

Topic	<b>How can rural artists create environments where professional fees are expected?</b>		
Date	<b>May 25, 2018</b>	Location	<b>Meteor Café Haileybury, ON</b>
Host(s)	<b>Clayton Windatt</b> , Executive Director, <a href="#">Aboriginal Curatorial Collective</a>		
Participants	<p><b>Gordon Duff</b>, Treasurer, <a href="#">Minto Arts Council</a></p> <p><b>Sandy Irvin</b>, Artistic Director, <a href="#">Folkus Concert Series</a></p> <p><b>Aengus Finnane</b>, Executive Director, <a href="#">Folk Alliance International</a></p> <p><b>Lynda Brown</b>, Co-founder/performer, <a href="#">Siginiup Qilauta/Sunsdrum</a></p> <p><b>Liz Forsberg</b>, Inspired People Strategy Lead, <a href="#">Ontario Trillium Foundation</a></p> <p><b>Maura Broadhurst</b>, Arts Service Organizations - Associate Officer, <a href="#">OAC</a></p> <p><b>Noora Sagarwala</b>, Touring and Residencies – Officer, <a href="#">Ontario Arts Council</a></p> <p><b>Patricia Fell</b>, Artistic Director, <a href="#">Windsor Feminist Theatre</a> / Lollipop Guild</p> <p><b>David Barnard</b>, Senior Program Advisor, <a href="#">Canadian Heritage</a></p> <p><b>Linda Albright</b>, Executive Director, <a href="#">Arts Network for Children &amp; Youth</a></p> <p><b>Dominic Lafontaine</b>, Director, le Conseil des arts Temiskaming Arts Council</p> <p><b>Rebecca Ballarin</b>, Network Coordinator, <a href="#">SPARC</a></p> <p><b>Trevor Malcolm</b>, Professional Composer and Musician, Lollipop Guild</p> <p><b>Collete Broeders</b>, President/Treasurer, <a href="#">Windsor Feminist Theatre</a></p> <p><b>Teajai Travis</b>, Executive Director, <a href="#">Bloomfield House</a></p> <p><b>Lara Fournier</b>, Artist, <a href="#">Windsor Feminist Theatre</a></p> <p><b>Myra Stephen</b>, Arts Ally</p> <p><b>Jim Blake</b>, Chair, <a href="#">Dance Happens Here Haliburton</a></p> <p><b>Kevin Closs</b>, Independent Artist</p> <p><b>Heidi Langille</b>, Co-founder/performer, <a href="#">Siginiup Qilauta/Sunsdrum</a></p>		
Notetaker(s)	<p><b>Tara Windatt</b>, notetaking on behalf of <a href="#">Aboriginal Curatorial Collective</a></p> <p>With assistance from Liz Forsberg, Linda Albright, and Rebecca Ballarin</p>		
Facilitator(s)	<b>Joshua Bainbridge</b> , Artistic Director, <a href="#">Proscenium Club</a>		
Research Question	<b>How can rural artists create environments where professional fees are expected?</b>		
Perspectives and thoughts	<p>Artists are not seen as professionals</p> <ul style="list-style-type: none"> <li>• Often approached to donate work/volunteer time and skills “for the good of the community”</li> <li>• Expectation that if materials/space are provided, the artist should be happy to do the work and/or doesn’t need compensation (e.g. murals)</li> <li>• Volunteering devalues the artist’s time and effort and undermines others trying to make a living off of their craft</li> <li>• Being an artist not considered a job unless the artist pushes for</li> </ul>		

	<p>themselves to be seen in that context</p> <ul style="list-style-type: none"> <li>Arts education undervalued despite the high amount of skill transference and time and effort spent developing and honing skills</li> </ul> <p>All artists and cultural workers need to be paid</p> <ul style="list-style-type: none"> <li>Minimum fees need to be included in funding applications (i.e. should be an expectation of paying artists from the beginning)</li> <li>Once artists have been paid they can decide to reinvest/donate money back if they want</li> <li>Arts communities should boycott groups that abuse artists</li> <li>Support staff and administrators also need to be paid</li> </ul> <p>Barriers to artists being paid appropriately in rural communities</p> <ul style="list-style-type: none"> <li>Current minimum fee schedules don't address regional needs/constraints</li> <li>Some municipalities provide little to no support for the arts</li> <li>Much fewer full-time cultural workers</li> <li>Attitude of "Well if you won't do it for this price, I'll find someone who will."</li> <li>Emerging artists and arts administrators happy to get any work/willing to work for less to build career</li> <li>Artists don't see themselves as professionals and/or are reticent to ask for payment</li> <li>People happy to pay for finished product/performance but don't understand everything that goes into the creation process (training, practice, materials and equipment, mental/emotional effort etc.)</li> </ul> <p>Possible solutions</p> <ul style="list-style-type: none"> <li>Establish a minimum wage for artists and/or revise fee schedules</li> <li>Increase awareness/advocacy efforts</li> <li>Convert artists to professionalism</li> <li>Include business acumen as part of post-secondary arts education (e.g. setting expectations, pricing work/labour, negotiating contracts, etc.)</li> <li>Increase support for peer mentorship/apprenticeships</li> <li>Participate in municipal cultural planning</li> <li>Establishing minimum investment in the arts from municipal budgets</li> </ul>
What research would be useful?	<ul style="list-style-type: none"> <li>Logistics of establishing a minimum wage for artists and/or revising current fee schedules</li> <li>Approaches to educating municipalities/advocating for the arts</li> <li>Better definition of Cultural Workers so monitoring can happen and statistical data can be compiled</li> <li>How do we better leverage corporate and public funding in the arts?</li> <li>Ways to help artists see and present themselves as professionals</li> </ul>
Whose voices are missing around the	<ul style="list-style-type: none"> <li>Need greater diversity of voices from the arts community (francophone artists, Indigenous artists, artists of colour, youth/new generation artists, deaf and disability artists, etc.)</li> </ul>

table?	<ul style="list-style-type: none"><li>• Need to include municipal staff, members of council, cultural workers</li></ul>
Resources & Links (mentioned during discussion or shared afterwards)	<ul style="list-style-type: none"><li>• <a href="#">CARCC (CARFAC) fee schedule</a></li><li>• <a href="#">CARFAC</a> “Has the Artist Been Paid?” campaign</li><li>• <a href="#">Lollipop Guild</a> – arts association advocating for artist minimum wage</li></ul>
What else happened during and after the Gathering?	<ul style="list-style-type: none"><li>• This Gathering was held as part of the SPARC Symposium in Cobalt, and there were many other discussions throughout the symposium that touched upon similar issues.</li></ul>