



# Creative Callings

## Arts-Related Work and Disabilities

*Free, Online Resources*

Center on Aging and Community  
**Indiana Institute on Disability and Community**  
Indiana University – Bloomington

2006



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The mission of the Indiana Institute on Disability and Community is *to work with communities to welcome, value, and support the meaningful participation of people of all ages and abilities through research, education, and service.*

The Indiana Institute on Disability and Community at Indiana University comprises seven Centers that address issues of disability across the life span. Areas of focus include:

- Early intervention and education
- School improvement and inclusion
- Transition to adult life and careers
- Aging
- Planning and policy studies
- Technology
- Disability information and referral
- Autism spectrum disorders
- Individual and family perspectives

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Please Note: This list is not exhaustive. If you would like to suggest resources to add or update, contact Jane Harlan-Simmons by e-mail at [jeharlan@indiana.edu](mailto:jeharlan@indiana.edu). ● The resources in this guide, and others, will be accessible on the new website of ArtsWORK Indiana, to go online in late spring of 2007. The website will be located at [artsworkindiana.org](http://artsworkindiana.org).

# Contents

I.	<i>Getting Paid and Working in the Arts: Can They Go Together?</i> .....	1
	Introduction	
II.	<i>Where Creativity Meets Disability</i> .....	3
	Information Sources on Arts Careers and Disabilities	
III.	<i>Getting Paid to Pursue Your Passion</i> .....	4
	General Resources on Arts Careers	
IV.	<i>The Arts in Our Own Back Yard</i> .....	5
	Statewide and Regional Indiana Arts Organizations	
V.	<i>Working Assets</i> .....	8
	Some Employment-Related Sources of Assistance for People with Disabilities	
VI.	<i>When Opportunity Comes Knocking, Will It Find Your Door?</i> .....	12
	Where to Look for Arts-Related Jobs	
VII.	<i>So You Want to be an Accordion-Playing Fire Eater</i> .....	14
	Arts Resources for Specific Disciplines	
VIII.	<i>Show Me the Money. Please!</i> .....	22
	Financial Support for Individuals	
IX.	<i>Marketing Yourself and Getting Business-Savvy</i> .....	25
	Resources on Business Aspects of Arts Careers	
X.	<i>Learning, Then Earning</i> .....	28
	Information on Arts Education and Training for Youth and Adults	
XI.	<i>Guidance, Preparation, and Job Development</i> .....	32
	Information for Educators, Counselors, and Employment Professionals	
XII.	<i>Employing Creativity: Resources for Employers</i> .....	35
	Finding, Hiring and Accommodating Employees with Disabilities	





# I. Getting Paid and Working in the Arts: Can They Go Together ? Introduction

“That’s a Nice Hobby You Have, But We Have to Be Realistic.”

Employment in the arts can be challenging to obtain, with or without a label of disability. For those living with the realities of limited educational opportunities, poverty, and inadequate transportation and physical accessibility, getting paid for a creative calling can seem out of reach. There is yet an additional hurdle that people with disabilities have identified, a constraint based upon misinformation and prejudice: Families, teachers, counselors, and service providers not uncommonly believe that someone who has a disability is incapable of earning money in a creative field, and that such work is unsuitable for them.<sup>1</sup>

Are they right? Due to initiatives of the National Endowment for the Arts, the National Arts and Disability Center, and events such as the recent *Bodies of Work* festival in Chicago, we see compelling evidence of the accomplishments of professionals with significant disabilities in many fields of the arts. It’s well documented that arts dollars play a key role in the nation’s economic vitality. Now we’re also learning that creative industries employ a lot of Americans. How many? A 2005 Congressional report revealed the U.S. has more than 578,000 arts-related businesses employing almost 3 million people.<sup>2</sup> This means *over four percent* of the nation’s businesses *and over two percent* of the nation’s jobs are arts-related!

Work in creative fields encompasses the full range of performing, literary, and visual arts. These careers include jobs in technology-related areas, such as

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<sup>1</sup> Gill, C. J. (1998). Developmental obstacles to careers in the arts for young persons with disabilities. Chicago: Chicago Center for Disability Research.

<sup>2</sup> Creative industries 2005: The congressional report. Washington D.C.: Americans for the Arts.

sound engineering, video editing, web design, etc. Jobs can be found on stage or “behind-the-scenes”, for example, technician, proof reader, gallery assistant, usher, musical instrument repair person, or box office manager. Arts-related careers encompass many allied professions: advertising copywriter, entertainment lawyer, music librarian, art supply retail sales clerk, stage electrician. The potential to earn money through creative work can’t be ruled out because of the type or severity of a disability. Dancers in wheelchairs, actors with Down syndrome, Deaf percussion players, painters with developmental disabilities... Do we need any further proof?

### How the Need for Information Resources was Identified

Since 2002, Indiana has seen a growing awareness about arts careers for people with disabilities. Under the leadership of Vsa arts of Indiana, the Indiana Institute on Disability and Community, and the Indiana Arts Commission, a statewide advisory group was convened to identify needs and issues facing artists with disabilities. This process laid the groundwork for improving access to employment in the arts.

A federal grant was awarded to sponsor Indiana’s first-ever statewide forum on careers in the arts for people with disabilities. Held in Indianapolis in October 2004, *Indiana Art Works: Employing Creativity* was attended by over 100 people. Participants gained information pertaining to the multi-faceted aspects of education, employment, arts, and disabilities. The gathering’s synergistic energy focused on the tasks of (1) surveying barriers along the road to an arts career, and (2) mapping out some routes to circumvent them. The new group ArtsWORK Indiana has since emerged to take a leadership role in facilitating careers in the arts for people with disabilities.

Access to information, these diverse stakeholders agreed, is key: where to find training, mentoring, and financial support; how to become self-employed, to create jobs through customized employment; how to get business skills and the benefits of connections via professional networks. This directory of resources is intended to help widen and level out some of the more difficult pathways to work in the arts.



## II. Where Creativity Meets Disability

### Information Sources on Arts Careers and Disabilities

To visit any of the resources in this guide, just click on the underlined internet address. To return to *Creative Callings*, close the window by clicking on the X at the top right corner of the web page you have opened.

#### Putting Creativity to Work <http://www.vsarts.org/x630.xml>

Published in 2000 by Vsa arts (formerly Very Special Arts), and now available at no cost online only (in PDF format.) Describes 110+ arts-related careers, with biographies of 25 artists with disabilities and the successful personal strategies they used in pursuing their dreams. Includes sections on job searching skills, financial aid, assistive technology, the social services system, health insurance, and more.

#### VSA arts <http://www.vsarts.org/>

Career development tips for visual artists; adaptive resources including art supplies, adaptive tools, and instruments for visual and performing artists; national events and opportunities. VSA arts is an international nonprofit organization that promotes lifelong learning opportunities in the arts for people with disabilities.

#### National Arts and Disability Center <http://nadc.ucla.edu/>

Resources on funding, marketing, media and performing arts and more; bibliography on careers in the arts; online gallery of USA visual artists.

#### National Endowment for the Arts Office for Accessibility

<http://www.nea.gov/resources/Accessibility>

#### Developmental Obstacles to Careers in the Arts for Young Persons with Disabilities <http://artsedge.kennedy-center.org/forum/papers/gill.html>

A comprehensive report examining the barriers to arts employment faced by youth with disabilities.



### III. Getting Paid to Pursue Your Passion General Resources on Arts Careers

**Artslynx International Arts** <http://www.artslynx.org/heal/>

Resources on arts empowerment and healing, including information for particular arts disciplines.

Creative Capital's **Artist's Toolbox** <http://toolbox.creative-capital.org/>

A resource-bank for artists, an annotated collection of recommended sites with career-resources.

**The Ten Fastest Growing Creative Sector Jobs**

<http://www.mebasc.com/documents/Arts&HumanBro.pdf>

How to Pursue an Education in Art, Audio-Video Technology & Communications. Also lists of the ten highest paying creative jobs.

**Job Outlook:** U.S. Department of Labor

<http://stats.bls.gov/search/oooh.asp?ct=OOH>

Search alphabetical listing of jobs/careers for detailed articles on occupational outlook for work in many arts-related fields.

**197 Careers Related to Visual Arts**

<http://www.visualnation.com/arts/197artcareers.html>

**National Endowment for the Arts** <http://arts.endow.gov>

The federal agency whose purpose is to foster, preserve, and promote excellence in the arts, to bring art to all Americans, and to provide leadership in arts education.



## IV. The Arts in Our Own Backyard Statewide and Regional Arts Organizations

Organizations dedicated to specific fields in the arts (for example, dance) are listed in section VII.

### Statewide Arts Organizations

#### ArtsWORK Indiana

With a mission to facilitate access to careers in the arts for people with disabilities, the group emerged out of a statewide forum held in Indianapolis in 2004. For information about regular meetings and other activities, contact Chris Karson, Chairman at [karsonracing@aol.com](mailto:karsonracing@aol.com), Gayle Holtman at [gholtman@vsai.org](mailto:gholtman@vsai.org), or Jane Harlan-Simmons at (800) 825-4733.

#### Indiana Arts Commission <http://www.in.gov/arts/>

A state agency that “serves the citizens of Indiana by funding, encouraging, promoting and expanding the arts.”

#### IndianaArts.org <http://www.indianaarts.org>

Website established to provide “comprehensive and up-to-date information on the arts in Indiana”.

#### VSA arts of Indiana <http://www.vsai.org/index.html>

A nonprofit affiliate of the national organization VSA arts (formerly Very Special Arts) offering “a variety of programs and services designed to unleash the creative spirit and artistic gifts of people with disabilities.” Quarterly newsletter online or in print format; Classes, exhibits, and Urban Artisans training program in Indianapolis; Artist in Residence program and community arts festivals statewide.

#### Arts Alliance Indiana <http://www.artsalliancein.org/>

Soon to be called the **Indiana Coalition for the Arts**, the current mission is “to advance community arts and aid in the creation of cultural opportunities statewide by providing capacity building resources to arts providers”.

#### Traditional Arts Indiana Artist Directory <http://www.indiana.edu/~tradarts/>

Listing of individual traditional artists and groups living in Indiana interested in public performance, demonstration, or marketing opportunities. There is no charge to be listed, but you must meet the TAI definition of “traditional” to be eligible.



## Regional and Local Arts Organizations

**Regional Arts Partners** of the Indiana Arts Commission

<http://www.in.gov/arts/> Click on "Tools and Resources," then "Indiana Directories" for descriptions of each of these regional arts agencies.

**Local and Regional Arts Councils in Indiana** <http://www.indianahumanities.org/arts.htm>

A directory posted by the Indiana Humanities Council.

**Local Arts Agencies in Indiana** <http://www.in.gov/arts/tools/indiana.html>

A list posted by the Indiana Arts Commission.

**Festival Network Online** <http://festivalnet.com/state/indiana/in.html>

Free, searchable national database with basic information on hundreds of Indiana events. (You must pay a membership fee to get contact information and other details.) Free bi-monthly newsletter with deadline reminders.

**Indiana Department of Tourism Interactive Travel Guide** <http://www.in.gov/enjoyindiana/>

Click on Festivals and Events to search statewide, by region, or by keyword.

**Indiana Festival Guide** <http://www.in.gov/enjoyindiana/brochures/index.asp>

Order a free brochure online from the state tourism office.

**Arts Organizations in the South Shore Region**

<http://www.niaaonline.org/welcome.htm>

Search for arts groups and events by city in Lake, Porter and LaPorte counties.

**The Main Artery** <http://www.artsland.org>

Regional arts newsletter for East Central Indiana.

**Arts Council of Southern Indiana** Online Message Board <http://www.artscouncilsi.org/>

News, events, and opportunities.

**ArtsEverywhere** <http://www.artseverywhere.com>

Arts organizations, venues, and events in the Greater South Bend Region.

**Tippecanoe Arts Federation** <http://www.tippecanoearts.org/memberorg.html> Lists over 100 member organizations in Lafayette and the 14-county region.

### Arts Organizations in the Greater Indianapolis area

<http://www.indyarts.org/> Click on Arts Organizations.

### Arts Organizations in Bloomington and Surrounding Areas

<http://bloomingtonarts.info> Directory of arts organizations and venues, as well as events listings and news items.

### Arts Organizations in Greater Fort Wayne <http://www.artsunited.org/members.htm>

Lists members of the Community Arts Council.

### Arts Illiana – Arts Council of the Wabash Valley <http://www.artsilliana.org/>

Click on Arts Provider Directory. Lists arts organizations in Clay, Parke, Putnam, Sullivan, Vermillion and Vigo counties.





## V. Working Assets: Some Employment-Related Sources of Assistance for People with Disabilities

### **Indiana Vocational Rehabilitation Services** <http://www.in.gov/fssa/servicedisabl/vr>

Eligible persons may receive services and assistance for employment-related needs, including support for vocationally-related education. Look under State Government in the blue government pages of the telephone book for the number of your local office, or find regional offices listed on the web site above.

### **Indiana Institute on Disability and Community** <http://www.iidc.indiana.edu>

Resources on employment and transition issues can be found at the Center on Community Living and Careers. The Center for Disability and Policy Studies sponsors trainings on ADA issues, including employment. The Center for Disability Information and Referral makes informational materials available to Indiana residents. (See inside cover page for more information about the Institute.)

### **2006 Fact Sheets on State and Federal Work Incentives**

[http://www.iidc.indiana.edu/cclc/product\\_benefits.htm](http://www.iidc.indiana.edu/cclc/product_benefits.htm)

From Indiana Works Benefits Planning Assistance and Outreach.

### **Transition Services for Youth Project**

[http://www.iidc.indiana.edu/cclc/research\\_projects.htm#person](http://www.iidc.indiana.edu/cclc/research_projects.htm#person)

### **INAPSE** The Indiana chapter of APSE: The Network on Employment

<http://www.inapse.org>

A membership organization formed in 1988 as the Association for Persons in Supported Employment to improve and expand integrated employment opportunities, services, and outcomes for persons experiencing disabilities.

### **Indiana Workforce Development** <http://www.in.gov/dwd/>

Find your local Work One Center and other resources.



## National Employment Resources

**Office of Disability Employment Policy** <http://www.dol.gov/odep/>

U.S. Department of Labor office develops and influences disability-related employment policy and practice affecting the employment of people with disabilities.

**DisabilityInfo.gov** <http://www.disabilityinfo.gov> Click on Employment.

Covers a variety of topics related to employment of people with disabilities: advice for individuals with disabilities seeking work; help for employers looking for hard-working and dedicated employees; information on employment rights, laws and regulations; resources for employment programs and job accommodations for people with disabilities.

**Disability Programs - Social Security Online:** <http://www.ssa.gov/disability/>

**Ticket to Work - Social Security Online** <http://www.ssa.gov/work/index.html>

**Department of Veterans Affairs** <http://www.vetsuccess.gov/>

**U.S. Equal Employment Opportunity Commission** <http://www.eeoc.gov/> Federal agency that investigates complaints of, and takes action against, job discrimination based on disability, as well as race, color, religion, age (40+), sex, or national origin. These services are free.

**A Guide to Disability Rights Laws** <http://www.usdoj.gov/crt/ada/cguide.htm#anchor63109>

A 2005 publication of the US Department of Justice.

**Job Accommodation Network** <http://www.jan.wvu.edu/>

A free consulting service designed to increase the employability of people with disabilities by: 1) providing individualized worksite accommodations solutions, 2) providing technical assistance regarding the ADA and other disability related legislation, and 3) educating callers about self-employment options.

## American Foundation for the Blind's CareerConnect® Program

<http://www.afb.org/> Click on CareerConnect.

Job seekers can explore possible careers, contact a visually impaired mentor for advice, create their own resume online, and more. Available to blind and visually impaired persons of all ages in school, currently working, or seeking employment in any field. Registration is free.

## Partners in Employment <http://www.partnersinpolicymaking.com/employment/>

A self-study course designed to help people with developmental disabilities find meaningful jobs and jumpstart their careers.



## Customized Employment and Self-Employment

### U.S. Department of Labor Customized Employment Initiative

<http://www.dol.gov/odep/pubs/custom/index.htm>

Information from the Office of Disability Employment Policy: topics include the job seeker exploration process, creating a blueprint for job development, and how to negotiate with employers.

### National Center on Workforce and Disability

<http://www.onestops.info/> Click on Customized Employment.

### Small Business and Self-Employment Service <http://janweb.icdi.wvu.edu/sbses/>

A service of the Office of Disability Employment Policy of the U.S. Department of Labor providing comprehensive information, counseling and referrals about self-employment and small business ownership opportunities for people with disabilities. Information available on many aspects of starting and managing a business, as well as Social Security, PASS plans, health care, and working at home.

### Small Business Development Centers in Indiana [http://www.sba.gov/in/IN\\_SBDCIN.html](http://www.sba.gov/in/IN_SBDCIN.html)

Free or low-cost information, training, counseling, research and other assistance.

### Neighborhood Self-Employment Initiative <http://www.nsibiz.org>

Helps people create and develop their own microenterprises (very small businesses). A nonprofit agency serving Marion, Hamilton, Hancock, Shelby, Johnson, Brown, Morgan, Hendricks, Putnam and Boone counties. The program targets people who may lack “the money, know-how, the support and mentoring, and in some cases, the confidence” to start their own business, including people with disabilities.

**Griffin-Hammis Associates: Resources on Self-Employment for People with Significant Disabilities** <http://www.griffinhammis.com/welcome.asp> Click on Self-Employment, scroll down. FAQ's, information about social security, promoting your small business and more.

**SCORE** (Service Corps of Retired Executives): Indiana Chapters  
[http://www.sba.gov/in/IN\\_SCOREIN.html](http://www.sba.gov/in/IN_SCOREIN.html)  
Offers free and confidential small business advice for entrepreneurs.

**The Abilities Fund** <http://www.abilitiesfund.org/>  
The website also has a national information resource center and an online preparation tool for entrepreneurs with disabilities, "Informed Choices".  
For information about their funding opportunities see Section VIII.

**National Association of Blind Entrepreneurs**  
A membership organization of blind persons who are self-employed or are directing personal businesses and those interested in starting their own business. Provides advocacy and resource information and offers support for both the beginner and the established entrepreneur. Contact Jim Bonerbo, President at [j.bonerbocpa@verizon.net](mailto:j.bonerbocpa@verizon.net).

**Making Self-Employment Work for People with Disabilities**  
<http://www.vsarts.hawaii.edu/> Click on "Self-Directed Employment"  
Helpful answers to questions about self-employment for people with disabilities by David Hammis and Cary Griffin. Some of the information is applicable only to Hawaii.

**Indiana Customized Employment Project**  
The project designs personalized job-seeking plans for clients with disabilities in Marion Co. Contact a WorkOne center [http://www.in.gov/dwd/job\\_seekers/workone\\_centers.html](http://www.in.gov/dwd/job_seekers/workone_centers.html)



## Assistive Technology

**Attain, Inc.** <http://www.attaininc.org>  
Promotes the use and availability of assistive technology in Indiana through individual assessment of needs, information and referral, an equipment exchange program, and loans for purchase of equipment.

**ABLEDATA** <http://www.abledata.com/>  
Information about domestic and international companies that sell assistive technology products and rehabilitation equipment.

**Assistivetech.net** [assistivetech.net](http://assistivetech.net)  
Searchable, national database of assistive technology products.



## VI. When Opportunity Comes Knocking, Will it Find Your Door? Where to Look for Arts-Related Jobs

### Resources for Arts Opportunities in Indiana

Opportunity listings dedicated to specific arts fields (for example, theater) are listed in section VII.

#### Indiana Arts Commission

<http://www.in.gov/arts/> Click on Arts Jobs and Opportunities.

Listings on the website in the categories of: calls for entry, auditions, workshops, volunteering, jobs in Indiana and other states. No charge to search listings or to have a listing posted. Posting is via e-mail, and cannot be guaranteed because of high volume. The *ArtsEye* monthly gazette has job announcements and calls for entry (exhibitions, competitions, opportunities for writers, etc.)

#### IndianaArts.org <http://www.indianaarts.org>

Statewide listings include online classifieds. Membership is free, with the option to subscribe to *Gig Alerts*, email notifications about employment and other opportunities.

#### Arts Council of Indianapolis <http://www.indyarts.org/index.aspx>

Click on News and Info for employment opportunities listings.

#### Artist Opportunities & Announcements E-news

Sponsored by the Arts Council of Indianapolis.

To sign up, send a message to [artistservices@indyarts.org](mailto:artistservices@indyarts.org)

#### ArtsEverywhere <http://www.artseverywhere.com/>

Art jobs and opportunities posted for the Greater South Bend area.

#### Arts Council of Southern Indiana <http://www.artscouncilsi.org/>

Find news, events, and opportunities on the Online Message Board.



## National Resources for Arts Opportunities

**Artslynx International Arts Resources:** Arts Empowerment <http://www.artslynx.org/heal/>  
Links to websites that list jobs.

**ArtJob Online** <http://www.artjob.org> Click on “View Jobs”  
“The place to find comprehensive, up-to-date national listings of jobs, internships, fellowships and other employment opportunities in the arts.” Job seekers pay a subscription fee to gain access to the listings.  
*Directions* quarterly newsletter is free and features tips on job seeking.

**ArtsOpportunities** Southern Arts Foundation <http://www.artsopportunities.org/>  
A free resource for artists, students and arts administrators seeking to further their careers in the arts. Intended to be a national online classifieds bank serving all arts disciplines, the site has a searchable database of information on employment, internships and artist opportunities.

**Art Deadlines List** <http://artdeadlineslist.com/>  
Competitions, exhibitions, and other opportunities for artists



## VII. So You Want to Be an Accordion-Playing Fire Eater... Arts Resources for Specific Disciplines

**Resources by Arts Discipline** <http://arts.endow.gov/resources/disciplines/index.html>

For national resources on specific disciplines, first check these extensive listings from the National Endowment for the Arts.

### Visual Arts

**Palette-Online** sponsored by VSA arts, features updates on current events at VSA arts, funding opportunities, calls for art, and related information for visual artists. Online supplement to *The Palette*, a visual artists' (printed) newsletter.

**Kaleidoscope Magazine** <http://www.udsakron.org/kaleidoscope.htm>

"Exploring the experience of disability through literature and the fine arts," the magazine publishes all visual art media.

**The Able Workshop: Resource for Disabled Woodworkers** <http://www.ableworkshop.com/>

Invites woodworkers to submit photos of their work for posting online.

**Association of Mouth and Foot Painting Artists of the World**

<http://www.amfpa.com/> Gallery of artists' work, exhibition events, news.

**Art & Design - Career & Employment** [http://art.nmu.edu/department/AD\\_Career-Jobs.html](http://art.nmu.edu/department/AD_Career-Jobs.html)

A comprehensive list of links related to jobs in the visual arts, created by the Department of Art and Design at Northern Michigan University.

**NYFA Interactive** <http://www.nyfa.org/level3.asp?id=200&fid=1&sid=51>

This page has articles on marketing for the visual arts, including the art of self-promotion, how to make use of online galleries and slide registries, how to get work into corporate collections, and more.

**Writing for DOLLARS! Database** <http://www.writingfordollars.com/>

The database includes writing markets (publications, etc.) that buy photographs and cartoons. No charge to search listings.

**American Craft Association Craft Show Central**

<http://www.craftassociation.com/search.htm> Search for art/craft shows and festivals. Search for juried and nonjuried events in Indiana and other states.

Indiana Dept. of Tourism Interactive Travel Guide – see Section IV.  
Festival Network Online - see Section IV.



## Performing Arts (General)

### Opening Stages

Quarterly national newsletter for people with disabilities pursuing careers in the performing arts, produced by the John F. Kennedy Center for the Performing Arts. Electronic format with alternate formats by request.

To subscribe, send an email request to [access@kennedy-center.org](mailto:access@kennedy-center.org) .

**Careers in the Performing Arts** [http://careerplanning.about.com/od/occupations/a/perf\\_arts.htm](http://careerplanning.about.com/od/occupations/a/perf_arts.htm)

**Bodies of Work Festival** <http://www.bodiesofwork.org/>

Chicago's first-ever festival showcasing artists and performers with disabilities took place in 2006. It included the work of hundreds of artists, some from other states. The festival might be held again in future years; Check the website above for updates.

**Performing Arts Division of the National Federation of the Blind**

<http://www.padnfb.starcitynet.com/>

Addresses issues and concerns of blind persons working in film, television, theater, and other performing arts areas by providing support, networking, and working to increase opportunities in these careers. The division sponsors a listserv.



## Music

**Music Associations in Indiana** <http://www.imeamusic.org/links/>

**Schools of Music in Indiana** (degree programs) <http://www.imeamusic.org/links/>

**Careers in Music** <http://www.berklee.edu/careers/>

Detailed information on music careers from the Berklee College of Music.

**Careers in Music** <http://www.menc.org/>

Click on Jobs and Careers and then Career Information

National Association for Music Education web pages containing extensive resources including a dictionary of music careers and an online brochure on Careers in Music

that has specific information about recommended training, skills, personal qualifications, and average salaries for 16 fields.

### Coalition for Disabled Musicians

<http://www.disabled-musicians.org/> Click on Adaptive Gear.

Features examples of adaptive equipment developed for musicians with physical disabilities.

**Handidrummed.com** <http://www.handidrummed.com/>

“A website for disabled drummers made BY disabled drummers,” including drummer profiles, articles, products, links, and discussion forums.

### Music Venues in Indiana

<http://www.indie-music.com/> Click on Directory, then Venues.

Search Indie-Music.com for places that feature bands and other music.

**Festival Network Online** - see Section IV. Lists festivals with music.

### Music Recording Studios in Indiana

<http://www.indie-music.com/> Click on Directory, then Studios by Location.

**IndianapolisMusic.net** [IndianapolisMusic.net](http://IndianapolisMusic.net)

Online message board; events can be posted on music calendar; registry of Central Indiana musicians with links to audio files; accepts cd's for review on the site.



## Dance

**Integrated Dance Companies** <http://www.axisdance.org/education/others.html>

### Dance Links - Employment

<http://www.dancer.com/dance-links/misc.htm> Click on Employment.

### Dance Jobs – Arts Lynx International Arts Resources

<http://www.artslynx.org/dance/jobs.htm> Links for internet listings of dance jobs.

**Voice of Dance** <http://www.voiceofdance.com/>

A comprehensive dance resource sponsored by Danskin:

Sources for dance education and training, jobs, auditions, and more.

**CyberDance** <http://cyberdance.org/> An extensive dance database of links to classical ballet and modern dance resources on the Internet.



## Theatrical Arts

**Theater and Film Organizations in Indiana** <http://www.indianahumanities.org/theater>  
Directory of regional and community theater posted by the Indiana Humanities Council.

**Indiana Auditions** <http://www.indianaauditions.com/>  
Current listings of casting calls, and information relating to stage and film in the state of Indiana. Post announcements, chat live on a variety of topics.

**Indiana Theatre Association** <http://www.intheatre.org/>  
Sponsors rehearsed script readings of new plays, competition for playwrights, auditions for professional actors and technicians, quarterly newsletter, membership directory.

**VSA arts Apprenticeship** [www.vsarts.org](http://www.vsarts.org)  
National theater arts summer program for students with disabilities, age 19 to 24.

**BackstageJobs.com** <http://www.backstagejobs.com/>  
Search national listings of behind-the-scenes jobs in the live entertainment industry, free of charge.

**Non-Traditional Casting Project** <http://www.ntcp.org/>  
The Project's current focus is "to increase the participation of artists of color and artists with disabilities" in theatre, film, television and related media. NTCP's Artist Files are a national resource of 3,500 actors' resumes and photographs, as well as the resumes of writers, directors, choreographers, designers and stage managers. The website states that it has been consulted for over 4,600 productions.

**So You Want to be an Actor** <http://www.clubndss.org/>  
Click on Be Independent and then go to Employment section. Information and tips geared to people with Down Syndrome seeking a professional acting career.

**Storytelling Arts of Indiana** <http://www.storytellingarts.org/>  
Free quarterly electronic newsletter; Directory of Indiana Storytellers; event and workshop listings; sponsor of the Ruth Lilly Hoosier Storytelling Festival (including emerging storytellers); fellowship opportunity.

**Playwrights and Script Writers** – see Literary Arts below



## Film and Video

**Indiana Auditions** – see Theater Arts above

**Film Indiana** <http://www.in.gov/film/hotline/>

The site's Hotline has calls for scripts, casting and crew calls, workshops and seminars, lots of resources.

**Indiana Filmmakers Network** <http://www.ifnweb.org/>

Meets most months for networking meetings on the 2nd Tuesday at 7 pm in Indianapolis. See website for details.

**Mid-America Filmmakers** [www.midamericafilmmakers.org](http://www.midamericafilmmakers.org)

Networking group of filmmakers in and around South Bend and northern Indiana.

**Midwest Association of Makeup and Media Artists**

Monthly meetings are held at 7:00pm on the 2nd Thursday at Landes Costumes by Rachel at 811 N. Capitol Avenue, Indianapolis.

**The Indy Lab** <http://p208.ezboard.com/btheindylab>

A new message board for Midwest professionals and amateurs in film/video and theater where they can interact in a safe and positive atmosphere. This board is designed to be a place where people of all ages and experience can learn from each other.

**Cinephile Film Arts Organization** <http://cinephileforum.com/>

A resource for independent and amateur filmmakers in Bloomington and southcentral Indiana. "Our goal is to demystify filmmaking and help bring together people with various skills and interests, including actors, writers, artists, musicians, directors and film buffs." Annual festival, regular meetings, and other events.

**ProductionHub.com** <http://productionhub.com/>

Online resource and national industry directory for film, television, video and digital media production. Job searches can be limited to a particular city or state.

**Music Careers in the Film Industry** [http://www.berklee.edu/careers/film\\_scoring.html](http://www.berklee.edu/careers/film_scoring.html)



## Literary Arts

### **Writers' Center of Indiana** [www.indianawriters.org](http://www.indianawriters.org)

The Center's mission is "to foster a writing community, support established and emerging writers, improve written and verbal communication and develop an audience for literature in Indiana." A variety of public classes and workshops in all genres of writing are offered in Indianapolis, including writing the mystery, nature writing, the personal memoir, creative writing for kids, editing and proofreading, screenwriting, and business writing, as well as classes in writing novels, short stories, poetry and essays. Classes also offered in publishing and promotion.

### **Indiana Theatre Association** <http://www.intheatre.org/>

Sponsors rehearsed script readings of new plays, competition for playwrights, quarterly newsletter, membership directory.

### **The New Harmony Project** <http://www.newharmonyproject.org/>

"Each year a select community of writers, actors, dramaturgs and other media professionals gather in historic New Harmony, Indiana to create new dramatic works for the stage and screen. We offer selected projects a series of rehearsals and readings, creating a process that allows the writer to develop his or her work in a setting removed from the pressures of production, in which the writer has the freedom to explore that work without fear of failure."

### **Kaleidoscope Magazine** <http://www.udsakron.org/kaleidoscope.htm>

Publishes fiction, nonfiction, poetry, creative writing, book reviews.

### **disABLEDperson.com**

<http://www.disabledperson.com/> Click on Get Published or Submit your Poetry.

This site will publish poetry and stories. No fee.

### **The Writers Brigade** - See Section X.

### **National Federation for the Blind Writers' Division**

[http://home.earthlink.net/%7Euinen/writers\\_division/](http://home.earthlink.net/%7Euinen/writers_division/)

Offers an e-mail discussion list, sponsors poetry and fiction contests, and publishes a quarterly magazine containing articles of general interest to writers, addressing particular concerns of writers with visual disabilities.

### Blind Professional Journalist Group <http://www.nfb.org/nfb-bpj.htm>

A listserv functioning as “an informal gathering place for people who want to ask questions and exchange ideas on how blind people succeed in journalism.” Working journalists employed at newspapers, magazines, TV, or public affairs departments are welcome, as are students wanting to pursue journalism careers.

### Midwest Writers Workshop <http://midwestwriters.org/>

Free quarterly newsletter and monthly electronic newsletter; sponsors events at Ball State University. Midwest Writers Fellowships awarded to individuals to support their attendance at a writers’ retreat.

### Finding a Writing-Related Job Online

<http://www.writerswrite.com/journal> Click on Archives, December 1997.

Article from the Internet Writing Journal online magazine *Writers Write*.

### WritingforDollars.com <http://www.writingfordollars.com/>

The site’s [Guidelines Database](#) has over 1270 markets (publications, etc.) in the database. Search by subject, type of market you wish to write for, level of payment desired, publications allowing simultaneous submission, fiction, nonfiction, and more. Request guidelines that are new or updated.

### Writing for Dollars! <http://www.writingfordollars.com/>

A free newsletter for writers delivered twice a month via e-mail. Articles focus on the business side of writing (making money): current markets that pay; how to market what you write and earn more; tips for entering high paying markets; interviews with successful writing professionals. Some back issues available on the site.

### Playwriting Opportunities for the E-Merging Writer

<http://www.playwritingopportunities.com/>

Contests, competitions, retreats, workshops, theatre links, ongoing submissions, year-round deadlines for playwrights.

### The Burry Man Writers Center <http://www.burryman.com/>

Freelance job links; other national resources for fiction and nonfiction writers, working professionals and dedicated beginners. Click on Freelance and NonFiction for “the largest list of writer-specific job resources online”

### Is This Literary Contest Legitimate? <http://windpub.com/literary.scams/>



## Arts Administration/Management

### Arts Administration Jobs and Internships

<http://www.spea.indiana.edu/careers/jobs/> Click on Arts Administration Jobs. Listings from the I.U. School of Public and Environmental Affairs.

**Local and Regional Arts Councils in Indiana** – see Section IV.

### American Association of Museums <http://www.aam-us.org/index.cfm>

Website has searchable, national job listings in museum career related employment. Click on Job Center. You don't have to be a member to search and view the job listings. Members can post a resume and get e-mail notification of new job listings.

### Internship Program, John F. Kennedy Center for the Performing Arts

<http://www.kennedy-center.org/education/artsmanagement/fellowships/>

A semester-long internship offering on-the-job experience for college juniors, seniors, graduate students, and recent graduates who are interested in beginning careers in arts management or arts education.

### Fellowship Program, John F. Kennedy Center for the Performing Arts

<http://www.kennedy-center.org/education/artsmanagement/internships>

A ten-month comprehensive arts management fellowship program. Applicants must have a bachelor's degree in the arts or related discipline and at least four years of experience as an administrator for or a professional artist of a performing arts organization.



## VIII. Show Me the Money, Please! Sources of Financial Support for Individuals

### **Indiana Vocational Rehabilitation Services** <http://www.in.gov/fssa/servicedisabl/vr>

Eligible persons may receive services and assistance for employment-related needs, including support for vocationally-related education. Find regional offices listed online or look under State Government in the blue government pages of the telephone book for the number of your local office.

### **Indiana Arts Commission** <http://www.in.gov/arts/>

Career development assistance awarded through Individual Artist Project grants.

### **Mary Anderson Center for the Arts**

<http://www.maryandersoncenter.org/about.htm>

Offers some fully-funded fellowships each September and partially-funded Work Exchange Grants, for writers, visual artists and musicians. Located in Mount St. Francis, Indiana.

### **Storytelling Arts of Indiana: Frank Basile Emerging Stories Fellowship**

<http://www.storytellingarts.org/> Click on Frank Basile Fellowship.

Annual fellowships are offered to two Indiana storytellers. This program encourages and recognized the talent and skills of Indiana storytellers.

### **Funding Sources for Individual Artists and Arts Organizations**

<http://nadc.ucla.edu/funding.cfm>

Listing from the National Arts and Disability Center.

### **The Abilities Fund** <http://www.abilitiesfund.org/>

The purposes of the fund include linking people with disabilities to the resources they need to start or expand microbusinesses. The Trickle-Up Program offers small grants for entrepreneurs with disabilities who are starting very small businesses. A new, national loan program for entrepreneurs with disabilities will be launched soon.

### **Society for the Arts in Healthcare**

<http://209.200.109.67/template/index.cfm> Click on “grants and awards”.

Sponsored annually since 2001, the Blair L. Sadler International Healing Arts Competition “recognizes artists - both professionals and students - for their exemplary visual, performing or multidisciplinary art projects that have had a measurable impact on the quality of the healthcare experience for patients, visitors and staff.” Awards have been made in the categories of Literary, Performing, Visual, and Multidisciplinary Arts.

### **American Association of Woodturners** <http://www.woodturner.org/>

Click on Resources then Educational Opportunity Grants.

Members can apply for grants to fund a particular goal, workshop, or project. Young people (under age 25) can apply for grants without being a member. Woodturners under age 18 are particularly encouraged to apply.

### **National Association of Latino Arts and Culture** <http://www.nalac.org/>

The NALAC Fund for the Arts provides grant support to Latino artists, ensembles and small and mid-size Latino arts and cultural organizations in communities across the country.

### **NYFA Source** (New York Foundation for the Arts) <http://www.nyfa.org/>

An extensive national directory of awards, services, and publications for artists of all disciplines. Listings include over 3,400 arts organizations, 2,800 award programs, 3,100 service programs, and 900 publications for individual artists across the country. Updated frequently.

### **Fractured Atlas** <http://www.fracturedatlas.org/>

Members may apply for grants in Creative Development, Organizational Development, and Collaborative Production.





## Scholarships and Financial Aid

### Kennedy Center Accessibility TipSheet

<http://www.quest4arts.org/artsbridge/media/DisabilityScholarships.doc>

Educational scholarships, listed by disability type (many are not arts-specific.)

### Creating Options 2006: Financial Aid for Individuals with Disabilities

<http://www.heath.gwu.edu/> Free, online document from the George Washington University HEATH Resource Center, 20 pages. Includes listings of scholarships specifically for students with disabilities.

CollegeBoard.com [http://apps.collegeboard.com/cbsearch\\_ss/welcome.jsp](http://apps.collegeboard.com/cbsearch_ss/welcome.jsp)

Scholarships.com <http://www.scholarships.com/>

Start Something Scholarships for Youth <http://startsomething.target.com/>

Click on “Teacher” or “Student”, then “Scholarships”

Target Stores’ and Tiger Woods Foundation’s program award scholarships of \$100 to \$5000 to young people age 8 – 17 years. “Students can use their scholarship money on almost any activity they choose to pursue their goal or dream. Examples include music lessons, sports camps, special educational programs, travel and equipment.”

The American Council of the Blind Scholarships <http://www.acb.org/>

(Click on “ACB Scholarships”)

### College Scholarships for Individuals with Parents with Disabilities

<http://lookingglass.org/scholarships/>

Through the Looking Glass' National Resource Center for Parents with Disabilities awards college scholarships to high school seniors or graduates who have at least one parent with a disability.



## IX. Marketing Yourself and Getting Business-Savvy Resources on Business Aspects of Arts Careers

### **Arts INform** <http://www.in.gov/arts/publications/listserv.html>

Bi-monthly newsletter from the Indiana Arts Commission with a one-page focus on an informational topic of interest to arts organizations or self-employed people in the arts. Includes online sources for further information.

### **Creative Arts Legal League (CALL)** <http://www.indycall.org/index.html>

A legal services organization comprising volunteer attorneys who are dedicated to providing legal services to the artistic community in Indiana.

People eligible for legal services through C.A.L.L. are Indiana artists who are in need of legal services related directly to their artistic endeavors, and who meet income eligibility requirements.

### **Access to Health Insurance/Resources for Care**

<http://www.ahirc.org/> Click on Indiana.

Comprehensive database of sources of health insurance and health care for artists and performers, including resources for the self-employed, low-income workers, the under-insured, the uninsured who require medical care, and many other groups.

### **Artist Professional Development Series** <http://www.indyarts.org/>

A series of free workshops sponsored by the Arts Council of Indianapolis and Primary Colours, designed specifically for the emerging career artist. Past topics have included tax and copyright issues, basic business practices, photographing slides for submissions, writing grant proposals and more.

### **The Art of Business** <http://www.indymoca.org>

An outreach and assistance program that fosters discussion among local artists about their work and helps them in the preparation of artists' statements, grant applications, promotional materials and more. Free of charge and cosponsored by the Indianapolis Museum of Contemporary Art and the Arts Council of Indianapolis.

**Artists Anonymous** (Indianapolis) <http://www.harrisoncenter.org/>

Monthly gathering at the Harrison Center for the Arts provides artists the opportunity to gather, connect and share ideas and information. Meets the third Wednesday of the month at 7pm in the gallery, 1505 North Delaware in Indianapolis. There is no cost to attend. For more information, contact Quincy Owens at [quincywovens@sbcglobal.net](mailto:quincywovens@sbcglobal.net)

**Artists After Hours** (Bloomington)

<http://bloomingtonarts.info> Type “Artists After Hours” into the search box.

Sponsored by the Bloomington Area Arts Council. “A free, monthly, informational networking session for artists of all disciplines to share expertise and regularly engage in lively discussion.” Usually held on the fourth Tuesday of the month at 5:30pm at the John Waldron Arts Center.

**Artists After Hours** (New Albany) <http://www.artscouncilsi.org/>

A gathering for Southern Indiana professional and amateur artists in any medium. A free opportunity to network, socialize, and share ideas and concerns. Check the message board on the Arts Council of Southern Indiana website (above) for details, or email [ebrown@artscouncilsi.org](mailto:ebrown@artscouncilsi.org).



## Promoting Your Work

Online venues for promoting work in specific fields of the arts (for example, woodworking) are listed in section VII.

**IndianaArts.org** <http://www.indianaarts.org>

Members can post an online portfolio of up to 20 images, list gallery shows, performances, and other events, or list opportunities in the classified section. Membership is free.

**Traditional Arts Indiana Artist Directory** – see section IV

**ArtsEverywhere** <http://www.artseverywhere.com/>

Individuals in the Greater South Bend region can post a free Artist Profile (all disciplines).

**CALL Virtual Art Gallery** [http://www.indycall.org/igallery\\_info.html](http://www.indycall.org/igallery_info.html)

Submit a photo of your work to be considered for inclusion on the Creative Arts Legal League website. No fee, quarterly deadlines.

**Artists Database of the Arts Council of Indianapolis** <http://www.indyarts.org/> Performing, literary, and visual artists living and working in Marion, Boone, Hamilton, Hendricks, Hancock, Morgan, Johnson or Shelby County may request a listing.

**BloomingtonArts.info** <http://bloomingtonarts.info>

Arts groups can create detailed listings with photographs, can post press releases and a link to their own websites.

Visitors find your events on a searchable calendar and buy tickets online.

**Arts Illiana** <http://www.artsilliana.org/>

Artist Directory posted for Clay, Parke, Putnam, Sullivan, Vermillion and Vigo counties.

**ARTSbeat** Quarterly Newsletter for Southern Indiana <http://www.artscouncilsi.org/>

Click on Newsletter. Each issue includes an interview with a local artist.

Note: This publication is *not* online.

**VSA arts Artists Registry** <http://www.vsarts.org/>

Free, online service that enables artists (visual, performing and literary) to increase their exposure at a national and international level, updated weekly. Connects artists to online visitors, including researchers, publishers, collectors, exhibitors, and arts administrators.





## X. Learning, Then Earning Information on Arts Education and Training for Youth and Adults

### **Disability Mentoring Day** <http://www.dmd-aapd.org/index.html>

Initiated nationally in 1999 and in Indianapolis in October 2005, the purpose is to enhance internship and employment opportunities for people with disabilities; to promote disability as a central component of diversity recruitment for a more inclusive workforce; to dispel employers' fears about hiring people with disabilities; to increase confidence among students and job seekers with disabilities; and to launch a year-round effort to foster mentoring opportunities.

### **Writers' Center of Indiana** [www.indianawriters.org](http://www.indianawriters.org)

A variety of public classes and workshops in all genres of writing are offered, including writing the mystery, nature writing, the personal memoir, creative writing for kids, editing and proofreading, screenwriting, and business writing, as well as in writing novels, short stories, poetry and essays. Classes also offered in publishing and promotion.

### **Harrison-Brook Life Enhancement Center**

New nonprofit organization in Indianapolis sponsoring classes as well as other social and cultural activities for individuals with disabilities in newly rehabbed, accessible building. The Center's goal is "to offer the disabled community an opportunity to develop their own programs and to make them available to the community at large." "We welcome any artist, musician or art related activity looking for a place to perform, meet or organize." A stage with sound equipment is available, as well as a catering kitchen. Contact Edith Glover [eglover@indy.rr.com](mailto:eglover@indy.rr.com) or (317) 546-3734.

### **Careers in the Arts Initiative Mentoring Project** <http://www.quest4arts.org/artsbridge/models.htm>

Through the, arts organizations offer individuals and students with disabilities who are interested in exploring or advancing their careers in the arts the opportunity to work in a professional arts or arts service environment and be mentored by a working arts professional.

### **The Writers Brigade** <http://www.augcominc.com/rerc-brigade.html>

Provides on-line instruction to adults who use augmentative and alternative communication devices. Participants become published authors after practicing the professional writing techniques of technical writers. Participants broaden awareness

by writing articles describing the activities of the Rehabilitation Engineering Research Center on Communication Enhancement, a project funded by the National Institute on Disability and Rehabilitation Research. To learn more, contact Johana Schwartz at [Johana.Schwartz@stanfordalumni.org](mailto:Johana.Schwartz@stanfordalumni.org).



## Resources for Post-Secondary Education

### **Indiana Vocational Rehabilitation Services** [www.in.gov/fssa/servicedisabl/vr](http://www.in.gov/fssa/servicedisabl/vr)

Eligible persons may receive services and assistance for employment-related needs, including support for vocationally-related education. Look under State Government in the blue government pages of the telephone book for the number of your local office, or find regional offices listed online.

### **Trip to College: Directory of Indiana Colleges**

[http://triptocollege.org/indiana\\_colleges/search.cfm](http://triptocollege.org/indiana_colleges/search.cfm)

Search by major (for example, art therapy, arts administration, etc.) to see a list of colleges in the state offering a particular course of study.

### **Indiana's Education and Training Choices** [https://secure.in.gov/apps/dwd/crs/dwd\\_etc](https://secure.in.gov/apps/dwd/crs/dwd_etc)

Search for training programs in career clusters including art, media, and communications. Compare the costs, training program outcomes, length of training, degrees, and certifications available.

### **Learn More Resource Center** <http://www.learnmoreindiana.org/>

Information about college in Indiana, preparing for college, getting to college, student financial aid, Indiana career information, and other essential information.

### **ThinkCollege.net** <http://www.thinkcollege.net/>

Resources on youth with intellectual disabilities and postsecondary education, for students, families, and professionals. Includes a searchable database of postsecondary education programs for students with intellectual disabilities; discussion board; listserv; resource listings; *Stories of Postsecondary Education*, a collection of self-reports by students with intellectual disabilities.

### **Summer Pre-College Programs for Students with Disabilities 2006**

<http://www.heath.gwu.edu/>

Free, online pdf document from the HEATH Center National Clearinghouse on Postsecondary Education for Individuals with Disabilities, 13 pages

**PerformingArtsSchools.com** <http://www.performingartsschools.com/>

Directory of schools and programs in the performing arts

**ArtSchools.com** <http://www.artschools.com/>

Directory of art and design schools, colleges, programs (including online), and workshops.



## Resources for Preparation at the Secondary and Elementary School Levels

**Vsa arts of Indiana** <http://www.vsai.org/>

Sponsors a statewide Artist in Residence program, training for artists and teachers. Website has links to lesson plans.

**Theater of Inclusion** <http://homepage.mac.com/toiinc/>

Offers multidisciplinary arts workshops, painting residencies, and other arts experiences in a variety of Indiana settings. Programs can be tailored for adults, young adults, and children.

**Young Audiences of Indiana** <http://www.yaindy.org/>

An organization that brings professional "teaching artists" into schools to perform live or work directly with kids. In addition to their regular in-school programs for students, the artists also offer after-school programs for students and professional workshops for teachers.

**Urban Artisans Program** <http://www.vsai.org/urbanartisans.html>

A vocational program in studio arts and fine craft, sponsored by Vsa arts of Indiana and based at their studios in Indianapolis. Internships offered to high school students and young adults to develop artistic and vocational skills in ceramics, visual arts, and music. Contact Emily Compton: [ecompton@vsai.org](mailto:ecompton@vsai.org).

**Indiana Black Expo Youth Video Institute**

<http://www.indianablackexpo.com/> Click on Programs and Events.

Provides hands-on training to Indianapolis students ages 13-19 in the fields of television and video production, computer animation/graphics, and broadcast journalism/on-air talent. The Institute has had demonstrated success with its students who go on to pursue post-secondary education in the fields of communications and technology, many of whom have received financial awards and college scholarships.

### **Gary Art Works** <http://www.garyartworks.com/>

A nonprofit organization based in Gary whose mission is “to provide meaningful employment and training in the arts without regard to gender, race, family income level or physical ability.” Seeks to create a mentoring program between youth and established artists.

### **Beyond I CAN** <http://www.beyondican.org/>

A program designed to provide highly-motivating and flexible career options, many art or craft-related, for adults with disabilities. Participants learn skills needed to design, manufacture, market, and ship their own products. Based at Muncie’s Southside High School, it has been used as a model to start similar programs in other locations.

### **Brown County Creative Mentoring Program**

Local middle and high school students are paired with volunteer artists, performers, or writers for mentoring outside of school hours. For information about the program or starting a similar project, contact Beth Mathers, P.O. Box 505, Nashville IN 47448; telephone (812) 988-9655.,



## Some General Employment Resources for Youth

### **Youth@Work** <http://youth.eeoc.gov/>

The U. S. Equal Employment Opportunity Commission's website for youth in the workforce: focuses on rights and responsibilities, the various types of discrimination affecting young workers, and how to prevent discrimination in the workplace.

### **Social Security Online: Youth with Disabilities** <http://www.ssa.gov/work/Youth/youth.html>

### **Partners Online Youth Group**

<http://www.pyd.org/> Click on Partners Online

An online community with trained mentors and facilitators for young people 14-24 with a wide range of disabilities. Communicate with others who can relate to your experience, talents, and frustrations; seek or provide support and advice. A free program of the Massachusetts-based organization Partners for Youth with Disabilities, available to youth all over the country.

### **Partners Online Parent Group**

<http://www.pyd.org/> Click on Partners Online.

An online national network for parents who wish to exchange information about key transitional issues.



## XI. Guidance, Preparation, and Job Development Resources for Educators, Counselors, and Employment Professionals

### Resources for Educational Preparation and Advisement

Additional information is located in section X.

#### **Art Education Association of Indiana** <http://www.aeai.org/>

The professional organization dedicated to promotion, advancement, and improvement of art education at all levels in the state of Indiana.

#### **The Living Research International Database** <http://livingresearch.vsarts.org/>

A general research tool for education-focused information that spans the fields of arts and disability. The database includes items that are reviewed prior to submission, and includes substantive summaries and complete citations of literature such as dissertations, articles, reports, presentations, and books.

#### **PATINS Project** <http://patinsproject.com/>

An Indiana Department of Education Assistive Technology systems change initiative with five regional sites in Indianapolis, Madison, Crown Point, Evansville, and Columbia City. Designed to increase public school and school staff capabilities to deliver assistive technology services and implement Universal Design for Learning Principles. Lending libraries established to make equipment, software, videos, and print materials available to public school staff for preview and evaluation. PATINS also offers workshops, technical assistance, and refurbished computer technology.

#### **Guidance and Career Counselors' Tool Kit: Advising High School Students with Disabilities on Postsecondary Options**

<http://www.heath.gwu.edu/>

Free, online pdf document from the HEATH Center Clearinghouse on Postsecondary Education for Individuals with Disabilities published in 2006, 192 pages.

#### **Career Opportunities for Students with Disabilities**

<http://www.cosdonline.org/index.shtml>

A national association of higher education institutions, corporate employers, U. S. Government agencies and private sector non-profit organizations focused on career employment of college graduates with disabilities. Sponsors an annual conference; free online newsletter and customized training modules, including the topic "Linking Career Services and Disability Services on University Campuses."

## National Center for Mentoring Youth with Disabilities

<http://www.pyd.org/national-center/>

Offers training, technical assistance, and funding to organizations interested in mentoring for youth with disabilities; publishes a guide (see below) and sponsors a national conference.

## Partners for Youth with Disabilities <http://www.pyd.org/>

Provides funding from the U.S. Department of Labor's Office of Disability Employment Policy to faith-based and community-based organizations throughout the country that are starting, sustaining or expanding individual, group or online mentoring programs for youth with disabilities.

## Best Practices Guide in Mentoring Youth with Disabilities

<http://www.pyd.org/national-center/>

A free, online book (145 pages) describing best practices and strategies for mentoring youth with disabilities. Includes suggestions for starting a program, development, evaluation, and more.

Vsa arts of Indiana, Theater of Inclusion, Young Audiences - See Section X





## Resources for Job Development and Support

### Steps for Vocational Rehabilitation Counselors:

#### Helping a Consumer Start a Business

<http://selfemploymenttraining.ruralinstitute.umt.edu/TOC.htm>

Developed as an integral part of a self-employment training program, this curriculum contains chapters on assessment, a recommended self-employment process, information about self-employment resources, the use of PASS plans for self-employment, strategies for supported self-employment, and business plans.

#### Abilities Fund <http://www.abilitiesfund.org/>

Information resources, training, and technical assistance for rehabilitation and other professionals supporting self-employment.

#### American Foundation for the Blind's CareerConnect® program

<http://www.afb.org/> Click on CareerConnect.

Professionals will find strategies and techniques for approaching employers, accommodation methods, and more. Family members can investigate jobs that visually impaired workers are already doing and find out how to provide critical mentorship from successfully employed, visually impaired adults.

#### Making the Journey

<http://www.artsaccessaustralia.org/> Click on Making the Journey.

96-page publication from Australia showcasing best practice in arts and disability launched in December 2005.

#### Pro-Bank Database of Promising Practices

[http://www.ncwd-youth.info/promising\\_Practices/index.html](http://www.ncwd-youth.info/promising_Practices/index.html)

An online database of programs in the workforce development system that effectively address the needs of youth with disabilities. Sponsored by the National Collaborative on Workforce and Disability for Youth.



## XII. Employing Creativity

### Finding, Hiring, and Accommodating Employees with Disabilities

#### Publicizing Job Openings and Locating Candidates

**BackstageJobs.com** <http://www.backstagejobs.com/>

A free job listing service for all behind-the-scenes jobs in the live entertainment industry.

**Indiana Arts Commission** <http://www.in.gov/arts/jobs/post.html>

Post jobs and other opportunities at no charge

**Art Job Online** <http://www.artjob.org> Click on Post a Job.

“ArtJob is the place to find comprehensive, up-to-date national listings of jobs, internships, fellowships and other employment opportunities in the arts.” Employers can place employment openings on the site for a fee, reduced for nonprofits. There is no additional fee to search resumes on the site.

**recruitABILITY**

<http://www.disabledperson.com/recruitability.asp>

This site is “for companies that are proactively seeking to hire people with disabilities.” Job posting and resume search are free of charge.

**ArtsOpportunities – Southern Arts Federation**

<http://www.artsopportunities.org/>

Intended to be an online classifieds bank serving all arts disciplines, the site has a searchable database of information on employment, internships and artist opportunities. The database covers all states, including (at latest visit) a limited number of listings for Indiana. Arts organizations may post opportunities without charge.



## Accommodating Employees with Disabilities

### **Theatrical Employment: Listening with an Open Eye** <http://www.ntcp.org/>

Free online resource guide for employers of actors with disabilities. Provides background and practical information on working with deaf and hard of hearing actors in auditions, rehearsal and performance. Includes information about Deaf culture and American Sign Language; planning and executing a production; the audition, rehearsal, and production process; and the role of the interpreter.

### **Inclusive and Accessible Arts Employment Models**

<http://www.quest4arts.org/artsbridge/models.htm>

The ArtsBridge project describes several models for promoting arts careers.

### **Disability Mentoring Day** <http://www.dmd-aapd.org/index.html>

Occurs on the third Wednesday of every October, and implemented throughout the year in the U.S. and internationally. Sponsored by the American Association of People with Disabilities, this initiative “provides public and private employers an opportunity to recruit interns, tap a pool of potential employees, learn more about the experience of disability, develop lasting relationships with disability community leaders, demonstrate positive leadership in their communities, and attract positive media attention.”

The first Disability Mentoring Day in Indianapolis took place in October of 2005. It was sponsored by the Indianapolis Business Leadership Network, and organized by the Indianapolis Private Industry Council Inc. and the Mayor's Office of Disability Affairs.

### **Great Lakes ADA & Accessible IT Center** <http://www.adagreatlakes.org/>

Provides information, materials, technical assistance and training on the Americans with Disabilities Act of 1990 and Accessible Information Technology.

### **ADA Home Page** <http://www.usdoj.gov/crt/ada/adahom1.htm>

Information and technical assistance on the Americans with Disabilities Act from the US Department of Justice.

### **Funding Assistive Technology and Accommodations**

<http://www.foremployers.com/> Click on Accommodations and Technology, then Funding Assistive Technology and Accommodations.

## Maximizing Productivity: Accommodations for Employees with Psychiatric Disabilities

<http://www.dol.gov/odep/pubs/fact/psychiatric.htm>

From the U.S. Department of Labor, Office of Disability Employment Policy

## The Abilities Fund <http://www.abilitiesfund.org/>

Information resources of interest to employers, including an overview of social security benefits issues, marketing to people with disabilities, language and disability, and the Organizational Accessibility Self-Assessment check-list.

## recruitABILITY <http://www.disabledperson.com/recruitability.asp>

This site is “for companies that are proactively seeking to hire people with disabilities.” Information for employers on topics such as recruiting, accommodations, technology, attitudinal barriers, tax incentives, and more.

## ForEmployers.com <http://www.foremployers.com/>

Solutions and information regarding hiring, accommodations and assistive technology, safety and emergency procedures, legal issues, and more.

## DisabilityInfo.gov <http://www.disabilityinfo.gov>

Click on Employment and then Employer Resources.

Includes the following topics: Customized Employment, Emergency Preparedness, Employing People with Disabilities, Employment Laws & Regulations, Federal Employer Resources, Small Businesses Resources, Tax Information, Workplace Accommodations, and additional information.

## Employer Assistance & Recruiting Network <http://www.earnworks.com/>

A free service that connects employers looking for quality employees with skilled job candidates. A “one-stop source for disability employment information” including: recruiting services, tools and resources, employer success stories, and business case for hiring people with disabilities.

## American Foundation for the Blind's CareerConnect® Program

<http://www.afb.org/> (click on “CareerConnect”)

Employers can find information on how to hire and retain blind and visually impaired workers, tips on building an inclusive environment and calculating both its value and costs, answers to related human resources questions, and help in finding appropriate assistive technology and other accommodations.

