

Contributors Agreement

We are really excited that you would like to become a creative contributor to Brush & Bow. Here are some of the boring details, including our editorial policy, financial agreement and working guidelines. Please have a read through and let us know if you have any questions.

Our Focus:

Brush & Bow is a platform for creative journalism where we use the arts to explore individual voices and stories of people within current social issues. We use art and music to create spaces of communication, trust and celebration, to document and present contrasting and subtle stories from beneath the surface. Overall, we want to work towards challenging negative stereotypes, fears and prejudices.

Activities and Outputs:

As Brush & Bow we have two main focuses. One being the creative journalism platform working with blog posts, published articles and podcasts. The second being longer term project based activities including community engagement through collaborative creative workshops with an intent to produce multimedia outputs in various formats such as exhibitions and events.

Creative journalism platform:

We maintain a blog consisting of various formats including illustrated stories, articles and videos. We also pitch and publish articles in media organisations. First and foremost if you would like to contribute a story to Brush & Bow then please contact us with your ideas. If we feel like your story would be appropriate for publication then we will work together with you to contact the relevant publications.

Our format:

As a platform for creative journalism, we aim to move away from the traditional format of text and photography. If you would like to contribute to Brush & Bow it is important that your piece includes either artwork of some description or audio, whether that be music or field recordings. However we are also interested in photo essays with a strong storytelling aspect.

We will support you to work within this format. Hannah maintains editorial responsibility for images, and Harriet over audio and written work.

Community engagement projects:

This is the space for wider collaborations between the collective of creative journalists for Brush & Bow where we will work as a selected team, identify and apply for funding, design community workshops and collaborate with local organisations and actors to produce events and exhibitions. We are open to any

ideas and suggestions you may have! This form of project requires a longer term commitment and focus from all people involved.

Financial agreement:

- You will be working as a freelancer for Brush & Bow.
- No one receives payment for blog posts.

If an article or work is published to an external outlet through Brush & Bow then Brush & Bow receives 20% of the final payment. All of Brush & Bow's members work within this agreement, which has been in place since the beginning of Brush & Bow, so that we are able to contribute to expenses for future projects within the collective. The remaining 80% is split equally between the contributors who produced the piece.

In terms of community outreach and funded projects, in these cases we would be applying for funding and we would allocate salaries and remuneration according to the available budget.

Working guidelines:

Working with Brush & Bow often involves interacting with vulnerable communities and individuals where there may be power dynamics at play (such as facilitating workshops with young people). It is important therefore that you adhere to standard Safeguarding procedures and maintain respectful boundaries at all times. This applies when working on both creative journalism and community engagement activities.

Make sure that you obtain consent from people (ask us for consent or release forms) where necessary, and ensure that they know exactly how and where the material will be used.

It is important to fully respect if an individual does not wish their story to be shared or published even if they have participated. However, we have found that it is often worth exploring issues around publication as people may feel comfortable to share their stories if their faces and names are not revealed.

Crediting contributors:

If you become a contributor to Brush & Bow you will be featured on our contributors' page with a photo, a short bio and links to any of your social media platforms (if you like). If you publish an article with Brush & Bow it will be credited to your name with Brush & Bow credentials.

Please let us know that you have read these guidelines and confirm your agreement by email. Feel free to ask us any questions, we would be more than happy to clarify any points.

We look forward to working with you!

Brush & Bow Creative Editors

