

## **Easy Read Welsh, Gifted & Black Recruitment Advert**

Are you:

- Aged between 21 and 25?
- Black/or mixed-race, and based in or around South Wales?
- Someone who keeps up with the latest news on social media?
- Looking for an avenue to explore your creativity?
- An individual who has a story to tell, and want to be part of a movement that endeavours to make Wales a more inclusive, educated, diverse, and anti-racist country?

If the answer is yes, keep reading. We may have the perfect opportunity for you!

Welsh, Gifted & Black is an interdisciplinary, National Lottery Heritage Fund-funded collective, that are passionate about educating the public and shining a light on corrupt systems and racial injustice. We currently consist of 4 Black and mixed-race individuals aged 18-23, and are based in Cardiff.

Through the creation of an eight-episode podcast series called 'Welsh, Gifted & Black', and an exhibition that not only supplements the podcast, but uses the historical record and archives to explore the Black presence and

experience in Wales, Welsh, Gifted & Black seeks to challenge the notion that to be Black and Welsh is mutually exclusive, and take Black stories to the people of Wales and beyond.

Founded in August 2020, we were created by madeinroath in response to the global reckoning on race, racial inequality, and discrimination, and the need to redress the lack of representation of Black and non-Black people of colour in various sectors throughout Wales. The heart of Welsh, Gifted and Black is to present Black stories, highlight Black experiences, and help our audience rethink what history has taught us about the Black presence in Wales.

Now we are looking to expand the group, through the recruiting of two new members. That's where you come in.

In addition to attending compulsory group meetings, as a member of the collective you will have the task of creating one of the eight episodes that make up our podcast series. The production process will include, although is not limited to, the following:

- **Pre-production:**

Exploring the background and history of your episode's theme, and researching and contacting possible interviewees to feature in the episode.

- **Podcast:**

Scheduling and recording the interview, and hosting your episode of the podcast.

- **Post-production:**

Editing your episode's audio and video.

For this, you will be paid £300. In addition, you will work with us to create an exhibition that supplements the podcast. This will be created in partnership with People's Collection Wales, and the Glamorgan Archives. Additional payment will be given for any extra work that is undertaken.

As a group, we are supported by madeinroath, and have worked with a variety of people and organisations including:

- Mymuna Soleman of the Privilege Café
- Film-maker Liana Stewart
- Historian Abu-Bakr Madden Al-Shabazz
- Radio Platform hosts Molly Palmer and Edward Lee

Through Dr. Sarah Younan, we have links to Amgueddfa Cymru, as well as connections to People's Collection Wales, the Glamorgan Archives, and Cardiff University through Nicki Kindersley.

If you are interested in joining the collective, you must possess the following attributes:

- You will need to be 21-25 years of age
- Black or mixed-race.

- Have a strong interest in history and heritage, as well as areas including sports, education, politics, and healthcare.
- Have skills in video/audio editing, research, and admin.
- Be willing to have open and honest conversations about race, discrimination, and other hard-hitting topics.
- Be reliable, responsive, responsible, hardworking, and honest.
- Be able to help with social media and other creative areas.
- Must produce your episode for the podcast.

We also welcome applications from people who are neurodivergent, from those who have a disability, are from different religious backgrounds, and/or from those who identify as LGBTQIA+. We also strongly encourage Welsh speakers to apply too!

To apply, please submit a written statement that is up to one side of A4 in length. Please include details about yourself, such as:

- Your name, age, cultural background, and where you are based.
- Any experience and skills that you have which will benefit the group
- Any relevant, recent qualifications.



- An explanation of why you would be a good addition to the collective, and why you want to be part of Welsh, Gifted & Black.

Alternatively, if you have difficulties with writing, you can apply by emailing your contact details to us at **welshgiftedandblack@gmail.com**, so we can arrange a phone or Zoom conversation with you (which will be recorded for decision making purposes) where you can tell us why you would like to join the collective, what relevant skills you have, and why you would make a good addition to the group.

If you believe you are up for the challenge, have what it takes, and would like to join the collective, please email your statement of application or contact details to the team at **welshgiftedandblack@gmail.com** by **Friday 5<sup>th</sup> November 2021**. If you have any queries or questions, please don't hesitate to contact us on the email address stated above. You can also reach us on Instagram (**@welshgiftedblack**) or Twitter (**@WGandB\_**). Our DMs are always open!

We look forward to hearing from you.

## **Glossary**

**This is an additional aid to help make sense of the advert!**

**Avenue:** A way of approaching a problem or making progress towards something.

**Notion:** A conception of or belief about something.

**Interdisciplinary:** Involving two or more academic, scientific, or artistic disciplines.

**Collective:** A cooperative enterprise.

**Compulsory:** If something is compulsory, you must do it because of a rule.

**Eponymously:** Relating to or being the person or thing for who or which something is named.

**Conducting:** Organize and carry out.

**Scheduling:** Arrange or plan (an event) to take place at a particular time.

**Supplements:** A thing added to something else in order to complete or enhance it.

**Reckoning:** Movement / opinion about a certain subject.

**Sectors:** A distinct part or branch of a nation's economy or society or of a sphere of activity such as education.

**Attributes:** A quality or feature regarded as a characteristic or inherent part of someone or something.

**Heritage:** Valued objects and qualities such as historic buildings and cultural traditions that have been passed down from previous generations.

**A4:** A size of paper. A4 paper is a standard size of 21 centimetres by 29.7 centimetres.

**Neurodivergent:** Differing in mental or neurological function from what is considered typical or normal.

Examples of several recognised types of neurodivergence, include:

- Autism
- Asperger's syndrome
- Dyslexia
- Dyscalculia
- Epilepsy
- Hyperlexia
- Dyspraxia
- Attention-deficit / Hyperactivity disorder (ADHD)
- Obsessive-Compulsive disorder (OCD)
- Tourette syndrome (TS)

**LGBTQIA+:** lesbian, gay, bisexual, transgender, queer, intersex, asexual and others.

