**Creating out loud:**

**Developing sustainable peer-mentoring to rebuild the arts post COVID-19.**

***Please read this Information Sheet before you decide to take part.***

***Please ask if there is anything that is not clear.***

**Who is conducting the study?**

The Chief Investigator is Dr Kate Power, Lecturer in Management (Communication) at the University of Queensland Business School (phone: +61 7 334 69989; email: k.power@business.uq.edu.au).

Dr Power is supported in this research by

* three industry partners: The Queensland Ballet, La Boite Theatre, and ArtsNexus.
* an Industry Reference Group, currently comprising the National Visual Arts Association, and Theatre Network Australia.
* an Academic Reference Group, comprising the following academics from The University of Queensland: Professor Polly Parker, Associate Professor Tim Kastelle, Associate Professor Dr Kim Wilkins, and Dr Nicole Hartley.

**Who is funding this study?**

This study is funded by the Queensland State Government, under the Advance Queensland Industry Research Fellowship.

**Why is this study being done?**

We are doing this study in order to develop a theoretically-informed, empirically-tested, sustainable approach to peer-mentoring for the arts and culture sector in Queensland. We hope to use the information gained through this study to equip Australian artists and arts support workers to rebuild their artistic and business practices after the COVID-19 restrictions of 2020.

**Who can participate in this study?**

This study is designed for artists and arts support workers in Queensland who are over the age of 18.

**How many people will participate in this study?**

We hope that approximately 60 people will participate in this study.

**Why should I take part in this study?**

We invite you to take part in this study because you have unique insights into the arts and culture sector in Queensland.

**Do I have to take part?**

No. It is up to you to decide. Participation is entirely voluntary. You will only be invited to join a peer-mentoring circle, focus group or interview if you say that you want to take part in the study.

**What happens if I say, “Yes, I want to be in the study”?**

Dr Power will talk with you more about the study and explain what taking part would mean for you. After you have had all your questions answered, you will be asked to sign a **Consent Form,** to confirm that you agree to take part.

Then, this is how we will do the study:

1. **Dr Power may invite you to participate in:**
2. **a Peer-Mentoring Circle, meeting regularly for one hour with Dr Power and up to 4 other Queensland-based arts and culture workers,**
3. **a short online survey, before and after participating in a Peer-Mentoring Circle,**
4. **a Focus Group with Dr Power and other participants in your Peer-Mentoring Circle, and**
5. **an Individual Interview with Dr Power**.

Peer-Mentoring Circles are designed to help you meet with and mutually support other Queensland-based artists, through guided discussion about your artistic and business practices.

The Pre- and Post-completion Surveys are opportunities to see what, if anything, changed for you as a result of participating in a Peer-Mentoring Circle.

The Focus Group and Individual Interview are opportunities for you to reflect in more detail about your experience in a Peer-Mentoring Circle.

1. **Dr Power will invite you to say whether or not you wish to be identified in reports about this study’s results.**

If you wish to be identified, Dr Power will use your own name when writing about your contribution to the study. If you do not wish to be identified, Dr Power will invite you to choose a different name and she will use that name when writing about your contribution. Dr Power will maintain all participants’ confidentiality as far as the law allows.

1. **Dr Power will invite you to put her in contact with other Queensland-based artists and/or arts support workers who might like to participate in this study.**

If you know of anyone who might like to take part in this study, please let them know about it.

**What is involved in the study?**

* The Peer-Mentoring Circles will meet for 1 hour per week, over 12 weeks. Each week, group members will discuss questions designed to help you reflect on and develop your artistic and business practices.
* The Pre- and Post-completion Surveys will each take around 10 minutes. These surveys will be administered online. You will be asked to provide either your name, or a unique pseudonym, to help Dr Power match your two surveys. Your name / pseudonym will be deleted once the surveys have been matched.
* The Focus Groups will meet just once, for between 1 – 2 hours, shortly after your final Peer-Mentoring Circle meeting. All of the participants from your Peer-Mentoring Circle will be invited to come together for a final discussion, in order to evaluate and help improve the Peer-Mentoring Circle experience.
* One person from each Peer-Mentoring Circle will be invited to participate in an Individual Interview. These interviews will take place around 6 months after your final Peer-Mentoring Circle meeting, and last around 1 hour. This is an opportunity to reflect on any lasting outcomes from the Peer-Mentoring Circle.

Dr Power will try to hold each of these events at the most convenient times and places for you and the other participants.

In order to capture all of the important information you share, Dr Power will ask Focus Group and Individual Interview participants to agree to being digitally audio-recorded. All recordings will be stored on password-protected computers and destroyed after they have been transcribed and analysed.

**What are the risks of participating?**

This study is not intended to harm you in any way, and we do not believe there is anything in this study that will harm you. However, there is one possible risk involved in this study.

**Dr Power cannot guarantee your confidentiality if you take part in a Peer-Mentoring Circle or Focus Group** because the other participants will know your identity and Dr Power cannot control their behaviour.

Dr Power will ask all participants to protect each other’s confidentiality, but you may wish to treat Peer-Mentoring Circles and Focus Groups like public meetings.

Individual Interviewparticipants will have an opportunity to review and edit their interview responses prior to data analysis. However, in order to protect participants’ confidentiality, Focus Group audio-recordings and transcripts will not be provided.

If you would like to participate in a Peer-Mentoring Circle, but do not want to be part of a Focus Group, please ask Dr Power for an Individual Interview.

**What are the benefits of participating?**

You will have an opportunity to think and talk about your artistic and business practices with other Queensland-based artists and/or arts support workers. You will also have an opportunity to hear other artists’ and/or arts support workers’ views and, in doing so, may

* expand your artistic network,
* give and receive mutual support,
* learn more about how to manage your own creative and/or business practices.

Your participation will also help governments and academics better understand and respond to the needs of Queensland-based artists and arts support workers. However, we cannot guarantee that you will secure new business opportunities or that recommendations made by the research will be adopted by governments.

**Does it cost anything to participate?**

No.

**Will I be paid for taking part in this research study?**

You will not be paid for taking part in a Peer-Mentoring Circle. However, light refreshments will be supplied.

You will be paid $25 per hour for taking part in the following activities:

* Pre- and Post-Surveys
* Focus Group
* Individual Interview.

**What will happen if I do not want to participate?**

Your participation in this study is entirely voluntary. Your decision to participate or not participate will not prejudice your future relations with The University of Queensland, the Queensland Ballet, La Boite Theatre, or ArtsNexus in any way.

**What will happen if I want to stop participating?**

You are free to withdraw your Pre- / Post-Survey responses, to leave your Peer-Mentoring Circle, Focus Group, and/or Individual Interview, and/or to discontinue participation in this study, at any time before Dr Power produces reports or publications based on this research. In such cases, Dr Power will destroy any records of your participation. You do not need to provide any reason for withdrawing and withdrawing will not cause any negative consequences for you.

**What rights will I have?**

All participants will have the right:

* to choose whether or not to participate in the study;
* to choose not to answer any question, and/or to leave your Peer-Mentoring Circle, Focus Group, and/or Individual Interview at any time;
* to have your confidentiality maintained by research team members, as far as the law allows;
* to choose whether or not to be identified in the research results;
* to choose your own pseudonym, if you do not wish to be identified;
* to ask questions about and contribute to the design of the study;
* to request and obtain a copy of the research results, via your preferred delivery method;
* to complain about the study; and
* to withdraw any / all of your data from the study at any time, without providing a reason.

**How will the study results be used?**

The results of this study will be used to develop and distribute a structured peer-mentoring program for use within Queensland’s arts and creative industries sector.

Dr Power will share the results of this study with:

* academic conferences and publishers;
* partner organizations;
* relevant Australian government policy makers;
* non-government organizations working to support the arts and creative industries sector;
* relevant news and social media.

**How will my privacy be protected?**

Unless you wish to be identified, Dr Power will maintain your confidentiality as far as the law allows. She will not

* disclose to any third party whether or not you have participated in this study, or
* identify you by name in any reports of the completed study.

Except where participants wish to be identified, all recordings will be identified only by code number and stored on the UQ Research Data Manager (UQ-RDM). Signed consent forms will be scanned and uploaded to the UQ-RDM, then destroyed.

**What will happen to my data?**

Unless you wish to be identified in this study, Dr Power will be the only person to know that you have participated. Dr Power will de-identify all recordings before they are transcribed by a professional transcription service. None of the research team members will show recordings or transcripts to the public, or to any audiences, for commercial gain. They will never give them away or sell them. With your consent, Dr Power may reanalyse your transcript at a later date. She may also share de-identified transcripts with other genuine researchers.

**How will my data be stored?**

All recordings, transcripts, creative outputs and discourse analyses will be stored for at least five years, following the University of Queensland’s Research Data Management Policy. This policy satisfies The Australian Code for the Responsible Conduct of Research and applicable legislation. Only Dr Power will be able to access these data, using her institutional username and password. De-identifieddata will be made available via the University of Queensland’s online storage space: UQ eSpace.

**Will I have access to the results?**

Dr Power will send a report to all of the Partner Organizations and Industry Reference Group members on this project, outlining the results of this study. If you would like to receive a copy of that same report, please provide Dr Power with a postal or email address on the Consent Form.

**Who has approved this study?**

This study has been approved by the Human Research Ethics Committee of The University of Queensland in Australia.

**Who can I contact if I have questions about the study?**

If you have any questions or concerns about what we are asking of you, please contact Dr Kate Power, whose email address and telephone number are at the top of the first page of this form.

**Who can I contact if I have complaints or concerns about the study?**

This study adheres to the Guidelines of the ethical review process of The University of Queensland and the *National Statement on Ethical Conduct in Human Research*. You are free to discuss your participation in this study with the Chief Investigator, Dr Kate Power, whose email and telephone number are at the top of this document. If you would like to speak to someone who is not involved in the study, you may contact the University of Queensland Ethics Coordinators. Telephone: +617 3365 3924 or +617 3443 1656. Email [humanethics@research.uq.edu.au](mailto:humanethics@research.uq.edu.au).