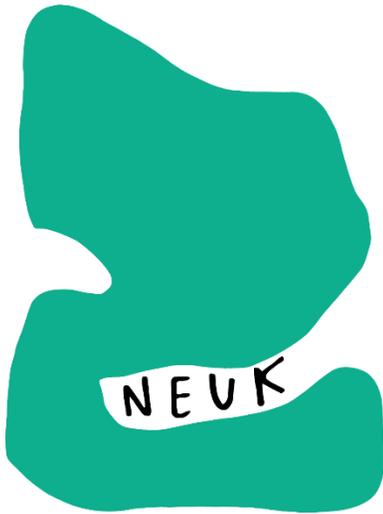


# **Neuk Manifesto**

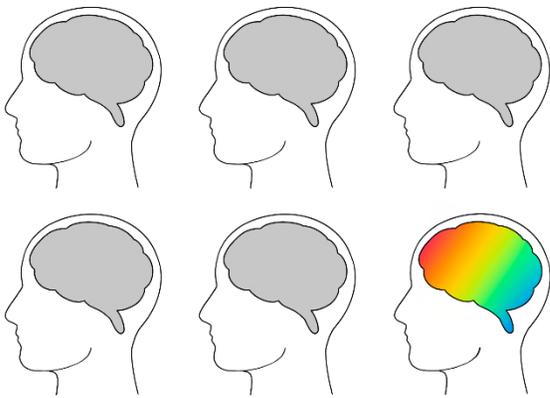
## **Easy Read Version**







We are Neuk Collective. We are a group of Scottish artists who are also neurodivergent, or **ND**.



When we say neurodivergent, or ND, we mean people whose brains are a bit different from most people's.

For example, people who are autistic, dyslexic, or have ADHD, or learning disabilities.



We think being an artist can be extra hard for ND people.



There are lots of different tasks to do when you are an artist, not just making art.



For example, you might need to fill in forms, or write about your work, or handle money.



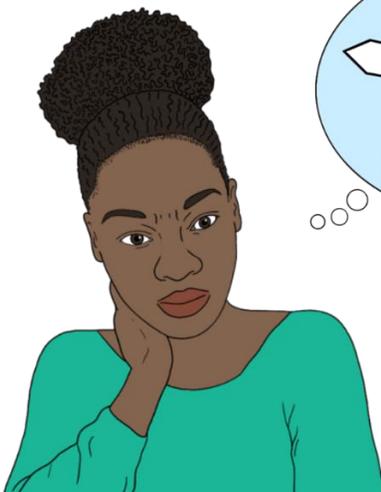
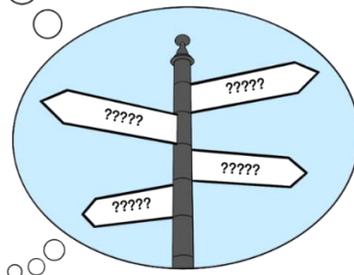
Or you might be expected to do things that you find scary, like:



- meeting new people

- going to crowded places like galleries, or

- travelling to places you haven't been before to make or show your work.



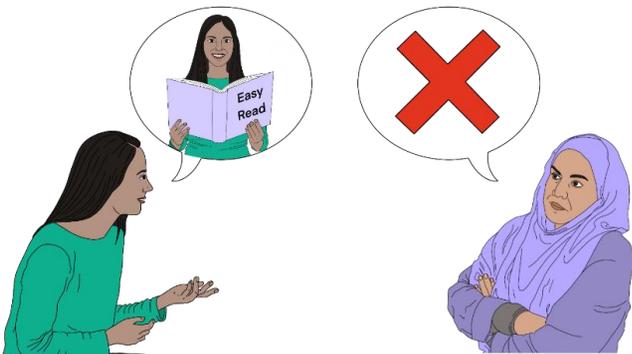


Some of these tasks can be harder for some ND people.

We might need more help to do them, or they might take us longer and make us feel more tired.



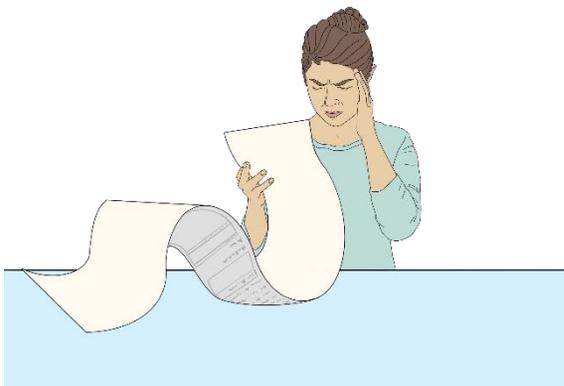
Organisations that give opportunities to artists, like galleries or funding organisations, often expect artists to do lots of these tasks as well as making art. They don't realise that it can exclude us.



Often organisations do not support ND people.

For example:

- they might not have forms in Easy Read format



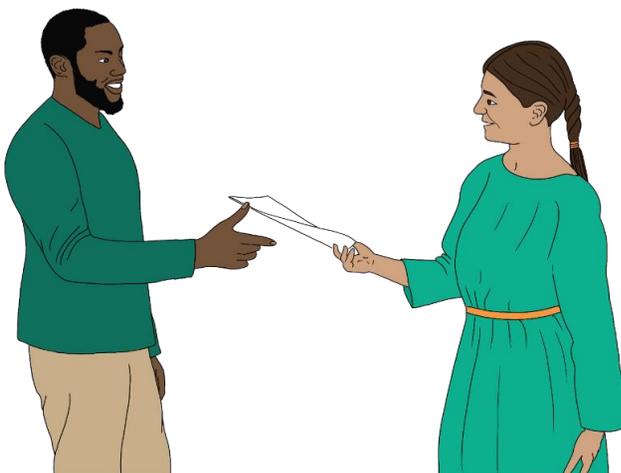
- Sometimes forms are very long and hard to understand.



- they don't always give us enough time to think and decide things.



We think it is unfair that ND people can't be artists just because the opportunities are not designed for our needs.



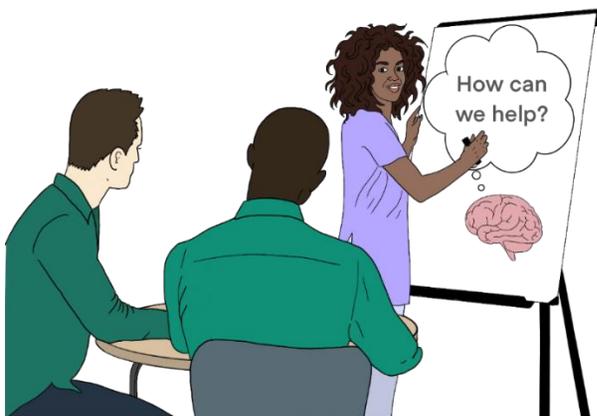
We think there are lots of things that organisations can do to make it fairer for ND artists.

We are asking organisations to agree to 10 ideas:



1. We want art organisations to know that it is harder to be an artist when you are ND.

We want them to think about how they could help.

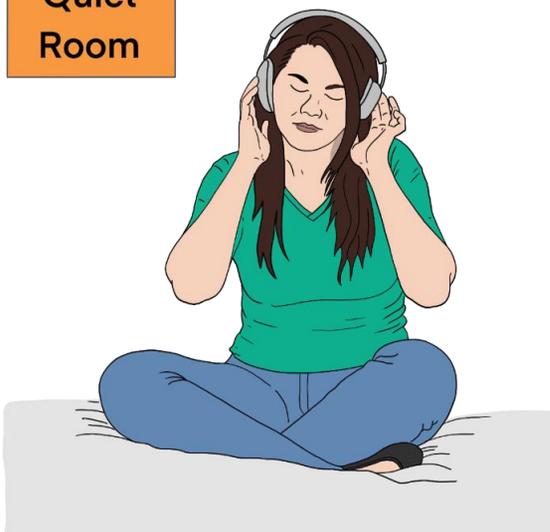


2. We want art organisations to change to make it easier for ND people to work with them.

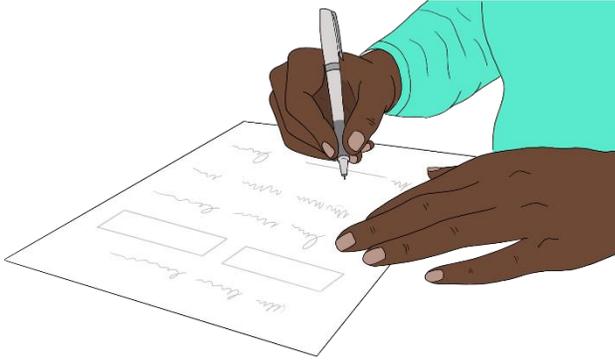
For example,

- training staff to support ND people

Quiet Room



- having quiet rooms and letting us have breaks when we need them



- Making forms simpler.



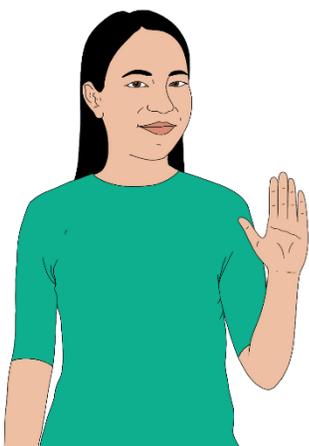
3. We want organisations to offer more help to ND artists for the tasks that are harder for us.

For example:

- offering help to fill in application forms



- letting us ask questions



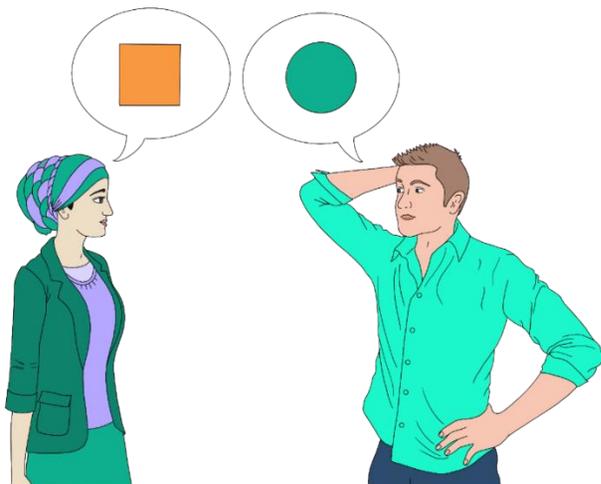
- letting us know who we can talk to and ask for help



4. We want organisations to know that it can be very tiring to be ND because the world is not made with us in mind, and that affects our pace of work.



5. We want organisations to create more opportunities for ND people. For example, awards or commissions where they have thought about our needs from the very beginning.

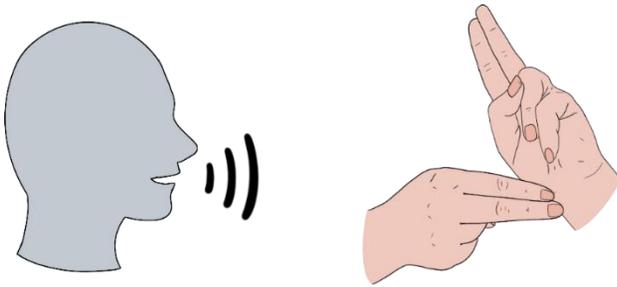


6. We want organisations to think about how they communicate with us and respect the way we communicate.

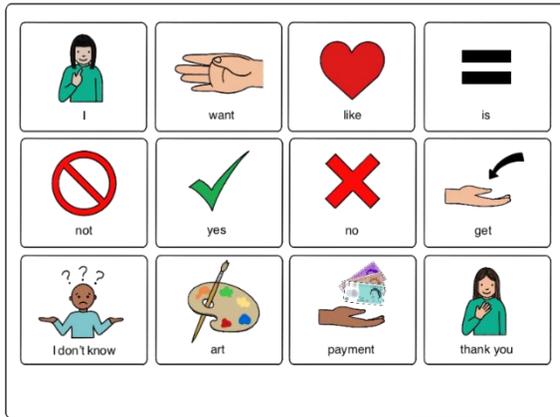


For example:

Some people prefer to send emails, but some people prefer to use the phone



Some people prefer to talk, and some people use sign or AAC.



We want organisations to let ND people use the form of communication they are comfortable with.



We also want instructions to be clear and simple and easy to read.



7. We want organisations to know how hard it is for some ND people to socialise with other people, and not ask us to do it if we don't want to.

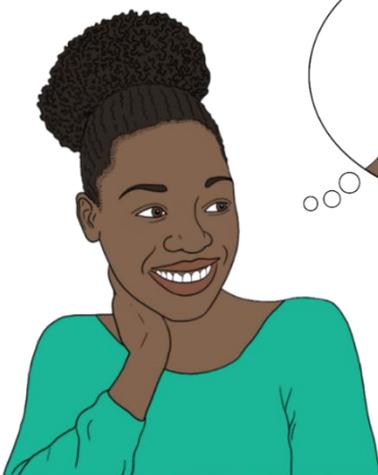
Lots of artists get hired because they met someone at a busy art event. If you can't go to events, it can be harder to get work. So we want organisations to make sure jobs are not only given to people they met at social events.

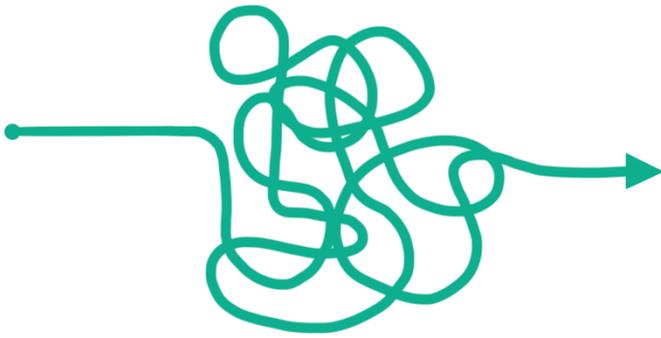


We also want organisations to help us meet other artists and people who buy or fund art in less stressful ways.



For example, one on one, in smaller meetings, or on the computer





8. We want organisations to respect artists who don't have a "typical" career path.



We want organisations to make sure that opportunities are open to everyone, not just people with a degree.



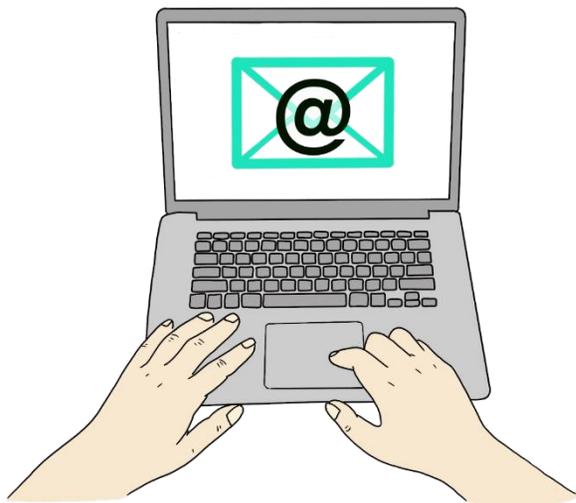
9. We want artists to be paid a living wage  
ND artists' work should be valued and we should be paid properly.



10. Lots of ND artists worry that they might lose their benefits if they become artists. We want organisations who care about ND artists to speak to the government and ask them to make benefits easier for ND and other disabled artists.



We also believe that it is important for ND artists to be able to talk to each other about their worries and ideas. So we are starting a new group called the Neurodivergent Artists Network, to help ND artists to meet each other.



If you would like to find out more information about Neuk Collective please visit our website or social media, or send us an email:

[www.neukcollective.co.uk](http://www.neukcollective.co.uk)

IG: @neukcollective

Twitter: @NeukCollective

Email: [neukcollective@gmail.com](mailto:neukcollective@gmail.com)

## **Alternative Formats**

This manifesto is also available in special riso printed (non-Easy-Read), Braille, BSL, Audio, and Plain Text versions.

If you need a different version please visit our website at [www.neukcollective.co.uk](http://www.neukcollective.co.uk) or email us at [neukcollective@gmail.com](mailto:neukcollective@gmail.com)

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