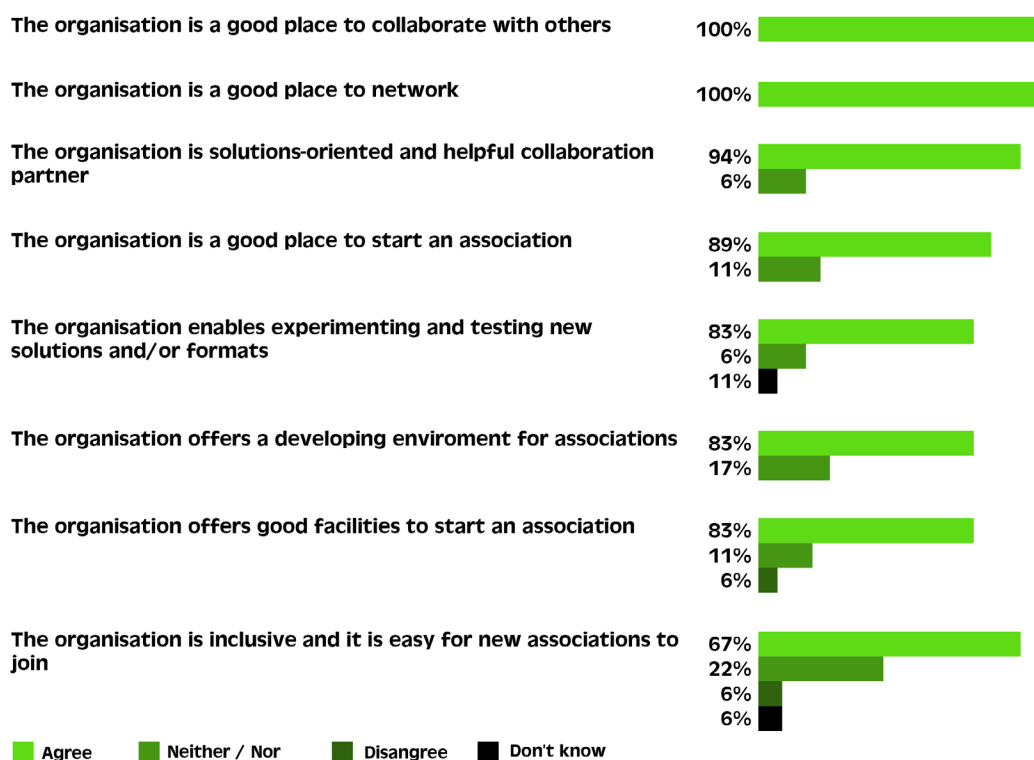
5. The effect of Frontløberne, UKH and Institut for (X)

Business owners who have responded to the questionnaire describe FLUKHX organisations as beneficial places to conduct business. All business owners (100%) state that FLUKHX organisations are good places to collaborate with others, good places to network (91%), and as places where it is possible to experiment and test new solutions (87%). The majority of respondents also agree that their membership organisation is a good place to start a business (78%). Furthermore, 61% of respondents agree that their membership organisation offers an innovative environment and good facilities for startup companies. Finally, 52% agree that their membership organisation is inclusive, and it is easy for startup companies to join. However, it should be noted that 35% of respondents indicate that they disagree with the statement, so there is a wide variation in whether the organisations are perceived as inclusive. This can be related to the limited physical capacity that the organisations have in taking in new businesses and the focus on diversity of projects/businesses, which by default excludes others.

Overall though the organisations in FLUKHX are described as attractive places to start or run a startup company, and there are generally positive responses across the questions. This testifies to the positive effects of being affiliated with one of the member organisations in FLUKHX.

Similar results are observed in the associations' relationship with FLUKHX. There were in total 18 respondents who identified themselves as owners or representatives of associations affiliated with FLUKHX. Of these 18 respondents, 11 come from the Institut for (X), 4 from Frontløberne, and 3 from UKH. These responses are best interpreted as general attitudes from association owners/representatives within FLUKHX.

General attitudes towards FLUKHX collaboration association representatives/owners



Note. The response option 'Agree' represents the total proportion of respondents who declare themselves 'Agree' and 'Strongly Agree' with the statements. Similarly, the response option 'Disagree' consists of the total proportion of respondents who have answered 'Disagree' or 'Strongly Disagree' to the statements. The respondents have been asked "On a scale from 1 to 5, where 1 is 'Strongly disagree' and 5 is 'Strongly agree', how much do you agree with the following statements about the organisation?"



5. The effect of Frontløberne, UKH and Institut for (X)

The figure above shows a strongly positive response to the statements. All respondents agree that their membership organisation is a good place to collaborate with others (100%) and a good place to network (100%). A very large proportion of respondents agree that their membership organisation is solution-oriented and helpful (94%), is a good place to start an association (89%), offers the opportunity to experiment and test new solutions (83%), and that the organisation provides a developing environment for associations (83%). Similarly, 83% of respondents believe that their membership organisation offers good facilities for starting an association. As with the business owners, there is a lower degree of agreement regarding the statement that the organisations are inclusive, which may be similarly explained with the limitation of space and the focus on diversity of projects. However, a majority of 67% still agree with the statement.

The strongly positive responses from business owners and association representatives in the survey are supported by stories shared in the interviews.

Asked about their work and projects and to which extent being part of FLUKHX has helped the interviewed members to grow professionally or grow their business, all respondents share positive stories. Some common themes related to professional and entrepreneurial growth that emerge from the interview data:

- empowerment and self-actualization: all interviewees highlighted the importance of FLUKHX in empowering members to create solutions, pursue their passions, and actualize their ideas into tangible outcomes.
- community and network building: the significance of diverse, supportive communities and networks was also a recurring theme. The presence of platforms that bring together people from various backgrounds, ages, and experiences is seen by members as crucial for business growth, inspiration, and the successful realisation of projects.
- professional development and its connection with validating environment: several of the interviewees also spoke to the role FLUKHX plays in transitioning from amateur or hobbyist endeavours to professional activities and the significance of the shared trust in FLUKHX spaces that creative and cultural projects can evolve into professionally recognized and financially sustainable endeavours. Also, the importance of having a platform or space where young and innovative ideas are taken seriously.
- access to resources and infrastructure: the availability of resources, tools, and infrastructure to support creative and entrepreneurial activities was also highlighted several times.

Here are a number of quotes from the interviews that illustrate the above:

UKH, X and Frontløberne can be many things I guess. But one of the cool things is that it's like a small cultural incubator where you can just hang out, and then passionate people will hook you on a project or inspire you to find your own passion. And you have all the tools in the world to engage with the association world, the nonprofit world, because there are so many people who have so much experience and who will help. I would have never been able to help build this project and not be incredibly scared of it or burned out, if

I wasn't here with all these tools to grow.

/member of UKH/

The network here has basically been the most important. People are constantly coming here. From different bubbles, from different places, different ages. This has helped a lot to make our business grow. Because people get to know what's going on here.

/member of X/

What serious adult people might refer to "oh, its just young people imagining stuff", Frontløberne takes seriously and makes real. It's a platform, as I see, for endless young ideas, and people who really want to put the work into something that isn't necessarily part of the big society structure yet

/member of FL/

In Frontløberne they actually assume that you can become a professional in what you do. That at some point you can find yourself in between the market and the civil sector. And that has been game-changing. It comes up even in the fact that if you have a certain expertise they actually want to pay for your work, its not seen just as a hobby you need to keep doing for free.

/member of FL/

Conclusion

The analysis of both quantitative survey results and qualitative interview narratives shows that FLUKHX organisations play a crucial role in enhancing professional and entrepreneurial growth among their members. They are not just spaces for creative expression but also instrumental in shaping the path of professional development. The unanimous agreement among business owners and association representatives regarding the collaborative, innovative, and network-enriching environment provided by FLUKHX organisations emphasise their significance as places for professional advancement and business growth.

The survey data, with its positive responses to collaboration, networking, and the facilitation of new ideas, aligns with the personal stories shared in interviews.

While the focus and data of this study does not enable to draw broader conclusions on the ways FLUKHX contributes to the local and regional economic landscape, it is clear that the members of these organisations view them as crucial platforms for their individual growth and business development by offering a culture of innovation, collaboration, and professional empowerment. Hence, FLUKHX can be seen as testbeds for a future where entrepreneurial and professional growth is accessible, valued, and nurtured within a supportive and dynamic community environment, which not only benefits the individuals and businesses involved but also enriches the broader societal fabric with diverse projects and initiatives that have the potential to drive cultural and economic impact.



6. Perspectives on the identity and cultural dynamics of Aarhus and FLUKHX

Context

The study also inquired into the perceptions of members on the role of FLUKHX organisations in enriching the cultural landscape and urban development of Aarhus. The focus was on understanding the extent to which these organisations contribute to branding Aarhus as a vibrant and innovative city.

Survey questions asked into members' views on the organisations as centres for creative collaboration and innovation, and as platforms offering opportunities for experimentation and new ventures. The survey also inquired directly into the correlation between the perceived attractiveness of Aarhus and the existence of FLUKHX organisations.

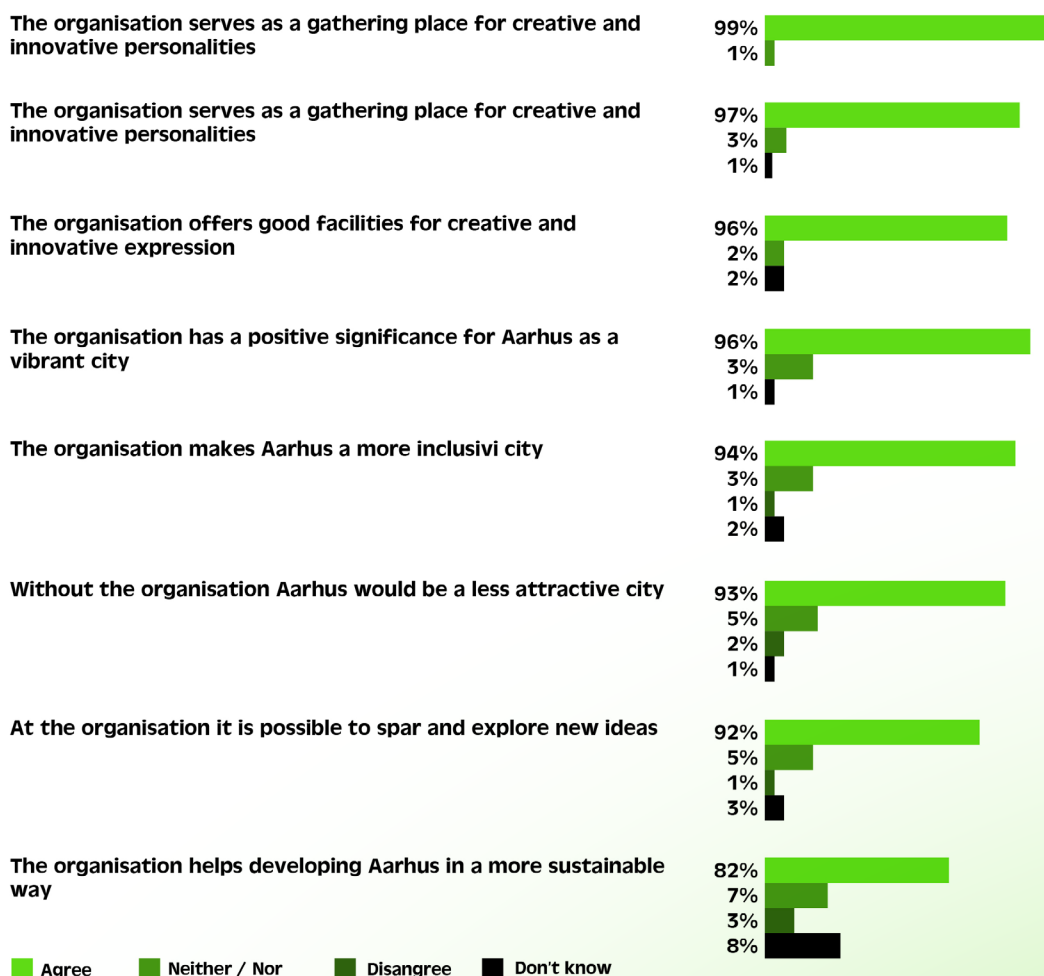
The interviews followed up on this by asking all interviewees the open-ended question "What do you think of Aarhus as a city?" and "What do you think is the role of FLUKHX in cultural dynamics of Aarhus?"

Results

Both the survey and interviews indicate great positivity regarding the organisations' brand and the view on their influence on the culture in Aarhus Municipality.

The figure below shows the results from 195 respondents having answered the questions about the identity and branding of Aarhus and FLUKHX organisations.

Perspectives on the identity and cultural dynamics of Aarhus and FLUKHX



Note. The response option 'Agree' represents the total proportion of respondents who declare themselves 'Agree' and 'Strongly Agree' with the statements. Similarly, the response option 'Disagree' consists of the total proportion of respondents who have answered 'Disagree' or 'Strongly Disagree' to the statements. The respondents have been asked "On a scale from 1 to 5, where 1 is 'Strongly disagree' and 5 is 'Strongly agree', how much do you agree with the following statements about the organisation?"

6. Perspectives on the identity and cultural dynamics of Aarhus and FLUKHX

A large proportion of respondents agree that the three member organisations act as a central point for creative and innovative personalities, that they offer good facilities for creative and innovative expression, and that the organisations provide opportunities to collaborate and explore new ideas. For all statements, more than 90% of respondents marked themselves as 'Agree' or 'Strongly Agree'. This indicates that the organisations' brand is highly regarded. This trend applies to all three organisations, making the brand assessment useful for both FLUKHX as a collective entity and the individual organisations.

Regarding the view on the organisations' influence on the identity and brand of Aarhus, the questionnaire responses are also positive. Here, the majority of respondents again 'Agree' or 'Strongly Agree' with the statements concerning the organisations' significance for Aarhus municipality. Likewise, it is assessed that the organisations make Aarhus a more inclusive and vibrant city.

93% of respondents agree with the statement that Aarhus would be a less attractive city in the absence of their membership organisation. Finally, 82% agree with the statement that the organisations contribute to developing Aarhus in a more sustainable way.

Thus, there is broad agreement that the three member organisations contribute to creating a positive impression of Aarhus, and that the organisations in FLUKHX help make Aarhus a more lively and attractive city to live in.

The interviews offered an even richer insight into members' perceptions of identity and cultural dynamics of Aarhus, particularly in relation to FLUKHX. These are some of the recurring themes that emerged in the interviews, when respondents were asked about their thoughts of Aarhus and the role of FLUKHX in the cultural landscape of Aarhus:

- accessibility and inclusivity of cultural spaces: many respondents emphasise the importance of having accessible and inclusive cultural spaces that allow for creative expression and community engagement. FLUKHX organisations are mentioned as key players in making the city more accessible to diverse groups and facilitating entry into cultural production and participation.
- alternative to commercialization and homogenization: several interviewees express concern over the growing commercialization and homogenization of urban spaces, not just in Aarhus but across European cities. FLUKHX organisations are seen as crucial in providing alternatives to this trend, being spaces that prioritise community and creativity over profit, and that focus on creating exciting public neighbourhoods in the context of increasingly privatised urban landscapes.
- empowerment and creative expression: members highlight the empowering effect of FLUKHX organisations on individuals, particularly artists, creatives, and young people. This empowerment is seen as crucial for nurturing the city's creative scene, providing a platform for experimentation, and supporting the growth of subcultures and grassroots initiatives.
- community and connection: the importance of FLUKHX organisations in fostering community and connection is a recurring theme across all key areas of investigation in this study, and comes up again in questions about Aarhus as a city and the role of FLUKHX in it. It is stressed by several interviewees that by offering venues for collaboration and social interaction, FLUKHX contributes to a more connected and vibrant city, counteracting the isolating effects of a competitive, capitalist society.

Here are some quotes to illustrate the points above:

As we see, a lot of European cities are all growing to look more and more like each other. We see even that it's the same developers that are building across the whole world or especially in Europe. X gives something else to the city. Even though there's areas like this other places around Europe, this is made especially by the people who are here. It gives a place to breathe in a city that is growing more and more urban. And cultivating public space in a world that is being more and more privatised. If it wasn't for X, I wouldn't have stayed in Aarhus, I wouldn't have had enough offers to me as a person who is curious about the world, seeks for a thriving cultural scene and a base to be active in projects.

/member of X/

Without FLUKHX this city would be a dystopian futuristic capitalist hellscape. That's what happens if you remove places where you can just hang out and places that are not made to make money as their primary purpose. Because capitalism in its essence is extremely competitive. Which means that if you remove culture, and collaborative platforms and communities, you are left with a society with less empathy, solidarity and more individualism, which we already see happening.

/member of UKH/

In the last 50 years, we have assumed that people want less of the countryside lifestyle, and more of the urban lifestyle where a lot of your needs are mediated by services, and a lot of your interactions are mediated by money. I feel like now we're seeing, especially among young families, that they actually don't like living in the city that much anymore. But instead of falling into melancholy and talking about the past, we need to ask what kind of cities will be needed for the future. The assumption of the current megalomania of building is that we want this as a citizen, but not all of us want to live in the city on these terms. Some of us would like to find something in between the old countryside lifestyle of breaking your back in hard labour and this current lifestyle of soon not being able to see the sky anymore. And FLUKHX already shows these different ways. That people can be entertained, and learn and hang out also in other ways. If these places did not exist, for me the reality would become more dystopic. Because essentially, what you get then is that you only have the things that come with your role. I'm a student, I'm an employee in a corporation or a freelancer working online. But the natural creativity of being human would dissipate. If you kill the growth layer you would kill the heart of the community.

/member of FL/

The importance of these three places is to create different kinds of culture. Aarhus is in general a very cultural city. But I think, as a town it really focuses on places like Aros or KON, the finer cultural aspects of the city. And that's great, I enjoy it very much. But culture is not just Aros or all the other a bit more elitist cultural institutions, because that's not always attainable for young people. So I think it's really important for Aarhus who praises itself as being a youth city to actually invest in youth, support subcultures. Not just in words but also funding, so the city actually continues to be great place for young people to live. I just hope that they see that in the municipality.

/member of UKH/

I think it can be really really desperate if you don't have Institut for X or Frontloberne or UKH. I was never part of the whole university system. I think there's a lot of life there but if you're not part of that then I am not sure what to do here. But luckily we do have these places. And I think this is what makes Aarhus different from other cities, also different from Copenhagen

/member of X/

Conclusion

Both survey responses and narratives from the interviews emphasise the significant role of FLUKHX organisations in enriching the cultural identity and dynamics of Aarhus. FLUKHX organisations are recognized not just as venues for artistic endeavours but as key contributors to the Aarhus' brand as a vibrant and innovative city. Members show a deep appreciation for the collaborative, creative, and community-focused atmosphere fostered by FLUKHX and note FLUKHX's crucial impact on making Aarhus a more attractive and inclusive city for them to live in. Members also mention the importance of FLUKHX in counteracting the commercialization and homogenization of urban spaces and advocating for urban development that values community, creativity, and public engagement.

FLUKHX organisations are viewed as models for urban development approaches that consider a broader societal well-being and embrace variety of culture as an intrinsic value of vibrant cities.

Appendix 1

Detailed

Information on

the Data basis

The survey respondents are relatively evenly distributed in terms of gender identity. In total, 80 respondents identified themselves as men, 96 as women, and 10 as non-binary. 10 respondents did not wish to answer the question regarding their gender identity. From the 10 interviewees, 2 respondents identified themselves as men, 7 as women and 1 as non-binary.

The age distribution is centred around the age group of 25 to 29 years, which constitutes 43% of the survey's respondents. Survey also showed a high representation of individuals aged 30 to 34, and these two age groups together make up two-thirds of the total number of respondents. The average age of respondents is 29.5 years. Among the 10 interviewees 1 respondent is under the age of 20, 6 in their twenties, 3 above 30.

It is also worth noting the distribution of respondents in relation to the type of affiliation they have with FLUKHX. The majority of respondents (42%) are users of their membership organisation. There are 23 business owners and 18 association owners or representatives who have answered the questionnaire. Together, business owners and association owners/representatives make up about 20% of the total number of respondents. Given that the total number of business and association owners in the population is likely significantly lower than the number of members and users, it appears that there is still a decent proportion of respondents to the questionnaire. The rest of the respondents are distributed as follows: 10% are members of associations affiliated with one of the organisations, 8% work at one of the organisations, 5% are volunteers in businesses or associations affiliated with one of the three organisations, 4% describe themselves as loosely affiliated with one of the organisations, and 3% are volunteers in one of the organisations. Additionally, there are 8% who have noted a different type of affiliation, and the majority of these are former employees of one of the organisations.

Among the 10 interviewees, 3 are team members, each from one of FLUKHX organisations, 3 are association representatives/owners, 2 are business owners and 2 are merely users.

Approximately 85% of survey respondents and all of the interviewees reside in Aarhus Municipality. This is expected, given the organisations' central location and young target audience.

Institut For X



Frontløberne



UKH



**Read more about us
and our projects at:
www.flukhx.dk**

Take back the city.

