

Rising



RISING'S FIRST IMPACT REPORT

From our launch to now
2016-18

CONTENTS

- 01 – INTRODUCTION**
- 02-03 – THE NUMBERS**
- 04 – THE REPORT**
- 05 – YOUTH BOARD**
- 06-07 – MENTORING**
- 08-11 – EXTENDING OUR IMPACT**
- 12-13 – COMMISSIONS**
- 14 – THE FUTURE**
- 15 – BE PART OF IT**
- 16 – CREDITS**
- 17 – PARTNERS**

INTRODUCTION

Rising is a micro social enterprise that was established by and for young creatives in 2016. We have been successfully improving access to opportunities in the creative sector for young people in Bristol ever since, nurturing more diverse participation, staffing and leadership. We do this by providing 16-25 year-olds with professional mentoring, commissioning opportunities, platforms to showcase work, and leadership training. We offer a unique combination of new talent discovery with experienced project management.

BACKGROUND

MISSION

To empower Bristol's community of young creatives to influence the city's cultural sector through strategic interventions, and the establishment of clear pathways and progression routes into work, in partnership with some of the city's most innovative cultural organisations.

VISION

To nurture a more diverse creative workforce by supporting all young people to realise their journey into the creative industries.

GOALS

- Focus on those currently underrepresented in the arts
- Support artists to develop skills relevant to their practice and career
- Raise aspirations of young people
- Make connections between young artists and creatives with cultural organisations in the city
- Inform organisations about how to work effectively and respectfully with young people
- Raise the profile of work, ideas and perspectives of young people
- Increase employment and opportunities for young people



339

**YOUNG PEOPLE
WORKED WITH**

Across 20 projects between
2016-18

360

**HOURS OF MENTORING GIVEN
BY ARTS PROFESSIONALS**

Given for free to support 30 young
people interested in careers in the
creative industries

39

**YOUNG PEOPLE INTO
PAID ART SECTOR ROLES**

Including 15 into employment, 20 founding creative enterprises and working in a freelance capacity, and 4 internships

£152,269

**FUNDRAISED TO SUPPORT YOUNG
PEOPLE THROUGH RISING**

From 7 different funders including Bristol City Council and the Arts Council



THE REPORT

COMPILED BY:



KAMINA WALTON

Founder/Director



ELINOR LOWER

Development Assistant



JESS BUNYAN

Freelance Business Manager

YOUTH BOARD

As an agency co-created with young people, focused on empowering them to take control of their futures and advocate for better representation across arts and culture, it is important to us that young people are embedded in our decision-making process at every level— including a strategic one. So, sitting alongside our advisory board, we also have a Youth Board made up of talented and driven young people.



The Board, who are (L to R) **Elinor Lower**, **Jess Bunyan**, **Jasmine Thompson**, **Cai Burton** and **Euella Jackson**, meet regularly with Rising's Director Kamina Walton to advise on and discuss Rising's ongoing work and any agency-wide changes, such as rebranding, policy decisions, and funding applications.

The decision to found and assemble a youth board was a necessary one for Rising, and provided the foundations for our groundbreaking new governance offer: **OnBoard**. Find out more about the programme on page 9.

MENTORING

Since Rising's official launch in June 2016, we have been endorsed by over 50 industry professionals volunteering their time to mentor a young person. Between them they represent almost every cultural organisation across Bristol. Matches are carefully made with mentors ensuring specific skills, expertise and support to meet individual young people's needs.



£10,800

OF TIME PROVIDED
FOR FREE

30

COMPLETED
PRO-BONO
MENTORSHIPS

To date, support requests have included confidence and self-esteem building, business guidance, and portfolio development. The Mentoring Programme reduces social isolation, and provides access to a creative community and a powerful network linking young people directly into the creative sector.



ARTIST CASE STUDY

JESS BUNYAN - PRODUCER

"My first meeting with Kamina was great. We talked through where I was coming from and what I needed help with. We came up with a shortlist of possible mentors and then she got in contact and arranged the initial meeting. Once we made sure it was the right fit, our sessions started.

First, my mentor helped me re-do my CV, focusing on skills I already have but putting them into 'art jargon'. I then got the opportunity to produce an exhibition and it was reassuring to have someone say 'actually this is pretty good!' I think that's really been the main advantage of my mentorship, having someone who's done this before, who can make sure you've thought of all the things you didn't know you had to think about!

Since the start of my mentoring, I've produced an exhibition that had 400 visitors in one day [*Consigned to Women's Hands* - for IWD 2018], written three funding applications and met several other producers. Most importantly I've gained the confidence that I do have the skills to work in this industry and that I shouldn't give up!"

EXTENDING OUR IMPACT

Whilst Rising has always had a focus on supporting underrepresented young people into the cultural sector, it's become even more important to ensure this is part of the conversation at every level. This ranges from discussing the real impact organisations could have by working with young people of colour, to putting creative young people at the heart of governance and strategy for key cultural partners in the city.

Whose Culture is it anyway? #WhoseCulture

Rising

Elevate!

#RisingElevate

Rising

ONBOARD

#RisingOnBoard

Rising

OPENUP

#RisingOpenUp

Rising

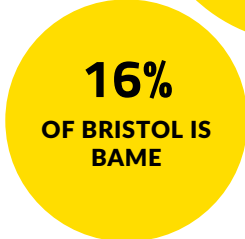
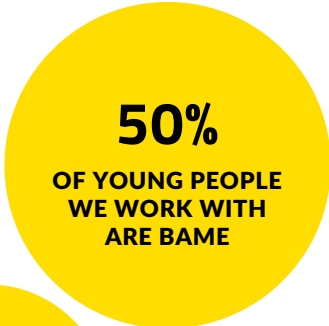
We have several projects and products that address these specific issues. We are tackling the importance of collecting data about young people of colour's cultural engagement in the city through **Whose Culture**; facilitating visits behind the scenes of organisations for young people of colour to learn about job roles and give feedback on programming and marketing through **OpenUp**; supporting young people to have a say at the heart of cultural organisations' decision making process through **OnBoard**; and mentoring those who often find access to the sector the most challenging through **Elevate!**

WHOSE CULTURE

THE DATA

At the moment, next-to-no data exists on the cultural engagement of people of colour in Bristol, as audiences, staff or producers. This has citywide implications: organisations from every sector have no real evidence to guide them in engagement or support work, and a significant proportion of the city's population is left ignored and underserved. With a focus on young people, we want to change that.

This year, after an initial pilot funded by the Jean Golding Institute, we have launched #WhoseCulture. Over the course of 2 years, through a programme of consultations, workshops, and sharings, we are collaborating with young creatives of colour from across the city to gather data, host conversations, and re-evaluate what "culture" means to them. In November 2018 we ran a fortnight of workshops in Southmead, Withywood, Barton Hill and St Pauls—a first step towards citywide action and change.



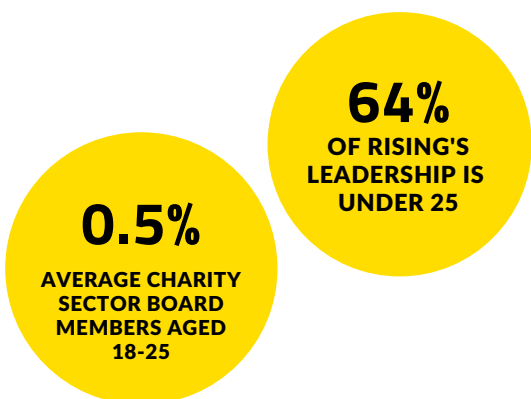


ONBOARD

THE DECISIONS

After taking part in a *Doing Things Differently* workshop in April 2018 we found there were three main barriers to getting young people into governance: lack of time, ability to recruit and training in Board culture.

At Rising, 1 of 3 Directors and 50% of our Advisory Board are under the age of 25—and we have our Youth Board. In governance, Rising has already achieved what many organisations strive for, so to help them do the same, we launched **OnBoard**. Through the year-long programme we provide consultation, recruitment, and training with the aim of integrating a young person onto an organisation's Board.



We are piloting **OnBoard** with: Theatre Bristol, Knowle West Media Centre, We the Curious, Encounters, Diverse City and Wise Children. Many more, including Spike Island, Circomedia, Arts and Health SW, MAYK, Travelling Light, and Bristol Museums and Art Gallery have signed up for 2019.

OPENUP

THE FEEDBACK

We launched **OpenUp** as a consultancy service where young people of colour visit an organisation, meet staff and give honest feedback about how access, marketing and programming could be improved.

6
YOUNG ARTISTS
COMMISSIONED
AS A RESULT

22
YOUNG POC HAVE
VISITED 3
ORGANISATIONS

So far, we have run **OpenUp** with Bristol Museum and Art Gallery (BMAG), Bristol University in R&D for Temple Quarter and Spike Island. 22 young people of colour and 20 arts professionals have taken part. From this, 6 artists have gone on to work further with BMAG and Spike Island as they **OpenUp** and make steps towards being more inclusive.

ORGANISATION CASE STUDY

CLAIRE SIMMONS, ENGAGEMENT OFFICER YOUNG PEOPLE BRISTOL CULTURE (BRISTOL MUSEUMS, GALLERIES & ARCHIVES)

“Having the young people visit our organisation was such a rewarding and valuable opportunity [...] actually meeting with them gave us honest and refreshing insights about what impact are we really making, and where do we need to be focusing the direction of our work. Thank you for organising this opportunity for us to meet and converse with such an intelligent and opinionated (good!) group of young people.”



COMMISSIONS

Rising's artists have been commissioned by a variety of organisations to produce artwork, deliver workshops and increase programme engagement with young people.

£34,852

EARNED FROM
COMMISSIONS

23

DIFFERENT
PARTNERS



DEVELOPING AUDIENCES

Since 2016, Bristol Festival of Ideas have commissioned us to deliver a triannual *Young People's Festival of Ideas* around themes such as Youth Homelessness, Activism, Racism and Masculinity, to bring new audiences to their already-successful festival. In 2018, Bristol Women's Voice commissioned Rising artists to present at *Black Women 100* (a celebration of black women and suffrage), to encourage a younger audience to attend.

EXPANDING ENGAGEMENT

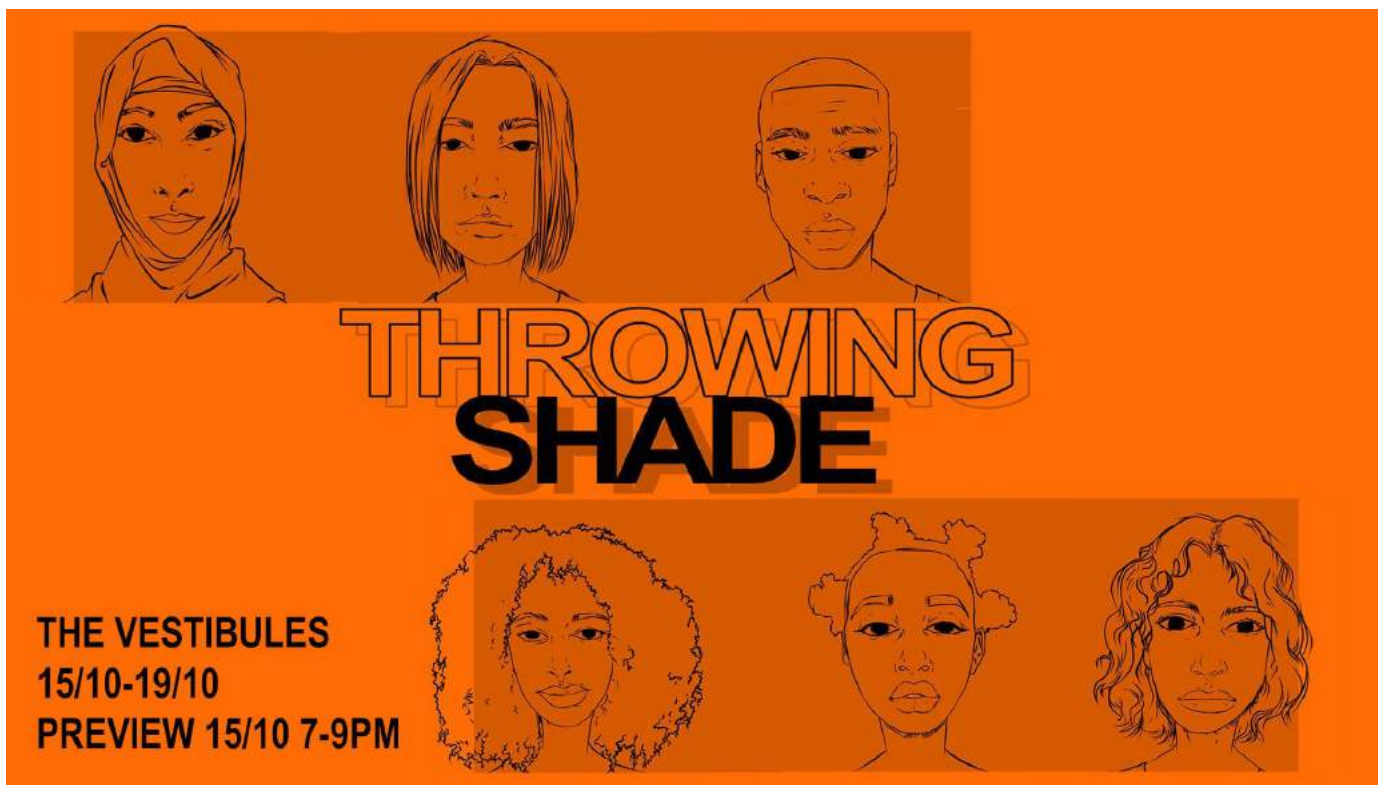
For the RWA's 2016 *Jamaican Pulse* exhibition we advised on events and engagement to involve young people of colour. We have similarly run workshops for Spike Island's *Navigation Charts* exhibition (Lubaina Himid) in 2017 and *Calling the Shots' Random Acts* short film series from 2016-18. In 2018, we were commissioned to participate in and facilitate aspects of the *We The Curious After Hours* series.

DELIVERING TRAINING

We've also worked with UWE and University of Bristol to offer work experience and advice for students; delivered training for Rife alumni in how to survive as a creative freelance and for Paper Arts on fundraising. Rising have also partnered with Creative Youth Network on the 2-year Creative Futures project to provide mentoring and support to young artists. We also host monthly #CritChat networking and training events.

CREATING ARTWORK

In 2016, Rising was asked by Bristol Arts Development Team at Bristol City Council (BCC) to commission four young emerging artists for an installation in the Control Room on Redcliffe Bridge. In 2017, BCC funded a group show by young artists, exploring mental health (*All in the Mind*, SPACE Old Market). In 2018, Artspace Lifespace and BCC commissioned *Throwing Shade*, an exhibition by 6 young artists of colour at The Vestibules, City Hall, programmed to coincide with the hosting of the International Mayors' Conference.

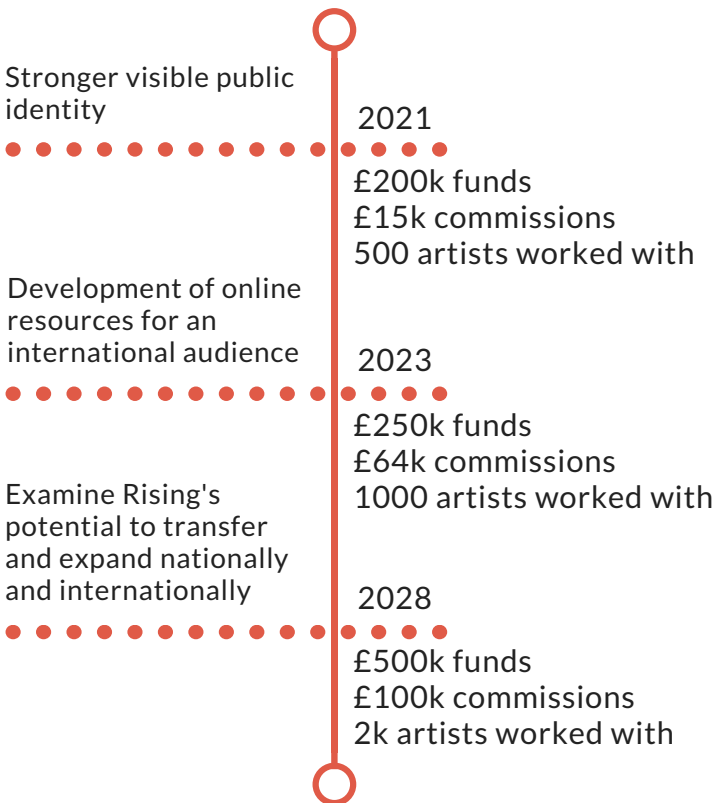


THE FUTURE



10 YEAR PLAN

Led by our Youth Board, Rising has set goals for growth for the next 10 years:



2020 TARGETS



BE PART OF IT



HOW YOU CAN GET INVOLVED

- Subscribe to our Artist Membership programme (launching early 2019)
- Support us with a one-off or monthly donation at rising.org.uk/support-us
- Join our mailing list at rising.org.uk/mailling-list
- Commission Rising for your new exhibition or project
- Increase your strategic inclusion by taking part in **OnBoard**
- Gain insight into your organisation from young people of colour through **OpenUp**
- Hire our young artists for a business rebrand or marketing campaign
- Commission our young facilitators to run or deliver a project or event series
- Sign up to be a Rising Mentor
- Follow us on social media

INTERESTED? CONTACT US AT HELLO@RISING.ORG.UK

CREDITS

IMAGE CREDITS

Front Page - Ailsa Fineron at an *All in the Mind?* Workshop © Kamina Walton

Page 02 - Whose Culture Celebration © Sham Phat Photography

Page 03 - Whose Culture Celebration © Sham Phat Photography

Page 05 - Youth Board © Kamina Walton

Page 06 - Aaliyah at Puppet Place, part of Elevate! Mentoring scheme

Page 07 - Jess Bunyan © Jess Bunyan

Page 09 - Whose Culture Celebration © Rising Arts Agency

Page 10 - OnBoard Cohort 2018 © Kamina Walton

Page 11 - OpenUp at Bristol Museum and Art Gallery © Claire Simmons

Page 12 - Rising Artists at Black Women 100 © Mireya González

Page 13 - *Throwing Shade* poster © Nicholas Oгри

Page 14 - Emma Blake Morsi at a Rising planning session © Kamina Walton

Page 15 - Rising artists talking to *Sanctum* creator Theaster Gates, during our work with Situations © Kamina Walton

STATISTICS CREDITS

Page 06 - Based on £30 an hour rate

Page 09 - From Bristol City Council Census 2015

Page 10 - Statistic from Participation Works

PARTNERS



FUNDERS



Supported using public funding by
ARTS COUNCIL ENGLAND



Rising

**STUDIO 77 - SPIKE ISLAND
133 CUMBERLAND ROAD
BRISTOL BS1 6UX**

**HELLO@RISING.ORG.UK
RISING.ORG.UK**

 **@RisingArtAgency**

 **@risingartsagency**

 **/RisingArtsAgency**