

OFFICIAL



**First Nations Digital Futures - Industry
Development Pilot**
Guidelines for Host Organisations



Government of South Australia
Department of the Premier
and Cabinet

Introduction

A key priority of Arts South Australia is to 'champion Aboriginal and Torres Strait Islander arts and culture'. In February 2022, the *Aboriginal and Torres Strait Islander Arts and Culture Strategy for South Australia* (the Strategy) was launched – South Australia's first.

A cohesive and holistic approach and a comprehensive implementation plan sits alongside the Strategy to ensure the government can be timely and responsive to the changing needs of the Aboriginal and Torres Strait Islander arts and cultures sector and communities.

What is on Offer?

Arts South Australia is seeking to partner with innovative local arts and cultural organisations and/or businesses who specialise in digital and technological outputs to act as a Host Organisation to pilot an industry development program for emerging First Nations digital creatives. The opportunities to participate in the digital economy have been limiting for First Nations creatives. Guided by inclusivity and bridging existing digital divides, this industry development pilot program seeks to address this.

This pilot aims to provide significant development opportunities by connecting First Nations digital creatives with industry mentors, producers and facilitators within the realms of digital producing and production. It is designed to introduce participants to a range of creative digital experiences that develop skills and knowledge, as well as develop and diversify networks that will support future digital practice and potentially lead to employment pathways.

Successful Host Organisations are required to specialise in and be closely aligned with digital and technological innovation and outputs. This may include a diverse range of activities, including the creation and curation of digital content, storytelling through design and technology, digital programming and production and/or engaging in digital and technological research.

The successful Host Organisations will be granted \$15 000 in total to host four First Nations Participants over a period of six months for approximately one (1) day per week (or hours equivalent) with two Participants hosted at the same time on a rotational basis. With these funds the Host Organisations will manage the overall design and delivery of their proposed Industry Development pilot. Arts South Australia will assist administratively in the process to identify, engage and connect the First Nations Participants with the Host Organisations.

An Expression of Interest (EOI) for interested First Nations Participants will run concurrently with the Host Organisation EOI. Each Participant will be remunerated to support their participation in the program (noting this remuneration is in addition to the Host Organisation fee and will be administered by Arts South Australia). Once the Host Organisations are confirmed, the First Nations participants will also be confirmed to ensure the program can maximise benefits to the participants' digital aspirations.

Program Objectives & Structure

The First Nations Digital Futures - Industry Development Pilot's primary objective is to develop and enhance the capabilities and skills of emerging First Nations digital creatives. All proposals should demonstrate how their program achieves this primary objective. Specific activities may include but are not limited to the following:

- Development of skills and knowledge relating to digital technologies, tools, and platforms, and where possible how these intersect with an artistic and/or technical practice.
- Opportunities to increase and diversify professional networks to leverage career aspirations beyond the industry development program.

- Understanding of the employment opportunities that exist at the intersection of First Nations culture, digital creation and technology, across roles such as creators, technicians and/or producers.
- An introduction and understanding of collaborative models and approaches within the digital and technological landscape, and how to develop and navigate an artistic and/or technical practice within the industry.

The program delivery is expected between **June 2024 and December 2024**. Host Organisations are invited to propose an industry development program that leverages their unique skills, resources, projects and networks. The following details and requirements should be considered ahead of submitting an expression of interest:

- Host Organisations should expect to be engaged over a six-month period, for approximately 1 day per week (or hours equivalent). During this time, the Host Organisation will host a total of four participants over two rotations (each rotation at three months, two participants in each rotation).
- Therefore, a proposed program should be framed within a three-month period.
- For insurance and engagement purposes, engagement between Host Organisations and Participants will align to that of work experience (rather than employee-employer)
- Two First Nations participants will be placed together within each of the Host Organisations simultaneously to provide a buddy system and to support cultural safety.
- Program design should facilitate two (2) to three (3) clear milestones between the Host Organisation and the Participants to facilitate necessary monitoring and progress to maximise outcomes.
- The design including content, focus area etc. can be directed entirely by the Host Organisation. For example, Host Organisations may wish to leverage a current and/or future program, project, collaboration and/or exhibition. As outlined in the primary objective, the design and content should demonstrate how it achieves the program objectives.

Requirements of Host Organisation

The Host Organisation will:

- have the capacity to accommodate two participants simultaneously, the capacity to accommodate a potential First Nations Mentor periodically, and demonstrated commitment to the intent of the Industry Development pilot
- provide the necessary and appropriate induction, orientation and supervision
- provide a safe and productive work environment and where required negotiate any specific terms and conditions with Participants relating to access, intellectual property etc. prior to the commencement of the placements
- manage and deliver their proposed program within budget and timeframes.

Who is eligible?

Eligible Host Organisation applicants are:

- South Australian arts and cultural statutory authorities
- South Australian commercial cultural and creative businesses and organisations
- arts and cultural organisations receiving operational funding from the Government of South Australia including organisations funded under Arts South Australia's Arts Organisations Program (AOP).

Host Organisations Desirable Attributes

Host Organisation EOIs will be considered based on your ability to deliver the Industry Development pilot within the available budget to accrue maximum benefits to participating digital creatives, and evidenced through the following Desirable Attributes:

- demonstrated cultural competency, e.g., completed First Nations cultural awareness training for staff within the past 12 months (strongly suggested but not mandatory)
- demonstrated understanding of Indigenous Cultural and Intellectual Property (strongly suggested but not mandatory)
- existing First Nations artists, staff member/s within the organisation (strongly suggested but not mandatory)
- existing Reconciliation Action Plan (RAP) and/or relevant First Nations engagement policies (strongly encouraged but not mandatory)
- track record of previous experience working with First Nations staff, artists and/ or communities within the past 12 months, using examples from past projects.

How to Apply

Prior to preparing an expression of interest we strongly encourage you to discuss your submission with the Senior Project Manager of Aboriginal & Torres Strait Islander Arts via email or phone (see following page for contact details).

Eligible Host Organisations should submit their EOI through Arts South Australia's SmartyGrants. The application form includes a series of questions and an opportunity to include supporting material.

Your expression of interest will need to outline:

- Your organisation's core operations and how this would offer suitable engagement and learning opportunities for the Participants.
- Your proposed development program, including the details of the digital and technological artforms that feature, opportunities for skill development, identified collaborators (if relevant) etc. and how these will maximise outcomes, and key program milestones.
- Which staff member/s will supervise the Participants and, if relevant, detail the benefits of this supervision.
- What in-kind support your organisation can offer to add value to the development program, e.g., office space, computer, and equipment access etc, (if relevant).
- How, if given the opportunity, you could build on your proposed program to deliver a future opportunity designed to achieve significant skills and creative development outcomes for the digital creatives.

Applications for EOIs will be open for approximately three weeks.

Key Dates

Date	Application and Assessment Timeline
EOI opens	19 March 2024
EOI closes	7 April 2024
All applicants notified of outcomes	30 April 2024

For more information and to discuss your expression of interest please contact:

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Arts South Australia

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