

Program Overview:

Learning Workshop - Guided conversational learning about ethical dilemmas in arts practice

Learning & Support Program

MCH Training Program

Mekong Cultural Hub(MCH) works with experienced practitioners from our network to offer training and learning opportunities to our community. The topics are selected based on inputs from our Fellows (for example through surveys and from post-program feedback) and from our own observations and reflections on what skills and knowledge could benefit practitioners working at the intersection of arts and society in Asia.

During 2023 we will offer three training and learning programs on different topics. They all follow the same structure; beginning with a virtual workshop (spread over 2-3 sessions) with a small group of participants, followed up with an opportunity for one-to-one consultation with the trainer/facilitator on the participant's specific issues and queries.

The training and learning topics for 2023 are Proposal Development (July 2023), Psychological First Aid (September 2023) and Ethical dilemmas in Arts Practice (Nov 2023). Please follow @mekonghub on social media to keep up to date.

1. What is an ethical dilemma?

An ethical dilemma is a situation where you need to choose a course of action, but the available options each present moral conflict, and it is difficult to decide which is the best decision for you to take. Ethical dilemmas in the arts can arise from many sources, including but not limited to: content of art works; processes of engaging between artists, audiences and communities; public promotion of work or projects; or distribution of power, responsibility, opportunities and resources. For example:

- Deciding whether to present a controversial art work
- Deciding whether to work with a particular collaborator e.g. a funder, another artist, a community stakeholder, where there are ethical concerns or power dynamics at play
- Deciding how to deal with situation of conflict of interest

2. How does this program work?

The online workshop is structured as a series of guided conversations. The discussions will cover:

- Possible frames and ways to analyze ethical dilemmas in arts practice

- An understanding of existing barriers in systems and institutions, and how these might impact you when you are dealing with an ethical dilemma
- Some creative and effective methods to mediate ethical issues
- Reference list for your future work

The participants will share and listen to each other with support of the facilitator, both all together in small groups. The facilitator and the participants will collectively create a safe space¹ during the workshop. Some actual ethical dilemmas will be discussed to enhance the understanding, the analyzing and finding more effective intermediating methods. Participants will also be required to read some short texts (including written text, video and audio) in advance of the workshop as preparation for the guided conversations they will have.

There is a one-to-one consultation session available as a follow-up for participants who fully attend the workshop and have some questions related to the topic of ethical issues in arts practice to register for a one-to-one conversation with Deirdre.

3. What are the goals of this program?

- Provide a space for individuals working in arts and culture to address and to discuss ethical dilemmas they have faced/are facing and might encounter
- Offer arts practitioners support to seek some possible frameworks or methods to deal with difficult conversations, decision-making and/or mediation on issues related to ethics in their work
- Build up networking and peer exchange across the arts and culture sector in Asia

4. Who are the target participants for this program?

This program is designed to support people working in various roles at the intersection of arts and society, including but not limited to:

- Artists
- Community arts practitioners
- Producers, curators, project coordinators
- Arts managers and administrators
- Facilitating roles e.g. artist capacity development, funding, policy and advocacy

¹ 'Safe space' we described here means the workshop would be a space where diverse opinions could be expressed and discussed while everyone feels respected, heard, and valued. To foster constructive dialogues, avoid conflicts and support learning, the facilitator will establish ground rules to avoid the prejudice or discrimination happening and encourage participation. The participants would also be invited to co-create the rules for all participants to agree and behave.

The workshop is structured as a series of guided conversations. Therefore, it is designed for participants with experiences of dealing with ethical dilemmas in their work in the arts. It is important that participants are open to open-ended conversations, keen to listen and to support each other in gaining better understanding about ethical issues.

To be eligible for this program you must:

- Be working at the intersection of arts and society on an ongoing basis
 - This could be paid or voluntary work, and could be part-time or project based, as well as full time
- Be a citizen of an Asian country
 - At least 6 places of 15 will be awarded to citizens from Cambodia, Laos, Myanmar, Taiwan, Thailand, and Vietnam
- Have enough working English to participate in conversations, including:
 - Guidance from the facilitator and read some short readings
 - Discussion with other participants
- Be available and commit to participate in all workshop sessions
 - Nov 7: 14.00pm-16.00pm (ICT time/UTC+7)
 - Nov 8: 14.00pm-18.30pm (ICT time/UTC+7)
 - Nov 9: 14.00pm-18.30pm (ICT time/UTC+7)

You will also need to:

- Have access to a quiet space and equipment to allow you to participate in the online conversational workshop
 - Please note that MCH may be able to offer financial support to help you access a quiet space if this is needed. This can be discussed if you are offered a place on the program
- Commit to participate all sessions listed in this document
- Understand and support the guidelines the facilitator designs to create a safe and effective space for all participants
- Be open for discussion and allow and support different perspectives could be expressed and heard with respect and care for all participants
- Respect confidentiality
- Freedom of expression and diversity of opinions and perspectives are encouraged

4. Why do you have a selection process for this training? What are the selection criteria?

- We would like to offer the limited places to applicants most in need and most likely to benefit from the guided conversational workshop
- We would also like to have a balanced group of participants, comprising a range of dilemmas they would like to bring in to discuss, coming from diverse cultural contexts, and facing complementary challenges and needs, so that participants can also learn from each other

The criteria that we will use to select participants for this program include:

- Adherence to the eligibility criteria
- Potential of the workshop to benefit applicants and their communities
- Ensuring that the group of participants is diverse in terms of years of experience, range of perspectives, countries of origin, artistic disciplines and professional practice – which will enhance the participants’ understanding and widen their network

5. How do I apply for this program?

- To apply for this program you need to complete the [application form](#) and submit with your CV
- You must send your form and your CV to jennifer@mekongculturalhub.org by Oct 15th 2023
- When you send your application, we will confirm that we have received it. If you have not heard from us within 3 working days of sending your application, please contact us again
- Shortly after the closing date we will review all applications for eligibility
- All applications meeting the eligibility criteria will then be reviewed according to the selection criteria listed above
- All candidates will be notified of the outcome of the selection process by Oct 20th 2023

6. What is the structure and timeline of the program?

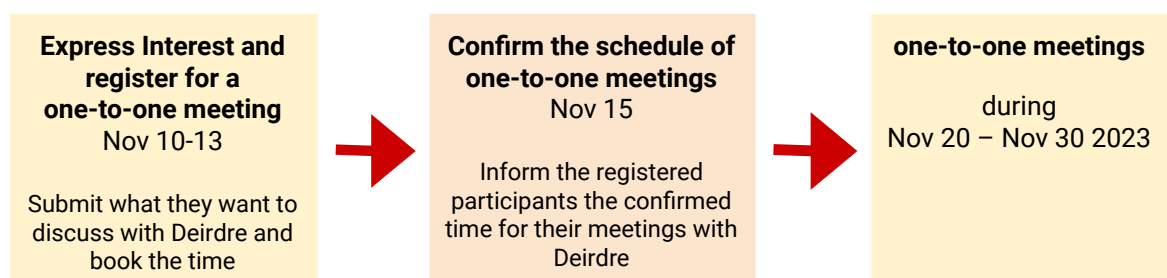
There will be two stages:

Stage 1 Learning workshop (all 15 participants)



Stage 2 - one-to-one consultation (by registration)

- After the workshop, Deirdre is able to offer those participants who have completed the stage 1 workshop a 60-minute one-to-one session, where they can seek her advice and guidance on specific questions they have related to the topic ethical issues in their arts practice
- The participants are not obligated to take the consultation session



7. Who is the Facilitator?

As mentioned above, this guided Learning Workshop will be delivered by an experienced practitioner, Deirdre Prins-Solani.

Deirdre is based in Cape Town, South Africa. She has expertise in cultural heritage and creative industries with practice focusing on capacity building for art sectors, inclusion and wellbeing. She has worked in museums, world heritage and professional capacity building in the cultural sector for more than two decades. She is a UNESCO facilitator in intangible cultural heritage (ICH or living heritage). She



serves as a committee member of the ICH subcommittee for the Association of Critical Heritage Studies. She has conducted training and policy advisory services across the African continent, the Caribbean and the Asia-Pacific. She is a closet poet, dabbler in visual arts and avid reader.

Deirdre is invited to lead the learning workshop by MCH and the workshop will be supported by Jennifer Lee, Program Manager for Fellowships & Training, and the MCH team.

Deirdre has run several workshops with Living Arts International (including MCH) on Embedding Ethical Practices throughout 2022.

8. Recap of key dates

Date	Time	Activity
Sep 26th	17.00pm ICT time	Virtual Q&A session for anyone who has questions about the program and the application process Link: https://us02web.zoom.us/meeting/register/tZ0ofuisrjopE9NYkJWhY8nvp-i0araq_iZc
Oct 15th	23.59pm ICT time	Deadline for applications
Oct 20th		Selection result notified to all applicants
Oct 24th		Selected applicants confirm their participation
Oct 25th~		Preparation: readings before the workshop
Nov 7th	14.00pm- 16.00pm ICT time	Workshop session 1: all Participants attend
Nov 8th	14.00pm-	Workshop session 1 and 2: all Participants attend

and Nov 9th	18.30pm ICT time	
Nov 10th-13rd		Open for registration for one-to-one consultation
Nov 15th		Schedule confirm
During Nov 20-30		One-to-one consultation