



Making peer panel nominations

Guidelines for nominators

2021 nominations call to increase representation from under-represented groups on our panels and to add additional equality expertise to the panel process

Introduction

In our Equality, Human Rights and Diversity policy we commit to ensuring the inclusion of all voices and cultures that make up Ireland today. This core value underpins our call for nominations to increase representation of under-represented groups on our peer panels.

An analysis of our awards for individuals over a one year period (2020) shows low representation and success rates for people with disabilities and certain ethnic groups – in particular people from Black or Black Irish backgrounds and members of the Traveller community. Equally, an analysis of the current profile of our registered peer panellists shows under-representation in all these areas, as well as people from Asian or Asian Irish backgrounds.

We believe significant structural changes are required in the processes for recruiting panellists, moving to an Open Call recruitment campaign where potential panellists can self-identify according to a range of published criteria. It is agreed that such an action will be delivered next year to align with the availability of a new business system. In the interim this targeted action has been devised to immediately address identified gaps on our panel list.

We are seeking nominees with a range of expertise and experience across artforms, as well as nominees with expertise in the area of equality, human rights, and social

inclusion (for example, in the area of community development). To ensure the widest variety of expertise possible, we also welcome international nominations.

We are looking for nominees who:

- Are from diverse ethnic backgrounds
- Or**
- Identify as having a disability
- Or**
- Are experts in the area of equality, human rights and social inclusion

To be selected as a panellist, nominees must meet the following criteria:

- Have recognised expert knowledge and track record of their particular artforms or arts practices including contextual knowledge of artform/discipline
 - Be currently practicing
 - Have a minimum of three years relevant professional arts expertise and experience. By professional arts and expertise we mean that although they might not earn income continuously or exclusively from their arts practice, they must identify themselves and be recognised by their peers as professional practising artists
- Or**
- Have a minimum of three years relevant experience and expertise in the area of equality, human rights and social inclusion (such as community development). Ideally these individuals would also have relevant expertise in the arts but we also welcome those with a demonstrable interest in and understanding of the contemporary arts.

Young people between the ages of 18 and 24 must:

- Have three years practical experience participating in the arts (for example through membership of a youth arts group or involvement in arts activities at school).

Nominators

Nominations will be sought internally from the Arts Council executive and council members. External nominations will be also invited from resource and support organisations relevant to the purpose of this call.

Conflict of interest

You must not nominate anyone with whom you have a direct conflict of interest, for example a close personal or professional connection with a nominee such as familial relationships or partners, formal or informal business partnerships, or personal friendships. An 'interest' is either 'pecuniary' or 'non-pecuniary' in that it can be either financial or non-financial in nature.

Data protection

In compliance with GDPR legislation, nominees will be invited to complete a short form to accept the nomination and confirm the Arts Council can contact them. This is included in the invitation template provided.

Process for making nominations

1. Compile your list of nominees based on the selection criteria. To avoid duplication, please refer to the current [list of panellists](#) before choosing your nominations.
2. Contact your nominees to invite them to be part of the nomination process using the invitation template provided.
3. Nominees sign up for an ARN and online services account (if they do not already have one) and complete a short form to accept the nomination and confirm the Arts Council can contact them.
4. Send the names of your nominees to the Arts Council.
5. The Arts Council contacts the nominees inviting them to submit details about their practice.
6. Nominees submit their details to the Arts Council for review against the nomination criteria.
7. The Arts Council contacts nominees on the outcome of the process.