

Call for Mentors - County Arts 2023-24 Mentorship Program

The Prince Edward County Arts Council (County Arts) is thrilled to announce that we are accepting Mentor applications for our first ever Mentorship Program! 10 mentorship pairs will be selected to participate in the program. **This Call is for Mentors only**; a separate Call for Mentees will be launched in September.

Eligibility Information:

- **All professional artists aged 18+** residing in Prince Edward County are eligible to apply as a Mentor or Mentee. However, as the program is funded by the Government of Ontario through the Seniors' Community Grant Program, 60% of total Mentor and Mentee spots will be reserved for artists aged 55+.
- Mentor applicants must be **Mid-Career or Established Artists** according to the criteria set out by the Ontario Arts Council (see Application Form for definitions).
- Applications from all artists are welcomed, including theatre artists, dance artists/choreographers, musicians/composers, visual artists, photographers, and writers.
- Selected Mentors/Mentees must be or become County Arts members; you do not need to have a membership in place to apply.

Mentor Compensation

Mentors will be compensated at a rate of \$45/hour (+HST if applicable), as follows:

- All selected Mentors will receive compensation for their participation in the Mentee Selection Process (2 hours = \$90+HST)
- Mentors who are matched with a Mentee will receive compensation for their participation in team meetings (3 hours = \$135+HST)
- Mentors who are matched with a Mentee will receive compensation for 25 hours of mentorship work (25 hours = \$1125+HST)

Mentee Compensation

Each Mentee will receive a \$300 honorarium to help cover the costs of their participation in the program.

Program Overview / Timeline / Participant Responsibilities

- August-September 2023
 - Mentor selection process, Call for Mentees
- October 2023
 - Mentees selection process
 - Pairs have first meeting to discuss mentorship objectives and activities
 - Mentors attend a team meeting to share ideas/proposed approaches

- Pairs develop and sign Mentorship Agreements
- November 2023 - February 2024
 - Mentorship pairs meet over 25 hours to work towards mentorship objectives. Meetings can take place in studios, homes, virtually, or at the County Arts Lab subject to availability. Project Manager will conduct regular check-ins with all participants and provide support and advice as needed. Participants may be asked to participate in the production of a short video on the program.
- March 2024
 - Mentors/mentees participate in a Culminating Event (exhibition/performance/readings etc.) at the County Arts Lab to celebrate progress/achievements, and in Program Evaluation activities.

Mentor Selection Criteria

The ideal Mentor candidates:

- Have relevant information, experience and skills to support the career development of artists, and the ability to communicate/share these effectively in a mentorship-like context
- Have a demonstrated, sustained commitment to a professional arts practice (may include artistic production/performance, curation, theory, community engagement or activism)
- Have achieved a high level of respect/regard for their artistic production/practice
- Be passionate about supporting the career development of artists in our community
- Have previously shared practical skills, guidance, information, and contacts with other artists, or otherwise contributed to arts discourse, community, and self-empowerment for other artists

Selection Process

The design of this Mentorship Program is based on arts mentorship best practices. As mentorships are more likely to be successful when both parties feel comfortable and energized with the pairing, both Mentor and Mentee selection processes will offer mentors and mentees agency in choosing their counterparts.

A Peer Assessment Committee will review Mentor applications and select 10 mentors based on the following criteria:

- Extent to which candidates meet the Mentor criteria
- The program requirement that 60% of participants are aged 55+
- Need to reflect/represent the diversity of artistic disciplines being practiced in PEC

As per the [County Arts Self-ID Framework](#), if there is a tie in the scores of two candidates and insufficient space in the program to accept both, candidates who self-identify with an Equity Priority Group will be prioritized.

Once selected, Mentor profiles will be posted on County Arts' website, and the Call for Mentees launched. Mentees will indicate their top Mentor choices as part of their application. In early October 2023, Mentors will review applications from artists who wish to work with them, and pairs will be matched based on the degree of fit between artistic practices, the extent to which the Mentor is able to help Mentees achieve their objectives, and the program's requirements (e.g. age of participants).

Important note - Ideally, each Mentor will each be matched with one Mentee. However, to ensure maximum suitability and success, Mentorship applicants must understand that some Mentors may end up being matched with more than one Mentee, and some with none.

How to Apply and Application Deadline:

- To apply, please complete the questions and upload required documents in the [Application Form linked here](#) by **August 27th, 2023** at midnight.

Questions? If you require support navigating the application form/process or have any questions, please don't hesitate to contact Stacey Sproule, Programs Manager, at stacey@countyarts.ca.

Equity statement

Equity statement - County Arts is an equal opportunity employer, and is committed to fostering a culture of equity, diversity, and inclusivity. We value individuals who express and reflect our diverse stories, histories, communities, cultures and artistic practices. We especially encourage applications from artists who self-identify as members of equity-seeking and underrepresented groups, including people of colour, Indigenous people, LGBTQ2S+ people, and people with disabilities. Accommodations for applicants with disabilities are available upon request. Click to read our full [Inclusivity, Diversity and Equity policy](#).