

## ARTIST INTERVIEW PROCESS

### FREQUENTLY ASKED QUESTIONS

Artspace is committed to attracting creative individuals and families from diverse artistic and cultural backgrounds. We encourage all people in the creative arts to apply regardless of race, color, religion, sex, disability, national origin, ethnicity, gender identity, marital status, familial status, sexual orientation, occupation or status with regard to public assistance, or physical, mental, or emotional disability. We are especially interested in individuals who are committed to building community and will give some of their time and energy toward this goal.

#### The Artist Interview Committee

Anyone who qualifies for affordable housing may apply for residency in an Artspace project, but we give a preference for occupancy to those applicants who participate in and are committed to the arts. Applicants need not derive their income from their art. It is not uncommon for artists to work in another field to support themselves, their dependents, and their art form. The Artist Interview Committee (AIC) screens applicants to determine their participation in, and commitment to, the arts; they do not judge the content of an applicant's artistic work.

#### What does the AIC do?

The AIC meets with pre-qualified applicants and their families, to determine their level of commitment to the arts, community and their art form. An interview is conducted and scored by interviewers. The AIC's average score determines whether or not an applicant receives the artist preference designation. The AIC does not attribute a score to the artist's body of work.

#### Who makes up the AIC?

The committee members will initially be comprised of members of the local arts community, arts and neighborhood advocates and an owner representative. Once the building is leased and in operation, the Artist Interview Committee will expand to include residents in good standing.

#### What determines an artist?

We define the term "artist" broadly to encompass a wide variety of creative pursuits. This does not mean that the art the artist creates generates any or all of the artist's source of income. An artist shall be defined as:

- A person who works in or is skilled in any of the fine arts, including but not limited to painting, drawing, sculpture, book art, mixed-media and print-making.
- A person who creates imaginative works of aesthetic value, including but not limited to film, video, digital media works, literature, costume design, photography, architecture and music composition.
- A person who creates functional art, including but not limited to jewelry, rugs, decorative screens and grates, furniture, pottery, toys and quilts.
- A performer, including but not limited to singers, musicians, dancers, actors and performance artists.
- A person involved in all culturally significant practices, including a culture bearer or practitioner, designer, technician, tattoo artist, hairdresser, chef/ culinary artist, craftsperson, journalist, teacher or administrator who is dedicated to using their expertise within the community to support, promote, present, and/or teach and propagate their art form through events, activities, performances and classes.

#### Please note

Artistic processes that are extremely noisy, do not comply with local zoning regulations or involve hazardous materials are typically not allowed to be practiced on the premises.

#### Does the AIC judge the artists' work?

No. The AIC interviews applicants to determine their level of participation in and commitment to their artistic practice.

#### How are the meetings conducted?

The owner representative or designated moderator coordinates the interview, runs the meeting and acts as liaison to the property manager. Committee members are provided an Interview Form with a list of questions for the applicant. Applicants share their artwork and ask any questions that they may have.



## Interview guidelines

- Each interview committee is comprised of 3-5 members, including an owner representative.
- Residents serving on the interview committee must be in good standing (no violations of lease or operating policies); management will confirm good standing.
- Interview committee meetings are run by the owner representative or by the person designated by the owner representative.
- If any member of the committee does not adhere to the process or guidelines of the Artist Interview Committee, that member will no longer be allowed to serve on the committee.
- All interviews are confidential.
- Owner representatives participate to ensure objective evaluation of all processes concerning Fair Housing and other public program guidelines.

## Scoring

- Answers to questions are scored, Interview Forms are collected and an average score is calculated.
- Our methodology provides an applicant with a score between 1 and 5. Applicants with an average score of 3 or higher are given an artist preference designation.
- Each household is given preference (or not) in whole. Only one member of a household needs to

demonstrate a commitment as a practicing artist, in order to qualify for the artist preference designation.

- Households with an average score of less than 3 are placed on a non-artist list.
- Applicants who receive the artist preference designation are offered units prior to applicants who are on the non-artist list.

## Fair Housing

Our interview process does not violate Fair Housing law. Members of the AIC must undergo Fair Housing training prior to participating. Members of the AIC are limited to the questions on the Interview Form. Clarification questions can be asked to help a member of the committee to better understand an answer that has been given. The questions on the Interview Form have been specifically chosen because they prompt answers that help committee members ascertain the artist and their family's commitment to their art form and their commitment to the community, without violating provisions of the Fair Housing Act.

Applicants may have questions for committee members. Questions pertaining to any of the protected classes of Fair Housing may not be addressed. Applicants will be referred to the property manager for further questions that they may have about the project or their application status. Although this process may seem formal, it is extremely important. We want to be sure that every applicant that comes before the artist interview committee be treated consistently and fairly.



Last updated February 06, 2023



### **America's Leading Nonprofit Real Estate Developer for the Arts**

Artspace is a nonprofit organization that uses the tools of real estate development to create affordable, appropriate places where artists can live and work. We consistently develop these projects in ways that also support more stable, healthy communities anchored in existing assets. Because Artspace owns each of the projects it develops, we are able to ensure that they remain affordable and accessible to artists. Over the last four decades, Artspace has led an accelerating national movement of artist-led community transformation. While embracing the value the arts bring to individual lives, Artspace has championed the once-radical idea that artists living with financial hardship and chronically underfunded arts organizations can leverage fundamental social change. With headquarters in Minneapolis and offices in New York, and Washington D.C., Artspace is America's leading developer of arts facilities and has served as a consultant to hundreds of communities and arts organizations nationwide. [www.artspace.org](http://www.artspace.org)