



western artists mentorship program

Western Artists Mentorship Program 2023 Guidelines

Maribyrnong City Council acknowledges that we reside, work and create on the lands of the Kulin Nation, the Traditional Owners of this land. We celebrate the world's oldest living culture and recognise their creativity, beliefs and relationship with the land. We pay our deep respects to Elders past, present and emerging and to all Aboriginal and Torres Strait people.

Program Objectives

The City of Maribyrnong's [Arts and Culture Strategy 2018-2023](#) acknowledges that the arts enable individuals and communities to engage on multiple levels, with differing skill sets and experiences, and seeks to actively remove physical, social and other barriers to arts practice and participation.

The **Western Artists Mentorship Program** aims to enhance the skills and experience of First Nations artists, Culturally and Linguistically Diverse artists, and artists who are D/deaf or Disabled, and create pathways to sustain the professional practice of participants.

Mentoring can create an informed, flexible and culturally appropriate environment to share knowledge. It provides benefits for participants including the capacity and confidence to pursue their goals with dedicated support; provides new perspectives to mentors; and enhances networking relationships and connections for all participants partaking in the program.

By providing a mentoring opportunity, Council seeks to support individual artists' creative practice and career pathways while actively supporting stronger access and inclusion for artists of diverse backgrounds in Maribyrnong.

About the Program

In 2023, the **Western Artists Mentorship Program** will offer **five (5) independent artists** with the unique opportunity to work one-on-one with a Mentor on a project of their choice to build their knowledge, skills and professional networks. The Mentorship Program is to be undertaken any time during **1 July 2023 – 30 June 2024**.

Participation in this program is specifically to support the careers of artists who identify as First Nations, Culturally and Linguistically Diverse, and/or D/deaf or disabled and is open to emerging, mid-career and established artists in all disciplines.

During the **Western Artists Mentorship Program**, artists propose a specific project to work on with your mentor. Artists will be empowered to define their own project scope, by presenting a personalised budget and timeline outlining professional development and mentorship activities that will help them boost their skillset or build capacity.

They will be paired with a **mentor of their choice** to assist during the lifecycle of this program. Applications require written confirmation that the mentor is willing to participate in the Western Artists Mentorship Program with them, if the applicant is successful. Peer-to-peer mentorship relationships will be considered with an outline of this proposal and any restructure to the

artist/mentor fee that might be requested. Mentors with a strong connection to Melbourne's West are encouraged.

Mentorship Artists are encouraged to share any outcomes from this program at the conclusion of the mentorship – this may be a formal outcome such as a performance or exhibition but could also be an informal outcome such as a reading, concept presentation to industry peers or work-in-progress showing. The mentorship outcome (formal or informal) is to be undertaken in the City of Maribyrnong and can be presented in person or online.

To support the Western Artists Mentorship Program Arts and Culture will:

- Provide a stipend to the **Mentorship Artist** of up to \$5,000 (excluding GST) towards pursuing a self-defined goal within their arts practice with the support of a mentor. This is intended to cover artist fees, a contribution to materials and can be leveraged to apply for other sources of funding. Using MEAA or NAVA award rates as a guide, Artists can shape their own timetable during this period from 4 weeks full-time to up to 3 months part-time.
- Provide a stipend to the **Mentorship Mentor** \$2,500 (excluding GST) towards their mentorship of the artist, with milestones for this mentorship to be outlined in the application process;
- Provide in-kind access to the Bluestone Church Arts Space for up to 2 weeks or ArtsBox (subject to availability) or connect the artist to other spaces such as libraries or community centres if more appropriate;
- Cover the cost of hire fees for technical equipment in the Bluestone Church Arts Space;
- Provide marketing to promote the project through our channels, and provide producer advice as required.
- Provide an Introduction and Welcome Session for the Artists at the commencement of the program, to meet others participating and answer common questions.

Key Dates

Proposals OPEN	Monday 3 April 2023
Proposals CLOSE	11:59pm, Sunday 21 May 2023
Final decisions advised	Week of 29 May 2023
Contracting and payment of artists	Completed by 16 June 2023
Introduction and Welcome Session	Week of 3 July 2023
Mentorship	Undertaken within 1 July 2023 – 30 June 2024

Who Can Apply?

Applications are invited from:

- Aboriginal and Torres Strait Islander individual creative practitioners who live, work, study or have deep connections to the City of Maribyrnong working in any art form.
- Individual creative practitioners who live with a disability who live, work, study or have a deep connection to the City of Maribyrnong working in any art form.
- Individual culturally and linguistically diverse creative practitioners (including First Nations from other places) who live, work, study or have deep connections to the City of Maribyrnong working in any art form.

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Eligibility

- **Participation in this program is specifically to support the careers of artists who identify as First Nations, Culturally and Linguistically Diverse, and/or D/deaf or disabled.**
- The Artist applicant must have a project or focused goal to work on during the period of **1 July 2023 – 30 June 2024** and a proposal for a mentorship program to support the development of the project.
- All applicants must have acquitted any previous Council grants.
- Any activities performed as part of the program (such as readings, talks, performances, etc) must be covered by public liability insurance to the value of no less than \$10 million. Please contact Maribyrnong Arts and Culture to discuss insurance if this brings up any concerns.
- If achieving the goal involves children or young people, artists must have valid Working with Children Checks.
- Artists are encouraged to use MEAA or NAVA rates for Mentor and Mentee wages and have Workcover and superannuation. Please contact Council if you require additional information about these rates and entitlements.
- Applicants are encouraged to consider accessibility for artists and audiences for any formal or informal outcomes, and are welcome to discuss this with the Arts and Culture team.
- Applicants must be aged 18 years or over.

Ineligible applicants

- Goals or projects that are part of a course of study or assessment;
- Arts, cultural or heritage organisations funded through Council's Triennial Arts Partners or Festival funding (auspicing of individual applicants is acceptable);
- Ongoing staff salaries or core administration costs not specific to achieving the goals of the mentorship;
- Competitions, prizes, award exhibitions or fundraising events;
- Applications to fund projects/activities retrospectively; or
- Building, capital works¹ or facility maintenance or equipment.

Assessment Process and Selection Criteria

Applications will be assessed by a peer panel comprising professional artists from the program's priority areas, and staff from Arts and Culture Maribyrnong who support and promote the program. Should a panel member be part of, or associated with, an application, they will exclude themselves from discussion of that project. The panel will prioritise proposals that rate highly across the following criteria:

1. Clearly defined project in any artform;
2. Clear aims and objectives for skills, artistic practice or career pathways to be gained from the mentorship;
3. Demonstrated record of artistic or cultural practice;
4. Project management - demonstrated skills, budget and relationships (if applicable);
5. Meets at least one of the listed program objectives: to enhance the skills and experience of First Nations artists, Culturally and Linguistically Diverse artists, and artists who are D/deaf or Disabled, and create pathways to sustain the professional practice of participants.

¹ Capital works are defined as projects undertaken to create a new permanent asset or space, or to permanently change the use, function or layout of an existing asset or space

How to Apply

Please complete the online form via Smartygrants by **11:59pm, Sunday 21 May 2023**.

To discuss your potential mentorship or any questions, **or if you would like to submit your application in an alternative format**, please contact Maribyrnong Arts & Culture, via (03) 9688 0200 or email arts@maribyrnong.vic.gov.au

Useful Links

- NDIS Temporary Transformation Payment (TTP): [Pricing | Arts Access Victoria](#) and link to broader NDIS pricing [Price guides and pricing | NDIS](#)
- Information about auspicing on the [Arts Law Centre of Australia website](#)
- See [this ArtsHub article](#) for some useful information about artist insurance, and suggested providers
- Find out more and apply for a Working with Children Check online [here](#)
- MEAA – Equity Minimums 2023 [here](#), Freelance Charge-out Rates [here](#)
- NAVA – Schedule of Fees for Practitioners [here](#)
- Find out more and register for Workcover [here](#)
- More information about superannuation on the Arts Law Centre of Australia website [here](#)