

Program Overview:

Learning Workshop - Guided conversational learning about Ethical Dilemmas in Arts Practice (2025)

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 2025, we are offering two training and learning programs on different topics which follow the same structure; a series of virtual workshops (spread over 4-5 weeks) with a small group of participants, including one-to-one consultation with the trainer/facilitator on the participant's specific issues and queries. We are also launching a Cultural Leaders Pod, for small group peer-learning on specific areas of leadership practice.

The training and learning topics for 2025 are Psychological First Aid (May 27-29, June 4, 11, 18, 25, 2025) and Ethical Dilemmas in Arts Practice (July 30, August 6, 13, 20, 26 2025). The first Cultural Leaders Pod will run from April-June 2025, and focus on Networking & Partnership Building. Please follow @mekonghub on social media to keep up to date.

1. How does this program work?

The program includes the following elements:

- **Orientation:**
 - The facilitator and the participants get to know each other and create group engagement guidelines which would encourage/create/enhance a safe space¹
 - Overview of program approach and activities
 - Orientation to overview of program approach, activities and how Collage will be used as a methodology for creative representation and analysis

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.

- **Weekly workshops:**

- There will be four 3-hour weekly workshops with focused topics facilitated by Deirdre and assisted by MCH staff Jennifer
- These will include: what is ethics and how to integrate ethics into arts practice, small group discussions on focused topics and case studies, the exchange of lived experiences within the group and plenary discussions supported and guided by the facilitator
- There will be an exercise or reading to be done independently between each weekly workshop and should take you an estimated 60 minutes to complete
- Participants are welcome to sign up to have one to one focused, problem orientated sessions with the facilitator between workshop 2 and workshop 4
- The final weekly workshop will include sharing an action plan from the participants about how they plan to integrate their learning from the discussions and reflections into their everyday practice

- **Collage and storytelling:**

- Using collage as a method to visually explore the participants' context, experiences, feelings and thoughts in order to deepen understanding of ethical dilemmas and possible ways of addressing them
- The facilitator will introduce collage making to the participants. The participants will independently work on building their own collages in between the weekly workshops. Facilitator's support will be available for this. Participants have the choice of producing a collage through the use of an online app of their own choosing or handmade

- **One-to-one follow-up consultation:**

- Participants who fully attended the whole workshop and have questions or ideas related to the topic of ethical issues in arts practice can register for a one-to-one conversation with the facilitator after the program

2. What kind of content will we cover?

The online learning workshop will cover:

- Approaches, frames and ways to analyze ethical dilemmas in arts practice². These will be guided by what is relevant to the selected participants and could include topics such as: pre, prior informed consent, acts of repair, restorative justice, participatory processes, copyright, ownership, ethical funding
- An understanding of existing barriers in systems and institutions
- Approaches to address the need for an effective and supportive process to guide you in working with ethical issues

² 'arts practice' may include different stages of creating artwork/ arts projects, for example, ideation stage, development stage, formulation/implementation stage, outreach to the public stage and wrap up stage...and so on. All of these are parts of the art ecosystem.

- Discussing ethical issues in arts practice using case studies
- Exploring creative and effective methods to mediate ethical issues
- Comprehensive reference list for your future work

3. What are the goals of this program?

- Provide a space for arts practitioners to address and to discuss ethical dilemmas they have faced / are facing and might encounter
- Offer arts practitioners support to seek some possible frame or methods of dealing with difficult conversations, decision-making, and mediation on issues related to ethics in their arts practice, repair previous measures, and deepen their relationships with the communities they serve and audience they want to serve
- Build up and be part of networking and peer exchange between arts practitioners in Asia

4. Who are the target participants for this program?

The target participants for this program are individual arts practitioners or individuals working in arts organizations, whose work is at the intersection of art and society, and they would like to have a series of conversations to discuss, reflect or debrief on ethical dilemmas they have faced. They could be in different roles in arts practice, for example, organizers, managers, coordinators, artists, curators, researchers, or granters in arts from Asia. They are keen to share and to listen and they are open for open-ended conversations on ethics and their arts practices.

We particularly want to support practitioners who have had experiences facing ethical dilemmas and are ready to share their experiences, including both successes, mistakes and questions, so there can be an active exchange and mutual learning between the group.

To be eligible for this program you must:

- Be an arts and cultural practitioner, whose work is at the intersection of art and society
 - Be a citizen of an Asian country (at least 6 places of 15 will be awarded to citizens of 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
 - Participate in the process and discussion with other participants
 - Be available and commit to participate in all workshop sessions
 - July 30th: 14.00pm-16.00pm (ICT time/UTC+7)
 - August 6th: 14.00pm-17.00pm (ICT time/UTC+7)
 - August 13th: 14.00pm-17.00pm (ICT time/UTC+7)
 - August 20th: 14.00pm-17.00pm (ICT time/UTC+7)
 - August 27th: 14.00pm-17.00pm (ICT time/UTC+7)
- * [Time zone converter](#) for your reference

You will also need to:

- Have access to a quiet space and equipment to allow you to focus and participate in the online weekly workshops. You will need access to a good and reliable internet connection and privacy so you can use your camera and also talk confidentially
 - 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
 - Please consider the spaces are limited so should be taken and committed seriously
 - The workshop expects full participation and absence of any participants will influence the collective learning
- Understand and support the guidelines the facilitator designs to create a safe and effective space for arts practitioners who need this
 - Participants will be required to have their cameras on, as would be the case if it were in an in-person workshop
 - Be open for discussion and support different perspectives could be expressed without disrespectful with all participants
 - Respect your own and others' personal matters and confidentiality
 - Freedom of expression and diversity of opinions and perspectives are encouraged

4. Why do you have a selection process for this workshop? 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 shortlisted applicants will be invited to a short and friendly interview
 - it will be within 30 mins
 - on July 7, 8 and 9 2025

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

- Adherence to the eligibility criteria
- Ability to recognise and engage with ethical dilemmas in their practice
- Potential of the workshop to benefit applicants and the ethical dilemmas they want to discuss
- 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](#)
- You must send the application form to jennifer@mekongculturalhub.org by **June 24th 2025** (before 23.50pm ICT time)
- 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 applicants will be notified of the outcome of the selection process by **July 15th 2025**

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

There will be two stages:

Stage 1 – Learning program (all 15 participants)

Before the workshop	Orientation	Weekly workshops
<p>During July 16-22</p> <p>Each participant will get a clear guideline of what to prepare and collect before the Orientation.</p>	<p>July 30 14:00 - 16.00pm (ICT time)</p> <p>Orientation is for all to come as a group to get to know each other and get a sense of how the group is formed. The facilitator briefs the following weekly workshops and checks on understanding and consent.</p> <p>Selected participants need to fully attend this so could continue participating in the following weekly workshops.</p>	<p>August 6th, 13th, 20th, 27th 14:00 - 17.00pm (ICT time)</p> <p>Every participant needs to participate in all weekly workshops at the time and dates listed above.</p> <p>The facilitator will assign some reading or exercise between workshops, the weekly exercise/reading is estimated to be within 60 minutes.</p> <p>There will be one to one catch up time that participants can sign up to talk to the facilitator to support their specific focus in discussing their dilemmas.</p>

Stage 2 - one-to-one follow-up consultation (by interest expressed and registered on the provided time in the two weeks after the final weekly workshop.)

- After the final weekly workshop, Deirdre is able to offer the participants who have completed the stage 1 program and would like to register for 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

Step 1 August 28-30	Step 2 September
<ul style="list-style-type: none"> Express interest and book the available time Deirdre shared Write up briefly what you'd like to discuss with Deirdre before the consultation session 	<ul style="list-style-type: none"> Will receive Zoom link Commit to come as scheduled

7. Who is the Facilitator?

As mentioned above, this guided Learning Workshop will be delivered by an experienced practitioner Deirdre Prins-Solani, she has expertise in cultural heritage and creative industries with practice focusing on capacity building for art sectors, inclusion and wellbeing.



Deirdre Prins-Solani is based in Cape Town, South Africa. She is a closet poet, dabbler in visual arts and avid reader. 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.

Deirdre is invited to lead the learning workshop by MCH and the workshop will be supported by MCH team, including Jennifer LEE, Program Manager and Frances Rudgard, Director.

Deirdre has run several workshops with Living Arts International (including MCH) on Embedding Ethical Practices throughout 2022. She also facilitated The MCH "Learning Workshop - Guided conversational learning about ethical dilemmas in arts practice" in 2023 and 2024. Deirdre is working with MCH to produce a publication of case studies on ethics in arts practice, which will be released in 2026.

8. Recap of key dates

Date	Time	Activity
May 20	17.00pm ICT time	Virtual Q&A session for anyone who has questions about the program and the application process Register and get Zoom link: https://us02web.zoom.us/join/KbJga8yWTXih_ttb3P62HMg
June 24th	23.50pm ICT time	Deadline for applications

July 7-9th		Shortlisted applicants to be invited to interview
July 15th		Selection result notified to all applicants
July 16th - 22nd		Preparation: with the facilitator's guidance to collect some images and sounds before the Orientation
July 30th	14.00-16.00pm ICT time	Orientation: all Participants attend
August 6th	14:00 -17.00pm ICT time	Weekly workshop 1: all Participants attend
August 13th	14:00 -17.00pm ICT time	Weekly workshop 2: all Participants attend
August 20th	14:00 -17.00pm ICT time	Weekly workshop 3: all Participants attend
August 27th	14:00 -17.00pm ICT time	Weekly workshop 4: all Participants attend
August 8th, 15th, 22nd		(Optional) One-to-one catchup: participants can sign up to have time with the facilitator, shortly discuss their specific focus to explore over weekly workshops
August 28th - 30th		(Optional) Express interest and book time for one-to-one consultation
During September		(Optional) One-to-one consultation