



Selection process and notification of outcome

The three Unfixed partners believe transparency and accountability are crucially important... so here, in a nutshell, is an overview of the selection process.

The Applicants

The Unfixed 'Call for Applicants' resulted in a total of 43 applications from Deaf and disabled artists for a possible ten places. Of these 43, 19 were from Australia and 24 from England, Scotland and Wales. Applications represented a diversity of artforms with: 12 performance (including dance), 11 digital arts, 8 visual arts, 5 interdisciplinary and/or multi-arts, 4 sound and/or music and 3 writing applications received.

The Selection Panel

The selection panel comprised a representative from each of the three Unfixed partners - Vicki Sowry, Director of ANAT; Jo Verrent, Senior Producer of Unlimited; and Gaelle Mellis, Artistic Director of Access2Arts.

The Selection Process

Each panel member 'long-listed' the applications they wanted to consider at the selection meeting – they did this by reflecting on the quality of the artist's practice, their written statement engaging with the residency's themes and the applicant's track-record of, or interest in, collaborating with other artists.

The high calibre and the quantity of Unfixed applications meant there were many more great applicants than spaces available.

So, then the almost impossible job occurred with a further assessment, focusing on achieving a balance of artform practices and a diversity of artists. We're confident we achieved this, but we also know that there were many applicants who would have been successful if we'd been in a position to support more artists or a second residency; this is something we will be investigating for 2016.

Notification of Outcome

Successful applicants were notified by telephone on Monday 17 August 2015. Applicants who weren't successful at this time were notified by email on the same day. If applicants are interested, we will provide feedback by email or phone from Monday 24 August 2015.

Important note: Conflicts of Interest

Due to the relatively small size of the Deaf and disabled arts sector, both in Australia and the UK, it was inevitable that there would be applicants that created a conflict of interest situation for individual selection panel members.

Acknowledging this at the outset enabled us to implement a rigorous best-practice approach to managing these conflicts including the need to identify, record and provide transparency where such a conflict might exist.

We defined that a conflict of interest **would exist** where:

1. a panel member was named in the application;
2. an applicant had been employed by or received funds from one of the Unfixed partner organisations;
3. an applicant has a personal relationship with a selection panel member;
4. any other situation that might compromise a fair, transparent and accountable selection process from occurring.

Six such conflicts of interest were recorded and managed during the Unfixed assessment process, with the relevant selection panel member/s taking no part in the assessment of those particular applications.

17 August 2015

Vicki Sowry
Director, ANAT on behalf of the Unfixed project partners