

Request for Qualification

Catalytic Projects Artist Selection Community Panelist

Background

Madison Metropolitan Sewerage District (the District) is a leader in water stewardship, returning water safely to the environment and recovering resources continuously for nearly 100 years. The District embraces a vision of enriching life through clean water and resource recovery and our mission of protecting public health and the environment by operating the Nine Springs Wastewater Treatment Plant. Looking to the next 100 years, given challenges such as climate change, new pollutants, and increasing costs, the District endeavors to actively seek solutions within the communities we serve, to supplement traditional brick and mortar or technological engineering solutions, with changes in community behavior, values and attitudes. Finding ways to connect with rate payers and sewer users to foster greater connection with and stewardship of water resources, we hope to proactively prevent pollution and bring the community in to conversations about water management.

Catalytic Projects, are meant to be a step in this direction; they aim to engage and empower water stewards by creating opportunities for extending wastewater treatment plant outreach; to teach through interactions, to provide hands-on opportunities and experiences; engage in conversations that challenge social norms and conventional thinking as well as collaborate and test new approaches to convey the One Water message.

“As creative thinkers and doers, artists can be powerful partners to water leaders seeking to reimagine traditional approaches to water planning and management, and connect with communities in new ways.”

-US Water Alliance, Advancing One Water Through Arts and Culture: A Blueprint for Action

Panelist Role

Panels comprised of both District staff and community subject area experts (arts & culture, education, social practice/civically engaged art, community engagement experience, such as activism, organizing, community-building, placemaking, etc.) are used for selecting artist/contractors for District-Arts collaborative projects, such as the Shop One Resident Artist/Educator. Using a panel process that includes community/artistic experts is intended to bring transparency and credibility to the process overall. Inclusion of community/artist voices in this way is also an intentional step in centering equity and community relationship building throughout the entirety of the process. We also hope that by bringing experienced subject-area experts, that the application process may also provide an opportunity for beneficial constructive professional peer feedback for applicants, build capacity for cross-sector collaboration, and be a mechanism for local artists to have input into continual residency growth/refinement.

A panelists' role generally, is to review applications based on explicit review criteria to assess the applicants' fit with the District's goals for a given project. They are expected to:

- Be ambassadors for the particular project they are a panelist for, which might include sharing/promoting the project among personal networks and to known qualified candidates
- Cooperatively schedule review timeline key dates & meetings with panel and District personnel
- Put forth a best faith effort to be fully present, prepared for and engaged in meetings/discussions both virtual meetings/calls and in-person
- Review applications/proposals per given criteria, provide written documentation of scores and comments (by the established decision/due dates).
- Be able to access means of electronic communication on their own (email address, computer/tablet, internet connection)- no software or hardware will be supplied by the District. Communication will be conducted through English language, and extensively through email, phone/virtual calls.
- Submit a W9 and invoice (template can be provided) to receive compensation.

- Uphold transparency and fairness throughout the process – as a government entity, everything that is sent electronically or stored on computers is considered a public record, meaning anyone can request it. Should an open records request arise, panelists will be expected to cooperate with requests made.
- Respecting applicants’ intellectual property submitted as part of their applications/proposals (keeping content/ideas submitted confidential unless otherwise approved).
- Provide requested materials/correspondence in a timely fashion.
- Disclose any conflicts of interest that arise during the panel process.
- Be supportive of selection process and Catalytic Project continual improvement - following the selection, reflective dialogue about the process, and nomination for future panelists would be welcome.

Ideal panelists are:

- Dane county-area based,
- Involved in the arts (practicing artists, cultural workers, arts administrators , curators, enthusiasts etc.),
- Experienced in community engagement, traditional/cultural arts and/or social practice art,
- Deeply knowledgeable of their respective arts field(s),
- Integrated in local arts culture, have community connections/extensive network,
- Demonstratable commitment to equitable labor practices, advancing racial equity both in personal practice and in community,
- Leaders among peers,
- Interested in seeing this program continually improve, grow and develop,
- People who will bring an overall collaborative, justice-oriented, community-minded approach based out of care for the long-term vision,
- And those who want to participate in co-creation of a One Water community paradigm shift.

Qualification Determination

An ad-hoc committee of 2-3 program-related district staff will review submitted applications on a rolling basis bi-annually, or as the need for community panelists arises, to determine if applicants are qualified.

Applicants will be evaluated as qualified or not by the following criteria:

<p>Qualifications & Experience</p> <ul style="list-style-type: none"> • Breadth and depth of artistic involvement • Locally based (Dane County) or has connections to the area • Demonstrated community involvement, visibility, connections • Leadership among peers • Knowledge of artistic discipline • Previous work with public entities/ public art 	75%
<p>Approach</p> <ul style="list-style-type: none"> • Interest in growth and development of this residency, Shop One and associated goals over the long term • Desire to be part of co-creating transformative, long-term projects • Interest in environmental topics • Commitment to advancing racial equity in both a personal capacity and as practice in community. • Experience giving critical analysis that relates to systems, institutions • Care in crafting application • Contributes to diversity of perspective and knowledge on the panel overall 	20%
<p>Availability & Tech Capacity</p> <ul style="list-style-type: none"> • Willingness to cooperatively schedule and attend meetings • Familiarity with and ability to communicate via virtual meetings, e-mail and google drive 	5%

The District is committed to hiring selection panels that are inclusive of the entirety of the vast array of perspectives and identities present in the communities we serve. Care will be taken to ensure, over the long term, panels are composed of a variety of ages, gender identities, races, cultures, and artistic practices/mediums, for example. The District will strive for a goal of having no single identity making up a majority of the panel at a given point.

All applicants will be notified whether they were determined qualified within six months of their application, or sooner if a project comes up.

Commitment/Scheduling

Applicants who are determined to be qualified to be panelists will be retained as part of a pool of potential panelists for five (5) years. As Catalytic Projects requiring community/artistic panelists arise, individuals in the pool of qualified candidates will be contacted with details about the specific upcoming panel process, and have the ability to elect whether they would like to participate in that process.

By submitting an application to be a panelist right now, individuals are not making any commitment except to be part of the list of qualified individuals ‘on call’ who could participate in future panel processes.

Compensation

At the Madison Metropolitan Sewerage District, our mission is to **protect public health and the environment**. We know that taking care of the people who engage in the work to do this is part in the same; community health is reflected in the makeup of wastewater influent to the plant. Fair compensation for labor of independent contractors is part of this. The creative labor put in by community panelists for selecting the Artist Resident will be compensated per the following:

Qualifications Review + Scoring	Based on number of applications assigned for review per the tiered structure: \$250 up to 7 applications, or \$550 up to 15 applications, or \$750 up to 24 applications
Full Proposal Review + Scoring	\$225 (total for review of all three full proposals)
Panel Meeting (s)	\$150 each

Panelists can generally expect a panel process to include 2-3 meetings and a review of qualifications. The Artist/Educator Residency Selection Process, for example, has previously required three panel meetings in addition to qualifications review/scoring and full proposal review/scoring. Additional meetings may be added if deemed necessary by the project manager.

Application

Submit applications at: <https://onewatermadison.org/artist-residency-community-panelist-application/>

The application asks a series of questions about applicant experience and approach. Additional supplemental information, such as links to website, social media, examples of projects or testimonial that would be helpful in the panel’s decision making, may be included.