



**Independent
Media Arts Alliance**
**Alliance des arts
médiatiques indépendants**

Montreal, December 11, 2008

Mr Youssef El Jaï
Head, Media Arts Section
Canada Council for the Arts
350, Albert, C.P. 1047
Ottawa, ON K1P 5V8

Dear Mr El Jaï,

The IMAA would like to request that the Canada Council for the Arts require Media Arts organizations to include detailed information about wages and salaries in grant applications. This could be done through the inclusion of an appendix for a wage and hours breakdown for staff positions.

Historically, Media Arts organizations have only been required to include global figures regarding salaries and wages in project and annual assistance grants. For jury members, these figures are sometimes hard to read. It is unclear how many hours salaried personnel work. It is also hard to discern hourly wages.

From an administrative perspective, this additional information would yield greater transparency regarding issues of organizational sustainability, acceptable standards for remuneration and regional funding discrepancies. Furthermore, these figures would also provide the Canada Council with a useful snapshot of employment standards across the country.

We offer this suggestion not as a means to single out specific centres or regions, but rather as a first step to address and understand the pressing issue of employment standards in the Media Arts. In the near future we would like propose a recommended minimum standard for wages in artist-run centres, and by gathering this information the Canada Council can assist us in this critical goal.

We realize that applications forms are routinely revised and hope you are able to make this small revision for the 2009/2010 fiscal year applications.

Sincerely,

Francois-Xavier Tremblay
Interim National Director

Patrice James
IMAA Vice-President