

City of Kingston

Arts Advisory Council

Professional Development Committee

MINUTES

Tuesday, May 8, 2018 at 9:30 PM

Isabel Bader Centre for the Performing Arts, Green Room

In Attendance: Tricia Baldwin, Elizabeth Hesp, Jane Karges, Danika Lochhead, Donald Mitchell, Ashley Newton, Chantal Prud'homme, Georgina Riel, Michael Wheeler

Absent: Angela Elster, Marc Garniss, Mariah Horner, Dylan Robinson

1. **Welcome** – Danika Lochhead
2. **Review of Agenda** – Danika Lochhead
3. **Review of Past Progress** – Danika Lochhead, Jane Karges, Tricia Baldwin
 - Greg Tilson was asked to join the committee. He has declined, but he is willing to be an advisor.
 - Committee members have contributed a number of definitions of professional development from a variety of sources.
 - Tricia mentioned the language and cultural groups of English, French, Indigenous, Diverse and the sectors within the arts of new generation artists, up to 10-year artists/managers, over 10-year artists managers, volunteer, board member arts business owners.
 - Georgina Riel talked about the difficulty with nomenclature where Indigenous artists have been classified as crafts people vs. artists by society and the market, and sometimes have a self-perception of such. In reality, they are viable artists with traditions based on their ancestors, and they need the assistance to develop entrepreneurial skills and an expanded knowledge based on intellectual copyright issues to protect their artistic work and worth. As well, what will be Kingston's mechanism to have Indigenous artists stay in Kingston rather than having to go to Toronto or Ottawa to thrive as artists? A mechanism for support, mentorship and knowledge sharing needs to be set up that can help create a mental shift for Indigenous people who are professional artists. Georgina emphasized the need for outbound education and outreach by the Kingston Arts Council and City of Kingston Cultural Services.
 - Elizabeth Hesp talked about the professional and amateur gap in perception of diverse artists. There is a mental barrier of diverse peoples as not perceiving themselves as professional, and a need for conversations within their own communities about this,

and also about issues of insurance. There is a need for a resource person within the community to guide diverse artists through the process of being professional artists.

- Danika concurred with both Georgina and Elizabeth about the importance of mentorship within these communities, and the need for outbound outreach, such as the Arts & Equity project.
- Danika stated that that research has been completed on PD opportunities available to the Kingston arts community, by identifying various PD components as well as target audiences.

4. Definition of Professional Development

- The group has gathered a number of definitions for professional development, and the discussions have highlighted the importance of addressing diverse professional development needs.
- **Danika Lochhead** will develop a draft of the multi-part definition that takes into account the needs of different sectors and disciplines. She will send it to the group for feedback.
- Tricia mentioned the importance of prioritizing each of the parts to ensure that action in key areas takes place.

5. Research of Existing Best Practices – ACTION STEPS PRIOR TO JUNE MEETING

- **Tricia Baldwin**: Toronto Arts Council's professional development activities.
- **Chantal Prud'homme**: Quebec City.
- **Jane Karges**: Other cities, and professional development initiatives not just by government organizations.
- **Michael Wheeler**: Comprehensive work in professional development created by Generator, an artist/producer resource.
 - Organization Website: <http://generatorto.com>
 - Artist/Producer Wiki: <https://artistproducerresource.ca/tiki-index.php>
- **Don Mitchell**: Victoria and London, and the coordinated online resources for artists.
- **Elizabeth Hesp**: SAVAC <https://www.savac.net/> as an online resource for South Asian artists.
- **Ashley Newton**: will research Kitchener Waterloo.

- Tricia talked about possible recommendations on the creation of an online hub for professional development for Kingston, workshops, and the exposure to broader practices with one-on-one practices

6. Survey Development

- Don asked if the City of Kingston could help post and push the survey
- Danika responded that the Professional Development Committee will play an important role in disseminating and encouraging participation in the survey
- **Group Research**: Don suggested that the committee members research existing surveys on professional development in the arts
- **Danika**: will check in with Canadian Heritage on existing surveys and research on professional development.

- Chantal suggested that focus groups with specific communities might be helpful.
- Tricia responded that perhaps this could also be a recommendation in the report that focus groups within specific communities be undertaken.
- Michael wondered if separate surveys for each major group might produce more ownership and participation.
- Georgina felt that the one survey that enabled a person to identify as an artist first, and then voluntary self-identification with a specific cultural group and other identities second.
- Tricia talked of the need to explore the barriers to engaging in professional development in Kingston in the survey questions.

7. Next Steps

- Best Practice Research by individuals (listed above) prior to the June meeting.
- Research of existing professional surveys prior to the June meeting.
- Development of the survey commences at the June meeting.

8. Adjournment

- The Meeting was adjourned at 10:50 AM.