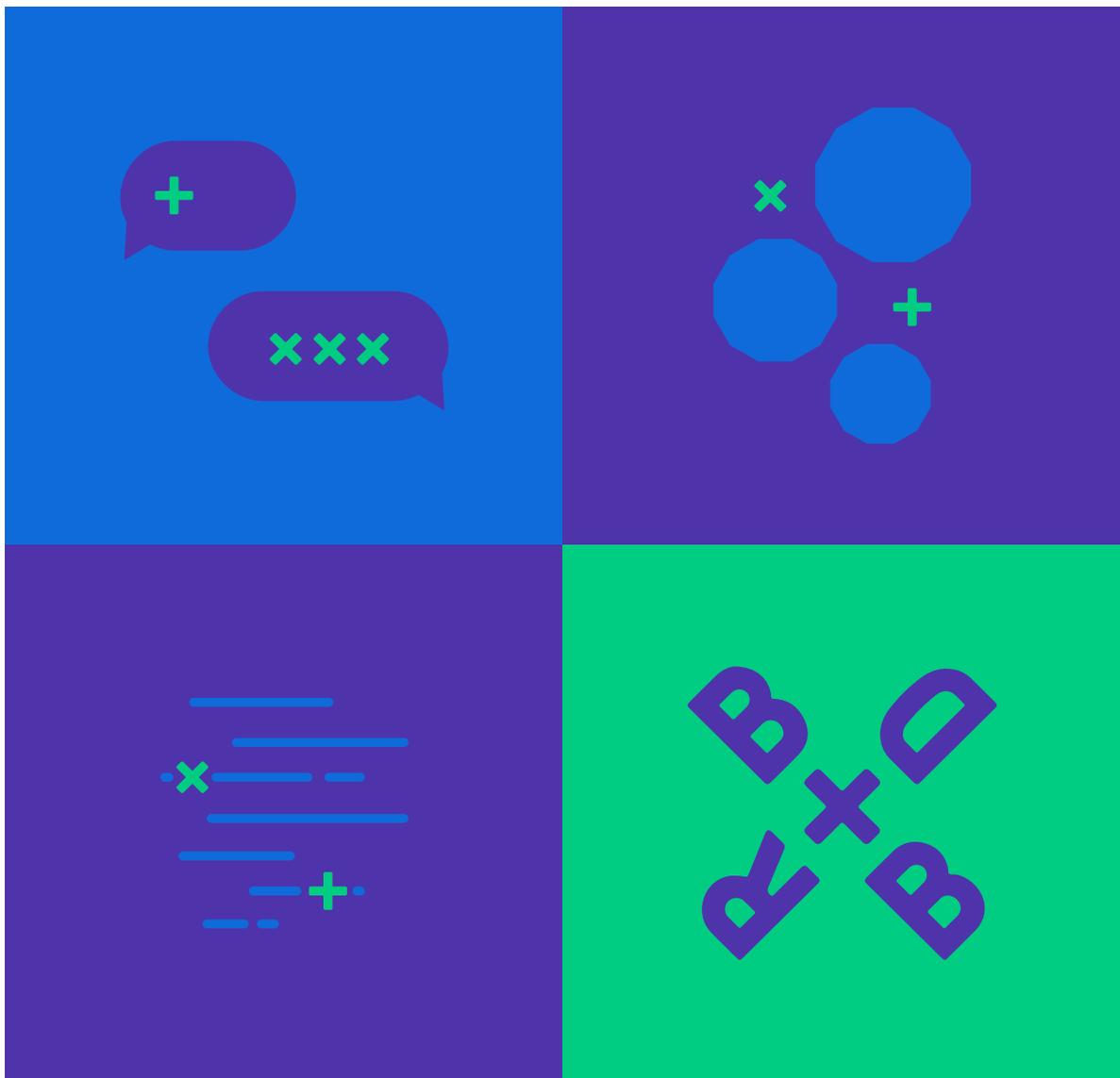


Test + Reflect - Inclusive Innovation Pots

December 2021



BRISTOL+BATH
CREATIVE R+D

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Introduction

Through two new open calls for paid contributions, 'Test' and 'Reflect' [Bristol + Bath Creative R+D](#) invites individuals, organisations and collectives to join us in an exploration of inclusion best practice.

We are opening a call to engage with one of our three themes to test a new idea for inclusive practice or to reflect on an experience you have had recently.

All of the learnings generated by these explorations will be brought together in a series of best practice observations and recommendations for funders, SMEs and the wider sector to help make this sector more resilient and more inclusive.

We know there is great inclusion thinking happening outside of creative technology, and for this reason we welcome those working in totally different remits to engage with this call out, alongside our existing community.

What are the themes?

These lists of questions are not exhaustive, and we invite organisations and individuals to use the lists as a guide and source of inspiration for your own proposal focused on sharing challenges you are facing and considerations you are making.

1. Inclusive Communities of Practice

When projects and programmes are developing engagement opportunities, often tensions can emerge between developing opportunities to nurture talent within an existent community whilst trying to develop opportunities to grow that community.

We invite applicants to explore how you grow a community through longer engagement whilst still creating opportunities for new people to join that community

Some key questions include:

- How do you build a community around key ideas with a strong remit without that community becoming exclusionary?
- How do you continue to support existing relationships without that being at the expense of new relationships?
- What are the implications of re-funding people or organisations?
- What does it mean to 'build towards' a community?

What are the themes?

2. Inclusive Spaces

This theme explores how we make the moments in which people engage with us more inclusive. This includes things like workshop spaces, interviews, filling in applications, engaging with recruitment processes and attending events.

At the outset of the pandemic B+B R+D and many other programmes moved into an entirely digital space for workshops, meetings, and sharings which challenged us to think differently about our work. Similarly, the move back into a physical space presents new challenges in developing better blended ways of working from home and in an office environment . The team is always revising our application, interview, and selection processes and have generated some great feedback from that. However, these revisions always bring up new questions too.

We invite applicants to explore how digital and physical shared spaces are made more inclusive through better access to resources and information. Some key questions include:

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- How do we ensure that those who cannot engage with us in person are still empowered to have an input and be heard?
- How do we build more accessible spaces, especially when resources and capacity are limited?
- How do we democratise the process of applying for call outs?
- How do we create comfortable experiences for interviewees and applicants, especially when resources and capacity are limited?
- How do we ensure that everyone is empowered to have input in a workshop space?
- How do we learn from our experiences as a programme through evaluation processes?

What are the themes?

3. Inclusive Governance

B+B R+D operates with a layered governance system consisting of a Steering Board, Executive Team and Delivery Team.

Decision making largely sits at the Executive Team level, with sign off on strategic planning coming from the Steering Board with input from the Delivery Team.

This process has allowed us to produce some powerful works and partnerships.

However, more and more of our conversations turn to questions about what 'good governance' looks like, who gets to govern and crucially for us, how to create change within existing structures.

Some key questions we have within this theme are:

- What does good governance look like in a complex partnerships (i.e not an organisation)?
- How do we diversify governance structures whilst avoiding tokenism?
- How do we achieve truly representative governance when our community is so broad?
- What would joint governance look like that holds inclusive practice at its core?
- What should the legacy of community engagement programmes be?

How can I engage with these themes?

We aim to generate learnings and recommendations for programme funders, policy makers, industry bodies and organisations- small and large- working within the sector.

Within each theme we have highlighted research questions that interest us, in the hope that these will spark your thinking.

These lists of questions are not exhaustive, and we invite organisations and individuals to use the lists as a guide and source of inspiration for your own proposal focused on sharing challenges you are facing and considerations you are making.

Bristol + Bath Creative R+D are offering two ways to engage with this research area.

We are inviting individuals and/or organisations to pick a theme which resonates with the work you are currently doing, and consider a focused research question within that theme that you would like to spend more time exploring.

If you have any questions or thoughts about the themes or developing your research question, get in touch with tony.b@watershed.co.uk.

01. Test - £2,500 fund

Test is an opportunity to test out something new; for an organisation or individual to pose a question, test a theory or to try out an idea.

You could be someone experimenting with a new co-design process, or perhaps you're building a new governance structure. You might be trying to design more accessible hybrid spaces or grappling with a new interview structure.

Across three months (Feb-April 2022) we hope this funding will provide resources for you to design some co-design conversations, run some workshops, or create space to trial a new way of doing things.

This work would culminate in sharing your learnings and insights with us so that they can be incorporated into a larger set of recommendations which you will be invited to help shape during 2022.

More information can be found in our [FAQs](#).

02. Reflect - £500 Fund

Reflect is an opportunity for an individual or an organisation to document an experience, with a system, programme, or process which has shaped your thinking on how we build inclusion best practice.

Maybe you've engaged in a great application process: what made it great? what could we take from it? Maybe you're already building empowering intergenerational spaces, bringing people of different ages together: how could others learn from your work? Maybe you went through a bad induction process: what could the sector do better, and what recommendations would you make?

This call out is designed to generate capacity (up to 2 days work) to reflect on those questions and will generate a series of blogs and other reflections on what works well and what doesn't work so well when exploring inclusive practice.

More information can be found in our [FAQs](#).

How to apply - Test

We aim to be as inclusive as possible and work to accommodate all access requirements. We will openly discuss and adapt how we do things to support you as best we can. We recognise the creative and technology industries are biased towards those who are white, cisgender and non-disabled. We believe our work will be stronger with greater diversity and welcome applications from those who bring difference.

Test - £2,500

- Applications will be reviewed against four key areas
 - The strength of your research question
 - Your suitability to respond to that question
 - Your intended approach
 - The feasibility of your proposal
 - **You can find the questions and more details about these criteria can be found in our [FAQs](#)**
- The form is available [here](#). There is an option to upload video and voice applications at the end of the application form.

Timeline



How to apply - Reflect

Reflect - £500

- Proposals will be reviewed against two main criteria
 - The originality of your reflection (curating a range of reflections across all themes)
 - How this reflection supports our research and develops your thinking
 - **You can find the questions and more details about these criteria can be found in our [FAQs](#)**
- Applications are ongoing and reviewed weekly by the B+B R+D delivery team
- You can start and submit an application in your own time
- The form is available [here](#). There is an option to upload video and voice applications at the end of the application form.
- There are 15 pots of funding available.

Timeline

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- Applications open - This is a rolling application process:
12:00 PM Friday 10th December 2021
 - Applications reviewed weekly by B+B R+D Delivery Team. This call out does not have a closing date but there are a limited number of pots available (15)
 - Decisions made within 1 month
 - Successful applicants have 4 weeks to develop their blogs. We anticipate that this work will entail 2 days equivalent
 - Project delivery period:
Tuesday 1st February - Friday 29th April 2022

How can I ask any questions and share any thoughts I have?

If you have any thoughts or questions about the themes, application and selection process please get in touch and we'd be happy to explain things in more detail.

The team also always welcomes tips and suggestions for how to do things better. If you would like to share any thoughts or comments on how we can do that please do get in touch.

There are two main ways to get in touch:

- Get in touch with our Inclusion Producer Tony (tony.b@watershed.co.uk) who developed these themes and designed the pots
- If you would like to speak to someone else on the team get in touch (info@bristolbathcreative.org). This email is managed by our programme administrator

Any Questions?

Please contact one of the
producing team:

info@bristolbathcreative.org

