

# Culture and Climate Justice Embedded Artist Brief

## Summary

Creative Carbon Scotland is recruiting a creative practitioner for an Embedded Artist role. The role will focus on exploring the intersection of climate justice, culture and society, in the context of the development of a Climate Emergency and Sustainability Plan for Creative Scotland (the public body that supports the arts, screen and creative industries across Scotland).

- **Eligibility:** Open to any creative practitioner of any discipline based in Scotland
- **Time commitment and fee:** 19.5 days between September – December 2021 for a fee of £6000 (£307/day)
- **Application:** 2-question online form; Equal Opportunities monitoring form.
- **Deadline:** 8 August 2021 at 11.59pm

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# Climate emergency, Creative Scotland and the cultural sector

[Creative Carbon Scotland has been asked by Creative Scotland to develop a strategic Climate Emergency and Sustainability Plan for the organisation.](#) This plan will explore how Creative Scotland can achieve net zero greenhouse gas emissions by 2045 (in line with Scottish Government targets) and adapt to the impacts of climate change as they are experienced across Scotland. As a major funder of the arts, screen and creative industries in Scotland, this plan will also explore the role of Creative Scotland in supporting the equivalent actions of the cultural sector in its own achievement of net zero emissions and adaptation. The plan will be developed through an iterative, interactive method, working with Creative Scotland staff, partners and stakeholders in the cultural sector.

## Climate Justice

This Embedded Artist role will be part of the small team exploring the potential influencing role of culture in leading and supporting how we address our climate emergency. In particular, the Embedded Artist will focus on exploring the relationship between **climate justice** and our cultural sector.

‘Climate justice recognises humanity’s responsibility for the impacts of greenhouse gas emissions on the poorest and most vulnerable people in society by critically addressing inequality and promoting transformative approaches to address the root causes of climate change.’ *Professor Tahseen Jafry, Centre for Climate Justice, Glasgow Caledonian University*

The term ‘Climate Justice’ expresses how climate change is a social and political issue as much as a technical or environmental one. Climate change exacerbates existing inequalities. Action to address climate change can help to create a fairer society, but there is also a risk of actions discriminating or deepening inequalities. Discrimination and inequality prevent effective action to tackle climate change. In recognising climate justice, we seek to design climate solutions to overcome this challenge, whilst also tackling inequity in society.

Many of the inequities addressed through the principles of climate justice are mirrored in the barriers to participation in Culture. This Embedded Artist role will therefore connect strongly with existing equality, diversity and inclusion knowledge, experience and activities within the cultural sector.

- [Creative Carbon Scotland’s Guide to Climate Justice](#)
- [Glasgow Caledonian University Centre for Climate Justice](#)
- [Mary Robinson Foundation – Climate Justice](#)

## The opportunity

### What is an Embedded Artist?

An Embedded Artist role is not a residency, nor is it a commission. It does not seek to create a physical artistic output. Instead, an Embedded Artist uses their creative and cultural skills and approaches to address a challenging problem in a new context.

- Based on the work of the [‘Civic Artist’ Frances Whitehead in the USA](#), an Embedded Artist works within institutions and communities to bring different ways of thinking and working to bear on challenging

projects and to creatively solve systemic problems within local government and established institutions, generating new, creative perspectives when tackling concerns faced by these organisations.

- They highlight an integrated approach, ensuring that environmental and social sustainability are considered alongside economics. They facilitate wider public participation and can break down professional, departmental and disciplinary boundaries.
- The Embedded Artist is comfortable with handling complexity and contradiction, combining research and innovation with implementation, thinking laterally, and working effectively with and inspiring a wide range of audiences, from city officials to local citizens to business.

### Examples of leading embedded artist practices and approaches

[Deveron Projects](#) / [The Stove Network](#) / [Eve Mosher's HighWaterLine project](#) / [Ghent City Region embedded artist](#) / [Francis Whitehead – Slow Clean-Up Civic Experiments project](#) / [WATERSHED+](#).

### An opportunity to create change

This Embedded Artist role is an opportunity to contribute to strategic change at an important moment in our climate emergency.

- In exploring the intersection of climate justice and the cultural sector, you will be making new connections within and outwith the sector and embedding justice in our response to the climate emergency.
- In contributing to the Climate Emergency and Sustainability Plan of Creative Scotland, a Non-Departmental Public Body (NDPB), you will be shaping the future development of the organisation and its activities.
- It may also be a learning opportunity: supporting the development or deepening of your practice.

### Key activities of the Embedded Artist

The format and activities of the Embedded Artist are co-designed with the project team, based on the skills, experience and approach of the successful candidate. However, activities may include:

- **Observation, synthesis and reflection:** making use of observations, synthesizing ideas, and posing questions that might not otherwise be asked. This role can complement other roles within the wider project team, helping participants reflect on their work at different stages in the process and shaping the design of project activities.
- **Research and development:** investigating what has been done in the field of climate justice – nationally and internationally, to steer the project to the best approach and identify opportunities to embed climate justice in the cultural sector.
- **Writing and providing feedback:** contributing ideas, thoughts or constructive criticism of the Climate Emergency and Sustainability Plan as it is developed.
- **Engaging with experts and non-experts:** exploring views, conflicts and narratives which inform and progress aspects of climate justice within our wider culture.
- **Presenting results:** depending on how the Embedded Artist chooses to communicate their work, this may take the form of a written report, creative work, presentation, etc.

## Person Specification

This role is imagined for an experienced and established individual artist or cultural practitioner, working in any discipline, looking to use their creative skills to contribute to wider society. We anticipate an individual with 5 or more years of experience in the cultural sector will be most appropriate for this role. It is possible to apply to the role as a partnership or collective.

The types of skills and experience that will be beneficial for this project include:

### Experience

- **Experience of making strategic contributions to initiatives:** making connections and communicating with different 'audiences'. For example, being a Board member or Trustee of an organisation, being an active member of a union or membership organisation, contributing to grassroots initiatives or collectives;
- **Experience of working with disadvantaged or marginalised communities:** doing so may not be part of the work of this project itself, but socially engaged work with these communities would provide useful background knowledge and experience;
- **Interest and experience of working collaboratively with diverse groups and in non-arts contexts.** For example, regeneration, environmental, educational, social, healthcare, community contexts;

### Skills

- **Skilled in facilitating creative ways of thinking and working within teams and groups.**
- **Imaginative thinking** and the ability to work with complexity and varying degrees of scale.

### Knowledge

- **A strong understanding of Equalities, Diversity and Inclusion (EDI).** In particular, awareness of the concept of intersectionality, mainstreaming of EDI and overcoming barriers to participation in the cultural sector.
- **Knowledge of or demonstrable interest in climate change.** In particular, the impacts and implications on the cultural sector or the concept of climate justice.

## Dates, Fee and Support

### Project duration

This Embedded Artist role will take place between September 2021 – November 2021, in order for conclusions to contribute to the final Climate Emergency and Sustainability Plan, which will be finalised in December 2021.

### Fee

- £6000 for 19.5 days work. This fee is based on an artist with 5+ years experience in line with the Scottish Artist Union recommended rates of pay. If choosing to apply to this role as a partnership or collective, the fee will be split between the appointed practitioners according to their proposed approach.

- The Embedded Artist is expected to provide their own overheads and equipment (e.g. a laptop; internet connection). However, support is available to accommodate reasonable adjustments for the appointed candidate.
- No travel is anticipated as part of this role (with the majority of activities expected to be undertaken through digital means, in accordance with Scottish Government guidelines) but any essential travel will be supported by the project.
- As the Embedded Artist is not expected to produce an artwork as part of the project, there is no budget for materials.

## Management/Support

The Embedded Artist will be supported by the Creative Carbon Scotland project team, who are undertaking a range of activities to inform and develop the Creative Scotland Climate Emergency and Sustainability Plan. The Embedded Artist will work as part of this project team, and directly with project stakeholders or additional sources of information, depending on their particular approach to the work.

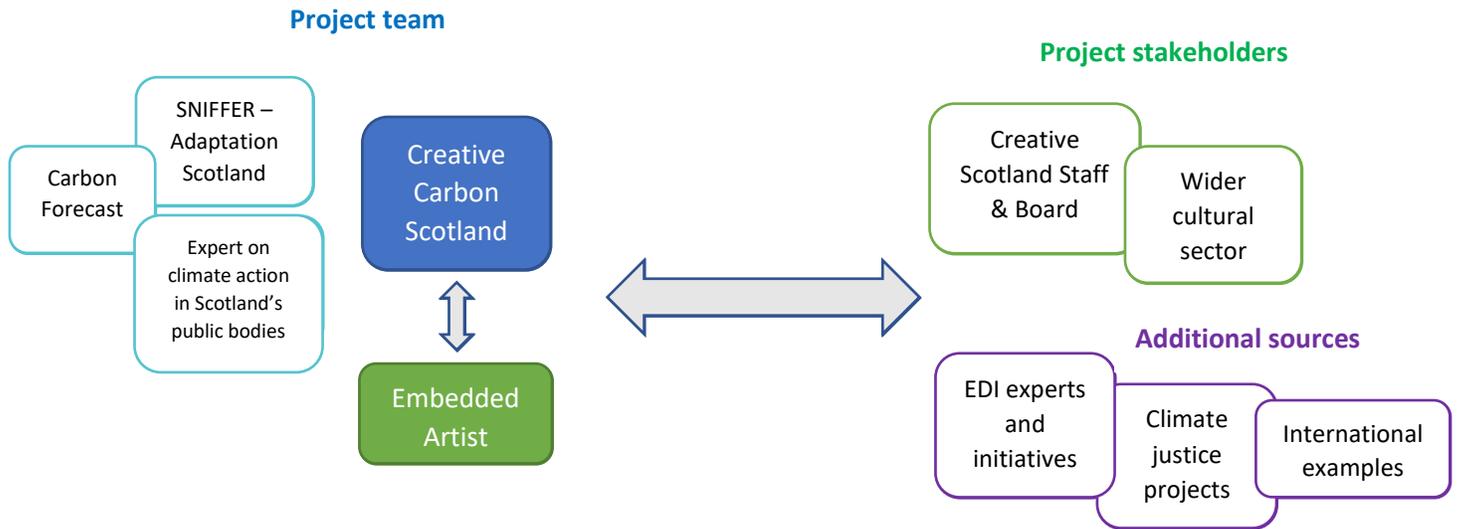


Image shows a diagram outlining the relationship between the artist and project partners and stakeholders. The embedded artist works directly with Creative Carbon Scotland, with the wider project team includes SNIFFER - Adaptation Scotland, Carbon Forecast and an expert on climate action in Scotland’s public bodies. This team then works with the project stakeholders (Creative Scotland staff and board, and the wider cultural sector) and additional sources of information or experience (EDI experts, climate justice projects, international examples).

## Application process

Applications are invited from creative practitioners based in Scotland. The deadline for applications is Sunday 8 August at 11.59pm BST. Late applications cannot be accepted. If you need support in completing your application, please get in touch to discuss this.

## Process

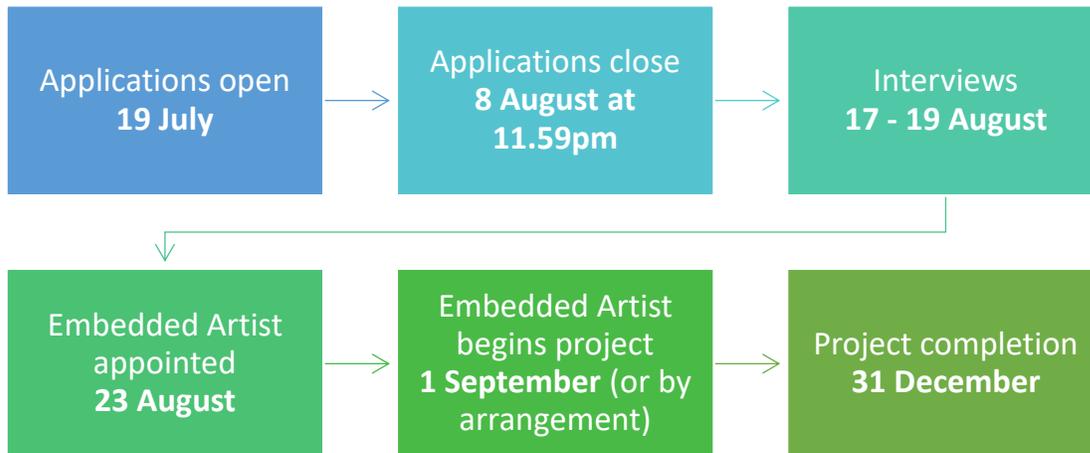


Diagram shows the recruitment timelines. Applications close on 8 August at 11.59pm and interviews will take place 17-19 August. The Embedded Artist will be appointed by 23 August, and will begin the project on 1 September (or by arrangement). The project is to be completed by 31 December 2021.

## Application

Please complete the short online application form on the Creative Carbon Scotland website. If you are not able to complete the online form, please get in touch to request a Word document version:

[catriona.patterson@creativecarbonscotland.com](mailto:catriona.patterson@creativecarbonscotland.com)

- Name, Email, Phone number
- How did you hear about this opportunity?
- Please tell us why you want this role? [300 words maximum]
- Describe how your experience and skills and knowledge relate to the person specification, giving examples of when you have applied them. [800 words maximum]
- Please confirm you have completed the Equal Opportunities Monitoring Survey <https://www.surveymonkey.co.uk/r/DXDGLBM> (this is anonymous and will not affect the outcome of your application)
- Please confirm you are based in Scotland and have the right to work in the UK without further sponsorship

## Interviews

Shortlisted candidates will be contacted by email to invite them to an interview between 17 – 19 August.

- Interviews will take place on Microsoft Teams and last around one hour.
- Interviews seek to explore the creative approach of the candidate. They will take the form of a discussion on your proposed approach, your personal experience of justice and EDI intersectionality and how it informs your approach, and answer any questions you might have.
- The interview panel will include a member of the Creative Carbon Scotland project team, and project stakeholders with expertise in the areas of EDI or climate justice.

## Equalities, Diversity & Inclusion

The focus of this role reflects our commitment to climate justice: addressing the climate emergency in a way which makes society fairer and more equitable, and which includes all parts of society in deciding this future. We recognise that a diverse and inclusive movement is critical to solving climate change and that we must ensure that those directly impacted – particularly those who have been excluded in the past – are at the centre of the movement for change. We therefore want to increase the diversity of our team to widen our range of views and experiences, and particularly encourage applications from disabled people, those who are D/deaf, Black/+ People of Colour, those from minority ethnic communities, or from a low-income background.

Creative Carbon Scotland is committed to actively promoting equality and diversity in all of our work. All applications will be anonymised during the initial shortlisting to guard against unconscious bias, and our Equal Opportunities Monitoring Survey is anonymous and completely separately from your application. [You can read our Equalities policy on the Creative Carbon Scotland website.](#)

If you need support in completing your application please get in touch with Catriona Patterson for an informal, confidential conversation: [catriona.patterson@creativecarbonscotland.com](mailto:catriona.patterson@creativecarbonscotland.com)