

Item No.	Classification: Open	Date: 24 March 2022	Meeting Name: Cabinet Member for Equalities, Neighbourhoods & Leisure
Report title:		I create...Southwark Stands Together Black, Asian and minority ethnic Artists Grants Awards	
Ward(s) or groups affected:		All	
From:		Head of Culture	

RECOMMENDATION

1. That the Cabinet Member for Equalities, Neighbourhoods and Leisure approve the I Create... artists' research and development grant awards detailed in this report for 2022-23.

BACKGROUND INFORMATION

2. The Southwark Stands Together programme includes a number of recommendations for Culture and a performance target in the Borough Plan to: *“Offer support to Southwark-based BAME artists for the research and development stages of new product, and work with local cultural organisations such as theatres and galleries to showcase this work; and increase the amount of artist content commissioned from Black and culturally diverse artists.”*
3. This recommendation was developed following the Culture Listening Exercise held in July 2020 with representatives of the local creative sector, during which it was acknowledged that the lack of cultural and ethnic diversity in positions of artistic leadership contributes to the under-representation of Black and Asian artists, and artists from global majority communities, who are given paid opportunities to make work.
4. Participants in those sessions explained that the influential commissioning roles in arts organisations – Artistic Directors, Curators, Creative Producers and Programmers – are disproportionately filled by people from white majority communities, and that therefore the tastes, perspectives and worldviews of those white majority communities dominate the decision-making around what art gets made and who gets paid to make it.
5. Comments from the listening exercise articulated that these cycles of privilege have an impact on audiences: on what art they have opportunities to engage with and be inspired by, and on what grounds and by whom they are invited to see, share in and create art themselves.

6. There was frustration around the homogenous identities of cultural gatekeepers too often leading to a 'saviour' complex around diversity: of white-led institutions 'doing culture to' others, rather than acknowledging that their culture already exists and giving that a voice. Visible and deeply-threaded representation of artists and art forms was felt to be key to audiences and residents feeling like art and creativity is for and by them.
 7. The I Create... grants have been designed to break this cycle and to encourage the professional commissioning of a greater diversity of artists in the borough, acknowledging the highly visible and symbolic role culture has to play in shaping a fairer society.
 8. The I Create... programme is aimed at artists with specific creative ideas that are ready for development and who would benefit from a period of focused mentoring in order to progress their practice.
 9. The grant programme focuses around the following disciplines:
 - Dance*
 - Film and Video
 - Music*
 - Public Art
 - Theatre
 - Visual Arts
- *Any genre, but must include a classical element for music / an element of classical ballet technique for dance.
10. Artists were invited to apply for a grant of £6,000, to be spent on the research and development of a creative idea between May and November 2022.
 11. In addition to the grant funding, artists will be paired with a creative mentor from a Southwark-based partner organisation specialising in the artist's chosen discipline. Mentors will be senior members of the artistic or commissioning staff at each partner organisation.
 12. They will offer six to 12 months of bespoke support to the artists throughout the research and development process, as well as offering practical advice around career development and sustainability.
 13. Artists will also be offered two showcasing opportunities at the end of their period of research and development: one with their paired partner organisation and one as part of a group showcasing event with all participating artists in late 2022 / early 2023, to which curators, artistic directors and commissioners from around the borough will be invited.
 14. Partner organisations, where the creative mentors are based, are as follows:

- Dance: Central School of Ballet
 - Film and Video: Film and Video Umbrella
 - Music: The Philharmonia
 - Public Art: Dulwich Picture Gallery with Bold Tendencies
 - Theatre: Theatre Peckham
 - Visual Arts: Tate Modern
15. All partner organisations have signed up to the council's Southwark Stands Together pledges.

KEY ISSUES FOR CONSIDERATION

Selection Process

16. Further to the publication of the call-out for applications on 17 January 2022, details of the available funding were publicised via a Southwark Creates newsflash e-bulletin (circulation list 3,700pp), promoted via the council's online and social channels, shared through community networks, including via council departments, libraries, TRAs and Community Southwark, and featured on Colourful Radio (based in The Africa Centre).
17. Applicant workshops were held during the day on Monday 24 January 2022 and in the evening on Wednesday 26 January 2022, attended by 22 prospective applicants. 15 one-to-one applicant advice sessions were conducted by Culture team officers. The application deadline was Monday 7 February, 9am.
18. 63 applications were received, five of which were ineligible as they were either incomplete or did not meet the core eligibility requirements of being based in Southwark and of being from Black, Asian and Minority Ethnic backgrounds. Eligible applications comprised 4 for the Dance discipline, 12 for Film & Video, 5 for Music, 6 for Public Art, 8 for Theatre, and 23 for Visual Arts.
19. The 58 eligible applications were reviewed and scored by six different selection panels, one for each of the six artform disciplines. The majority of all panel members were from Black, Asian and minority ethnic backgrounds. The panels comprised:
- The Creative Mentor from the relevant Partner Organisation(s)
 - A Southwark Council culture officer
 - A creative sector professional with expertise in the relevant discipline
 - A community representative from the borough
 - A youth board member from a Southwark arts organization.
20. 20 artists were shortlisted for interview by the selection panels. 3 artists were interviewed in each discipline, with the exception of Visual Arts.

Given the number of applications received for the Visual Arts discipline, 5 artists were interviewed in this category.

21. The seven artists recommended for funding are detailed in paragraphs 27 - 28 below.
22. Feedback will be provided to all shortlisted applicants on request.

Eligibility Criteria

23. The eligibility criteria for this grant fund were as follows:

- Black, Asian and Minority Ethnic Artists
- over 18 years of age
- live, or base their creative practice, in Southwark
- have been operating as a professional artist outside of formal education for at least 1 year
- have not previously had a major commission from a Southwark cultural organisation
- have a specific creative idea they wish to explore before November 2022 in one of the 6 supported disciplines: Dance*, Film and Video, Music*, Public Art**, Theatre, or Visual Arts
- are willing to participate in the mentoring and showcasing elements of the programme
- have a bank account in their name.

* Any genre - must include a classical element for music / an element of classical ballet technique for dance.

** Public art is art that is in public spaces and is for everyone to see. It is often commissioned by councils or other public organisations. The art is often designed for a specific site, such as a town square, the wall of a building, or a park. Monuments, murals and sculptures are common forms of public art. Public art can also be temporary, for example dance, theatre, poetry, or poster artwork.

24. The grant programme was not open to organisations and individuals were not eligible to apply on behalf of an organisation. Only one application per individual was allowed. It was also made clear that the I Create.... Programme could not fund:

- Activities that have already taken place
- Goods or services that have already been bought or ordered
- The costs of statutory education, further education or higher education (undergraduate or postgraduate); any activities directly linked to a formal courses of study; activities which contribute towards course assessment, tuition fees or course living costs.

Selection criteria

25. The selection panel considered applications based on the following:
- The quality of the artist's current practice
 - The quality of the proposed idea and the idea's prospects for future commissioning
 - The feasibility of the proposal, including how achievable it is within the available budget, and how well considered or planned the process is
 - The potential impact of the grant on the artist's professional practice and career
 - The potential impact of the grant on the artist's connection to Southwark and Southwark cultural organisations.
26. Shortlisted artists were invited to interview during the week of 28th February 2022.

Grant Funding Proposals

27. The following artists have each been recommended for a funding award of £6,000 per artist by the selection panel:

Discipline	Artist Name	Connection to Southwark	Mentoring Organisation
Dance	Oluwaseun Olayiwola	Borough Resident	Central School of Ballet
Film & Video	Hope Strickland	Borough Resident	Film & Video Umbrella
Music	Veronica Asenso Afriyie	Borough Resident	The Philharmonia
Public Art	Chinelo L. Njaka	Borough Resident	Dulwich Picture Gallery with Bold Tendencies
Theatre	Sergio Maggiolo	Borough Resident	Theatre Peckham
Visual Arts	Daniel Oduntan	Born and raised in Southwark; practice based in Livesey Exchange	Tate Modern
	Amaal Said	Borough Resident	Tate Modern

28. A summary description of each artist's background and the project they will develop is as follows:

Oluwaseun Olayiwola (Dance discipline) is a Nigerian-American dancer, choreographer, poet and critic. Using dance techniques that include ballet, contemporary / modern, afro-forms and house, Oluwaseun will develop a dance piece for three male dancers that interrogates the ideas of the 'male gaze' and masculinity.

Hope Strickland (Film & Video discipline) is a visual anthropologist, artist filmmaker and researcher with British-Jamaican heritage. Using a variety of filmmaking methods, including 16mm film and animation, Hope will research local archives and collaborate with community groups to explore human-animal relations and the effects of early modern Science and Victorian city-planning on our engagement with the natural world.

Veronica Asenso Afriyie (Music discipline) creates music that is a mixture of experimental, electronic, avant-pop and alternative genres. Veronica will develop an EP record that explores Black-African identity through ancestral and African contemporary and classical sounds.

Chinelo L. Njaka (Public Art discipline) is an Igbo(Nigerian)-US American-British sociologist and maker-artist who will develop a temporary art exhibition on or near Rye Lane, using fabric portraiture and storytelling to highlight historical and contemporary figures from Peckham and Southwark from Black African and Black Caribbean backgrounds.

Sergio Maggiolo (Theatre discipline) is a migrant Latin American queer theatre maker who focuses on creating theatre about queerness and colonisation. Sergio will develop an autobiographical, larger-than-life, catholic cabaret about gender expression, religious dogma and the patriarchy.

Daniel Oduntan (Visual Arts discipline) is an interdisciplinary artist who works across visual arts, sound and performance media. Daniel will develop Soul Complex Unfinished, a sound and visual response to unseen and untold black creativity in Southwark that re-imagines the development, production and exhibiting of black British art.

Amaal Said is a Danish-born poet and photographer of Somali heritage who will develop an experimental film-making project about family memory, loss and connection across continents as experienced by migrants and children / families of migrants.

Policy framework implications

29. The I Create... grants are intended to directly support the three themes from *Creative Southwark*, the council's Cultural strategy:

- creative economy
- creative growth
- creative people

30. Grants awarded through the 2022/23 I Create... programme will support individual freelance artists, who were amongst those hardest hit by the economic impacts of the pandemic. This support therefore contributes to the borough's post-pandemic recovery and renewal, and the projects developed as a result of the funding are likely to contribute to wider community cohesion and well-being through an increase in cultural activity.

31. The I Create... programme directly contributes to the council's Southwark Stands Together programme, and in particular delivers against the Borough Plan commitments to:

- Strengthen our approach to equalities, embedding it further in everything we do as a council
- Celebrate and promote the rich diversity of the borough and support Black, Asian and minority ethnic artists to create and showcase new work
- Increase the quality and effectiveness of the council's engagement with Black, Asian and minority ethnic communities
- Review the council's grants to make sure they develop the best value for communities and remove barriers to equal access to funding, particularly for Black, Asian and minority ethnic groups

Community, equalities (including socio-economic) and health impacts

Community impact statement

32. This grant programme was designed following feedback from our communities received during a number of "listening exercises" which took place in summer 2020.

33. The members of the selection panels included two local community representatives and two young people involved in local arts organisations from Black, Asian and minority ethnic backgrounds to ensure diversity of thought and a local perspective were represented in the selection process. In addition, representatives of the borough-based mentoring organisations and a council officer were included on the selection panels.

Equalities (including socio-economic) impact statement

34. There is a legal duty on local authorities to promote equal opportunities, eliminate discrimination and to promote positive community relations.

35. The aim of the I Create... programme is to address the under-representation of people from Black, Asian and minority ethnic backgrounds in areas of the arts in Southwark. Southwark is a diverse borough and it is important that the commissioning opportunities available in the arts also reflect and represent that rich diversity. I Create... is therefore implementing positive action to offer creative training opportunities to people who share a protected characteristic (as defined by the Equality Act 2010) and who may experience disadvantage or barriers to participation and progression in specific areas. As a result of the principles on which the programme was designed, all grant recipients are artists from Black, Asian and minority ethnic backgrounds.

Health impact statement

36. Access to art and related activities will contribute towards improving health outcomes, not only for the artists whose projects have been funded but

also for the audiences who will experience their artistic output. This will contribute to addressing health inequalities experienced by residents from Black, Asian and minority backgrounds particularly around mental health.

37. The grants will support seven artists in making positive contributions within their local communities and beyond, fulfilling their potential, and improving their professional development and access to future commissioning opportunities which will be highly beneficial for their physical and mental health.

Climate change implications

38. The delivery of services referred to in this report has the potential, like most other service delivery activity, for carbon emissions linked to those activities (i.e. lighting, heating, transport, etc.).
39. Officers will encourage the funded artists to develop and implement sustainable approaches and to use materials that align with the council's climate emergency priorities, as outlined in the council's Climate Strategy.

Legal implications

40. Please see the concurrent report of the Director of Law and Governance.

Finance implications

41. The I Create... grant programme is primarily funded through the council's Southwark Stands Together Programme Fund budget. A total amount of £43,000 has been allocated from the SST Programme Fund budget (i.e. an ear-marked reserve) towards the costs of the I Create... grants and programme delivery.
42. £36,000 of the budget will be allocated in grant funding to six artists, representing six grants of £6,000 per person. The remaining £7,000 is allocated to paying the expert artist and community panel members for their time and contribution to the selection process, and to the end of programme showcase of the grant recipients' creative ideas. The showcase is due to take place in late 2022 or early 2023.
43. As the Visual Arts discipline was a highly competitive category, and as the Visual Arts selection panel felt equally strongly about two applicants, the Tate has offered to fund an additional artist grant for £6,000. This contribution makes the total programme budget £49,000 and enables seven grants to be provided instead of the originally envisaged six. The Tate will also provide mentoring for the additional Visual Arts grant recipient.

Consultation

44. As mentioned in paragraphs above, this grant programme is a direct outcome of feedback from our communities received during a number of “listening exercises” which took place in summer 2020.
45. In addition the selection panels included four local community representatives from diverse backgrounds as well as representatives of local arts organisations and a council officer.
46. The shortlisting and interview process were extremely involved, with extensive input from external organisations, expert artists and community representatives. In addition it has enabled the development of very positive relationships with the participating organisations and introduced officers to a wide range of artists from Black, Asian and minority ethnic backgrounds, with whom the Culture team will continue to engage as part of the council’s Cultural Recovery Plan.

SUPPLEMENTARY ADVICE FROM OTHER OFFICERS

Director of Law and Governance

47. This report seeks approval of funding allocations to the seven artists listed at paragraph 27 as part of the I Create Artists’ Research and Development mentoring programme for 2022-23, the details of which are described within paragraphs 8 to 15.
48. The report notes from paragraph 16 that the selection of the artists for whom funding is recommended has followed a transparent, robust and accessible process and that the eligibility criteria had been clearly defined when applications were invited.
49. Paragraph 35 sets out the aims and objectives of this programme, which supports the Southwark Stands Together initiative and the Council Plan, with particular focus upon under-represented sections of the community, having been informed by the feedback received from a consultation exercise that took place in the summer of 2020. The recommended funding awards are consistent with legitimate positive action which is permitted for the purpose of encouraging and enabling the involvement of those who may experience disadvantage or barriers to participation and progression in specific areas. The Public Sector Equality Duty prescribed by section 149 of the Equality Act 2010 requires the council to have due regard to the needs of individuals and groups having a protected characteristic under the Act.
50. The decision to approve the Recommendation is one which is expressly reserved to the Cabinet Member under Part 3D of the council Constitution.
51. It is recommended that the funding allocations made to the selected artists should be regulated by appropriate terms and conditions.

Strategic Director of Finance and Governance (EL21/083)

52. The report seeks the Cabinet Member for Equalities, Neighbourhoods and Leisure to approve the I Create... artists' research and development grant awards detailed in this report for 2022-23.
53. The Strategic Director of Finance and Governance notes that the costs for this recommendation will be funded from Southwark Stands Together Programme Fund (reserve) and the Tate as mentioned under the financial implications. Once the spend is incurred, reserve drawdown requests will be submitted to claim the costs.
54. Staffing, subsequent grant monitoring and any other costs connected with this proposal to be contained within existing departmental revenue budgets.

BACKGROUND DOCUMENTS

Background Papers	Held At	Contact
I Create... Equality & Needs Impact Analysis	Environment & Leisure, 160 Tooley Street	Name: Eva Gomez, Head of Culture Phone number: 0207 525 7246

APPENDICES

No.	Title
None	

AUDIT TRAIL

Cabinet Member	Cabinet Member for Equalities, Neighbourhoods & Leisure	
Lead Officer	Toni Ainge, Director of Leisure	
Report Author	Eva Gomez, Head of Culture & Michelle Walker, Culture & Events Manager	
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CONSULTATION WITH OTHER OFFICERS / DIRECTORATES / CABINET MEMBER		
Officer Title	Comments Sought	Comments Included
Director of Law and Governance	Yes	Yes
Strategic Director of Finance and Governance	Yes	Yes

List other officers here	N/A	
Cabinet Member	Yes	Yes
Date final report sent to Constitutional Team		24 March 2022