

# Visibility Bursary 2024

## Pilot Test Info for Arts Practitioners

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### **Q1. What can I do with a Visibility Bursary Award?**

The awarded applicant will be supported to do any of the following activities allowed under the award criteria:

- Further educational or training opportunities;
- Residency opportunities;
- Development opportunities outside of Cork city including other countries;
- Opportunities to facilitate a significant shift in a direction of work;
- Purchase of equipment that is critical to professional development up to 25% of the value of the full award;
- Opportunities to be professionally mentored;

If what you propose is not included in the list of options above, get in touch with [siobhan\\_clancy@corkcity.ie](mailto:siobhan_clancy@corkcity.ie) to check if the activities you have in mind would be acceptable.

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### Q2. Who can submit a proposal for a Visibility Bursary Pilot Test Award?

Your proposal will be submitted on your behalf by the arts organisation that has invited you to apply and is assisting you with administration tasks such as filling in the online form. For this pilot test, that arts organisation will be known as the 'Advocate Organisation'.

If you agree with **all** of the statements below you are eligible to apply for this pilot award:

- I live within the Cork City boundary area;
- I am over 18 years of age and have earned a portion of income from arts practice within the last 3 years;
- I am eligible because at least one of the Nine Grounds of Discrimination apply to me;
- All of the activities I propose involve professional arts practice;
- I am not a student;
- I will follow Cork City Council's Visibility Bursary Application Guidelines;
- I understand that it is optional to submit supporting material and, if I choose to do this, I will follow the instructions for this also;
- If I am awarded, I agree to use all of the award fund to cover art making or access costs and to pay a fair rate to myself and others involved in the arts activities included in my application;

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### Please note:

- Your Advocate Organisation should create an account and complete an online form available on Cork City Council's online application system called 'Submit';
- The online form should be completed in English by the Advocate Organisation;
- The online form should be submitted before the deadline at 4pm on 3<sup>rd</sup> October 2024 by your Advocate Organisation as the system automatically closes then and Cork City Council cannot accept applications after the deadline;
- Your Advocate Organisation should submit answers to all of the required questions. The online form cannot be submitted until all the required questions are completed;
- A confirmation email will be sent to the registered email belonging to the Advocate Organisation once the application is submitted;

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### **Q3. How do I know I am eligible for the Visibility Bursary Award?**

Do you feel that you have not had an equal chance to make your art based on one or more of the Nine Grounds for Discrimination identified under the Equal Status Acts 2000-2018 and listed below?

- Age (for 18+)
- Civil/marital or family status
- Dis/ability
- Gender
- Membership of Irish Traveller Community
- Race
- Religion
- Sexual orientation

If your answer is yes to the question above, then you are eligible to apply for this award.

You may also choose to let us know if any of the following grounds apply to you:

- Chronic illness or long-term health conditions;
- Neurodivergency;
- Membership of the Roma Community;
- Residence within a RAPID area in Cork city;
- Status as a refugee, asylum seeker or migrant;
- Status as a full-time carer for someone because of age, disability or illness (including mental illness);

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### **Q4. What accommodations are being made by Cork City Council to support applicants to the Visibility Bursary?**

Cork City Council typically awards bursaries up to a maximum of €5000. The higher value of the Visibility Bursary (€6000) recognises the additional costs involved with access need. Up to 75% of the total award, or €4500, may be spent on access costs such as the hire of an ISL interpreter or support worker, purchase of access equipment or software, fees to facilitate additional time, transport costs, translation etc. If you are unclear about what costs will be covered, contact

[siobhan\\_clancy@corkcity.ie](mailto:siobhan_clancy@corkcity.ie)

Cork City Council's Visibility Bursary Pilot Test also embeds access support by providing a longer than usual lead-in for application submission (in this case, 3 months instead of the usual 2). There is also a flexible deadline for completion and submission of an award report. Both of these accommodations are intended to facilitate a 'slow production' approach. Other accommodations are listed below.

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- Cork city-based arts organisations or ‘Advocate Organisations’ will assist applicants with administrative tasks such as the completion and submission of the online application form;
- Plain speak, large print, screenreader friendly, audio, soft and hard copy versions of this document are available to download from the landing page of the online form at <https://submit.link/2DZ>;
- Translations of documents into other languages may be available on request subject to available resources. Please note that all queries will be dealt with and recorded through English;
- An online meeting outlining this Pilot Test and the purpose of the Visibility Bursary has been hosted by Cork City Council Arts Office for Advocate Organisations. The recording of this event can be interpreted through Irish Sign Language on request;

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- As an alternative to written proposals, audio or video proposals are facilitated and instructions for submitting a proposal in either format is included in the application guidelines;
- There will be feedback sessions scheduled between 2024 and 2025 so that the awarded Applicant and the corresponding Advocate Organisation can appraise Cork City Council of their experience of the Visibility Bursary and discuss how any challenges encountered may be addressed. In doing so, future possible award opportunities can be developed for the benefit of all;
- The submission of a short final report by the Advocate Organisation with audio or video testimony by the awarded Applicant will also be facilitated;



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### **Q5. What should be included in an application form?**

Your Advocate Organisation will submit an application form on your behalf.

All applications must contain a proposal which is a description of how the Cork City Council Visibility Bursary would support your practice if you were to be awarded. Your Advocate Organisation will work with you on your proposal which can be submitted in writing, via audio or via video on Cork City Council's Submit platform.

You may, if you wish, include these additional optional support materials:

- **Applicant(s) C.V.**
- **Examples of Work** - a maximum of 5 examples can be uploaded as separate images. Alternatively, if some or all of your work is online, you may share a document with a maximum of 5 weblinks to online examples of work.
- **Mentorship Outline** – If you are interested in mentorship, you may include in your application information about your mentor and the activities you will do together. Please note that a mentor is not necessary to be eligible for this funding opportunity.

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### **Q6. Who decides if I will be awarded the Visibility Bursary Award?**

Your application containing your proposal will be assessed by a panel of people that decide who should receive the award based on how well the proposal fulfils the criteria outlined in Table 2. Each person invited to be on the panel will have many years experience working in the arts and also feel strongly about the importance of equality, diversity and inclusion. The panel will be facilitated by a staff member from Cork City Arts Office.

The panel will first review all of the proposals received by the application deadline. Next, they will meet and discuss the merits of the proposals. Finally, they will mark the proposals out of 100% using the marking scheme detailed in the headings of Table 2 which you will find on page 12 of this document.

- Artistic Criteria 40%
- Strategic Criteria 30%
- Operational Criteria 30%

There is only one Visibility Bursary Award available in 2024. The proposal scoring the highest marks will receive it.

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The questions in Table 2 on page 12 of this document are the kind of questions that the panel ask themselves when they are reviewing and discussing the proposals in order to decide what mark to give. You can provide your answers to these questions in your proposal to communicate the benefit of the award to your artistic practice.

Assessment of applications will take place in October 2024.  
The decision will be announced in November 2024.

A condition of the award is that the Applicant and the corresponding Advocate Organisation participate in at least two feedback sessions, one in 2024 and another in 2025. (Dates tbc with the awarded Applicant and Advocate Organisation.)  
The feedback received will help Cork City Council Arts Office to improve how we facilitate future arts funding applications for everyone's benefit in a way that supports equality, diversity and inclusion.

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**TABLE 2.**

<b>Artistic Criteria 40%</b>	<b>Strategic Criteria 30%</b>	<b>Operational Criteria 30%</b>
How well will this proposal support the Applicant to develop their art practice?	Does the Applicant fulfil the Eligibility Criteria?	How feasible is the Applicant's proposal?
How well will this proposal support the Applicant to produce more high quality artworks in the future?	How well does the Applicant's proposal meet the Award Criteria?	How well supported is the Applicant by the Advocate Organisation and anyone else named?
How well will this proposal give the Applicant access to an experience, skill or opportunity that will benefit their practice?	How well will this proposal provide the Applicant with better opportunities to make art locally, regionally, nationally and/or internationally and how well will those places benefit from the Applicant's practice?	How likely are the activities in the Applicant's proposal to commence before November 2025?
How will this proposal give the Applicant an experience or skill that they need?	How well is the Advocate Organisation meeting the Applicant's needs with regard to administration?	How well will Applicant's activities be communicated and the funder and fund acknowledged?
How well will this proposal allow the Applicant to develop?	Is equality, diversity and inclusion supported in the application process?	

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### **Q7. What happens with information I submit in my application?**

Cork City Council will make the following information in your funding application available on request:

- Name of the successful applicants
- Reasons an applicant did not qualify for grant consideration.

Cork City Council treats all information received in applications confidentially. You should be aware however that, occasionally, Cork City Council receives request for information received to be shared publicly under the Freedom of Information Act 2014. For this reason, we ask that you make us aware if any information you provide is sensitive. Cork City Council will not release sensitive information without asking your permission in advance.

If Cork City Council is not made aware that any information is sensitive, it may be released without consulting you at any time in response to a Freedom of Information Request.

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### **Q8. What is the deadline for submissions?**

The deadline for submission of applications is 4pm on Thursday 3<sup>rd</sup> October 2024.

Your Advocate Organisation is advised to submit your application as early as possible in case of any technical challenges on the day to ensure it is received on time

### **Q9. What happens if I am not awarded the Visibility Bursary Award?**

You may submit your proposal for consideration of funding at a suitable future opportunity. Cork City Council Arts Office can advise you on suitability.

If you wish, you may request feedback from the panel that will assess your application. This feedback could be useful to you in future funding applications. It will contain comments about how well the panel felt your application met the award criteria and what advice they give to you for submitting future proposals to funding opportunities of this kind.

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### **Q10. Where can I find out more about Equality, Diversity and Inclusion in the arts?**

[Arts Council of Ireland Equality, Diversity and Inclusion Policy](#)

[Arts Council of Ireland Equality, Diversity and Inclusion Toolkit](#)

### **Q11. Where can I find out more about access?**

Contact Arts and Disability Ireland for guidance

<https://adiarts.ie/>

For more tips and resources, go to

<https://www.accesstoolkit.art/>

### **Q12. I have a question not covered in this document. Who can I contact?**

Please contact Siobhán Clancy at Cork City Council Arts Office, Community Culture & Placemaking Directorate, Cork City Council, City Hall, Anglesea Street, Cork, Ireland

Tel: 086 036 0498

Email: [siobhan\\_clancy@corkcity.ie](mailto:siobhan_clancy@corkcity.ie)