



# UNDER COVER ARTIST

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## UNDERCOVER ARTIST FESTIVAL

EXPRESSIONS OF INTEREST 2023

Information Pack

## INFORMATION PACK

This is the information pack for Expressions of Interest for both **Undercover Artist Festival 2023 (UAF23)** and the **Undercover Artist Development Program (UADP)**.

In this pack, you will find:

- What is Undercover Artist Festival?
- What is Undercover Artist Development Program?
- How do I [apply](#)?
- What do I need to prepare?
- How do I know which program I should apply to?
- Accessibility information

## Contact

If you have any questions about this Information Pack or the EOI process, you can get in touch via email at [undercoverartist@cpl.org.au](mailto:undercoverartist@cpl.org.au) – please note that the Festival team works Mondays, Tuesdays and Wednesdays only and will reply as soon as possible.

## Expressions of Interest 101 Workshop

This Information Pack has everything you need to apply to Undercover Artist Development Program or Undercover Artist Festival 2023. If you would like more support, or want to boost your skills and write your best application, we would love for you to join us at the Expressions of Interest 101 Workshop!

**Date:** Monday 10<sup>th</sup> October, 2022

**Time:** 2:00pm – 3:30pm AEST

**Location:** Online via Zoom webinar

Register at this link: [undercoverartistfest.com/expressions-of-interest-101](https://undercoverartistfest.com/expressions-of-interest-101)

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## KEY DATES

<b>2022</b>	
30 September	Expressions of Interest application period opens (Stage One)
10 October	EOI's 101 – FREE workshop via Zoom – 2pm – 3:30pm
15 November	Expressions of Interest application period closes.
24 November	Undercover Artist Development Program – all applicants notified
1 December	EOIs Stage One – unsuccessful applicants advised, applicants proceeding to Stage Two asked to provide more information
<b>2023</b>	
January – February	Undercover Artist Development Program
14 February	EOIs Stage Two outcomes – artists advised of outcome, successful applicants to receive paperwork
14 – 28 February	UADP – private showings and documentation where appropriate
28 February	Due date for all signed agreements
March	Marketing photoshoots (if relevant) – details co-ordinated with artists
April	Hard deadline for all marketing material, including synopses, cast and creative credits, sponsorships and partner acknowledgments, etc.
July	UAF Program Launch, tickets on sale
July – September	Ticket sales period, some marketing activities (media calls, interviews, appearances) may be required
September 2023	Undercover Artist Festival <i>*Dates to be confirmed</i>

## WHAT IS UNDERCOVER ARTIST FESTIVAL?

Undercover Artist was developed by [Access Arts](#) in consultation with artists with disability, and the arts workers who work with them.

They highlighted the need for more access; access to development, access to performance opportunities, access to funding, access to performance venues and performances. At Undercover Artist, each project and program we undertake is focused on improving access to the arts for everyone.

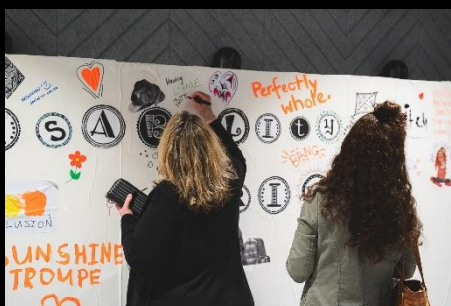
Undercover Artist focuses on performing artists with disability or who are d/Deaf – each with their own unique story to tell – by harnessing their ability and providing opportunity to upskill, develop and showcase their artistic talent.

At [Undercover Artist Festival 2021](#), we introduced three ‘tracks’ in our programming:



### ☆ CREATIVE

Disability-led, professional performing arts work.



### ☺ COMMUNITY

Performances from community arts groups and interactive art for the community.



### + CAREER

Workshops, panel conversations and professional development opportunities.

During Undercover Artist Festival, you will see all three tracks represented in different ways.

## DISABILITY-LED

Undercover Artist Festival is disability-led. If you want to know more about what this means, please download our guide [here](#) or refer to page 20 for more information.

In 2021, all applications for the Creative Track needed to demonstrate that the project was disability-led or d/Deaf-led.

For 2023, all applications for the Creative Track of Undercover Artist Festival and the Undercover Artist Development Program will need to demonstrate that they are either:

- Currently disability-led, or:
- Working towards disability-led practice.

Undercover Artist Festival understands that not all companies, organisations, ensembles, collectives, and such are governed by people with disability. Undercover Artist Festival accepts applications for Creative Track works from organisations and groups not currently led by people with disability, only if the creative project can demonstrate a disability-led approach.

If your project is not yet disability-led but is still a professional performance suitable for our Creative Track, you'll need to tell us how you and your team are working towards a disability-led creative future. This means telling us about the artists who will step into leadership roles, the skills they're hoping to gain in this experience, and how your project meaningfully contributes to disability-led practice.

**Remember:** there's nothing wrong with ally-led creative projects. Undercover Artist Festival exists to showcase and promote excellence in performing arts and disability. Encouraging applications from disability-led creative projects and groups hoping to become disability-led is part of our commitment to creating new opportunities for d/Deaf and disabled artists which don't yet exist. It's a step forward for inclusion in the wider arts community.

We accept applications for **Community Track** projects from organisations led by either people with or without disability. Applications which are disability-led will be highly commended.

In 2023, we are again partnering with Queensland Theatre and Brisbane Festival. This means that Undercover Artist Festival will be hosted at Queensland Theatre, presenting shows in the Bille Brown Theatre and the Diane Cilento Studio. UAF runs concurrently with Brisbane Festival and sits under the Brisbane Festival umbrella

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## How we program

Undercover Artist Festival 2023 is programmed through two main processes:

1. Undercover Artist Festival Expressions of Interest (EOIs)
2. Research and curation by Festival Director with the Festival Producer

This means that the Festival will feature shows and events from the EOI process and will also feature shows we found through our own planning and research. We program this way so that we can make sure we're creating a program that reflects our disability arts sector and excellence in performing arts and disability.

It's also important that our Festival program has something for everyone – across all performing arts forms, styles, and genres.

Not every project that applies will be programmed in the Festival. If you'd like help understanding what we're looking for and whether your project is the right fit, keep on reading!

**Je Suis Toi**

Photo credit: Cinnamon Smith

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## Undercover Artist Festival 2023 – The Vision

Building on the success of UAF’s comeback in 2021, we’ve been thinking about the values, ideas and discussions at the heart of arts and disability. A recurring theme has been ownership. Often, disabled and d/Deaf people do not have a say in where they go, what they do, and who they do it with. Sometimes, our stories are misrepresented by others.

Undercover Artist Festival 2023 will showcase performing arts projects across all genres, styles, narratives and target audiences. Inspired by ‘Nothing About Us Without Us’, a theme has emerged to help guide the creative direction of the 2023 Festival Program:

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### Our Power.

Encouraging disabled and d/Deaf artists to own their artistry and their place on the stage - to embrace our power.

- Presence is power.
- Joy is power.
- Excellence is power.
- Pride is power.
- Agency is power.
- Truth is power.



**Swinging & Spinning by The Crooners**

Photo credit: Stewart Ross

In this context, power does **not** refer to any sense of hierarchy. It refers to authenticity, being real, honouring our instincts, values, identities – without fear, shame, or prejudice.

Projects do not have to have a storyline centered on ‘power’, but all applications should be able to show us how the disabled and/or d/Deaf artists will step into their power by presenting their work at UAF. This means that your show can focus on pride as power, or truth telling. Your project might showcase a rare talent and showcase excellence as a form of power – the theme is yours to interpret and embrace!



The theme can be loosely interpreted. Your submission should, however, demonstrate an understanding of what this theme means to us as artists, as community members, and as disabled and d/Deaf people. This theme should encourage you to feel empowered and emboldened to say what you want to say and present the art you want to present without fear of judgement or being stifled. UAF23 is about stepping onto the platform, owning our voices, and making it easier for everyone in our community to do the same.

That said, here's an idea of the kind of applications we'd love to see!

**Please note:** Undercover Artist Festival is all about authentic representation. We strongly encourage applications from d/Deaf artists, and First Nations artists who are d/Deaf or disabled.

## Creative Track

We'd love to see a variety of stories told through performing arts. Importantly, we'd like to encourage stories that don't relate to disability. You don't have to tell your life story to have a place in UAF – but if you want to, you can submit your project, too. The important thing to remember is that we want to showcase the best in performing arts and disability. This means we're looking for authentic, powerful storytelling that is captivating, intriguing, exciting, uplifting, perspective-shifting, and more.

We'll be doing our best to present a Festival program reflective of our entire disability arts community. No matter your background, you are welcome here with us. Every audience member should be able to relate to someone they see, hear from, or experience on stage.



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**Happy Go Wrong**

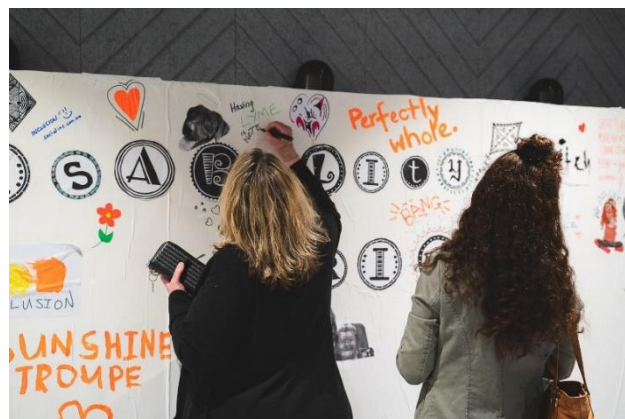
**by Andi Snelling**

Photo credit: Jade Ellis

## Community Track

If you make art for pleasure, not profit – or performing is a hobby, or you want to make art for others to enjoy for free – then this track is the right track for you.

Community ensembles and arts groups should apply to the Community Track to share your work at the Festival. We encourage applications with a clear artistic outcome – it's okay if you don't know exactly what it will be, but your EOI will have the best chance of success if you have an idea in mind.



**Disability Pride Wall**

Photo credit: Jade Ellis

**Please note:** while Undercover Artist Festival is a performing arts and disability festival, there may be an opportunity for a participatory arts experience. Applicants can submit their ideas under the Community Track and tell us what they propose and how it will connect with everyone at the Festival. For an example of a participatory arts project, please refer to the Disability Pride Wall exhibited at Undercover Artist Festival 2021.

## Career Track

This track is easy to remember – it's all about connecting with other creatives and arts professionals, and boosting our skills to benefit our careers! You can pitch a panel discussion or a workshop in this Track. Applications that prioritise meeting the needs of d/Deaf and disabled artists in the pursuit of professional careers will be favoured. Please note, workshops should be no more than 4hrs in length excluding breaks.

**Please note:** All projects should suit a corner stage or black box space with end-on audience seating. Get in touch at [undercoverartist@cpl.org.au](mailto:undercoverartist@cpl.org.au) if you have questions about the venue before applying – please do not contact Queensland Theatre, the UA team is ready to assist you directly.



**Dance with Ruby Donohoe**

Photo credit: Cinnamon Smith

## UNDERCOVER ARTIST FESTIVAL 2023: ONLINE

Shh, it's a secret! We'd love to tell you more, but we need to work out a few things first.

If you have previously performed and recorded your performing arts work and you are interested in submitting it for consideration for our digital program, please tick 'digital' on your application form.

## THE APPLICATION PROCESS

The application process will run in two stages. This will minimize the amount of work you have to do to apply in the first instance and make the process more accessible.

Please remember that UAF 2023 is held at Queensland Theatre at 78 Montague Rd, South Brisbane QLD. Applications for site-specific works outside Queensland Theatre are not eligible, unless applying solely for consideration for our digital program.

You can download the Stage One EOI Application Form [here](#).

Stage One	Stage Two
You can download the Round One EOI Application form by clicking <a href="#">here</a> .	You will be contacted by the UA team if you have been shortlisted for UAF. You will then be asked to provide more information about your work.

## WHAT IS UNDERCOVER ARTIST DEVELOPMENT PROGRAM (UADP)?

This offering is like the Undercover Artist Grants Program in 2020. UADP will support creative projects in early or mid-stage creative development. This refers to either shows that exist only as an idea and need to be fleshed out, or perhaps a project you've started that still has a long way to go.

Artists can apply for whichever stage of development they are in as long as their work has not yet had a public performance outcome of any kind (excluding private industry showings).

Undercover Artist is committed to providing a pipeline for artists from idea to presentation. As such, at least one project supported by Undercover Artist Development Program will be programmed in Undercover Artist Festival 2023.

### What are the guidelines for UADP?

- UADP projects may cost no more than \$6000.
- UADP projects should be disability-led. If they are not currently, we may consider supporting projects which demonstrate a desire to build capacity to become disability-led in future.
- UADP projects should be in the South-East Queensland region (Gold Coast, Brisbane, Sunshine Coast). Applications outside this region may still be considered if they can demonstrate a strong plan to share their work with the UAF team.
- UADP projects must not be published or presented previously to a public audience.
- UADP projects must be performing arts projects. Music, theatre, dance, comedy, spoken word/poetry, physical theatre, circus, performance art or any combination of these artforms is eligible.
- UADP projects must clearly work towards the goal of being 'show-ready'. This means that at the end of your creative development period, you should be closer to a public outcome than you were before.



David and Kate

Disa-WHAT? by David Waldie and Kate Fletcher

## What do I need to know?

- You can choose your own schedule and timeline – but all UADP activities must be finished by Friday, 3<sup>rd</sup> February 2023 at the latest.
- Artists are responsible for sourcing their own venue space, suppliers, support people, equipment, etc. Undercover Artist Festival can help connect you to people and venues, but the responsibility for booking and managing these services sits with the artists.
- You will be required to invite UA team to a showing at the end of your creative development period if you wish to be considered for the UAF23 Program.
- Undercover Artist may organise photography and/or videography to assist you in documenting the development process. This may be at low or no cost, depending on the needs of your project. Documentation will be discussed with UADP artists as needed.
- All UADP artists should be ready and willing to share their story with the Undercover Artist community so that we can help boost your profile and expose your work to a wider audience.



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**Isabel Stankiewicz and Harmonie Downes**

Undercover Artist: Online 2020 showing of Isabel's show 'Necklace'.



## WHICH PROGRAM IS RIGHT FOR ME AND MY WORK?

Sometimes, it's hard to know whether our project is a good fit for an opportunity. This guide should help.

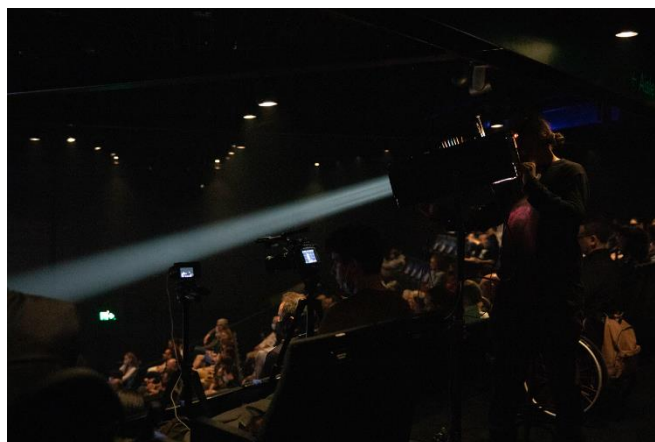
Apply for <b>Undercover Artist Development Program</b> if:	<ul style="list-style-type: none"> <li>You have a creative idea that has not been written or developed.</li> <li>You have a creative project that you have started making but have not finished.</li> <li>You are still making your creative project and need support to continue making it, receiving feedback, and preparing for a finished product.</li> </ul>
Apply for <b>Undercover Artist Festival 2023 – Creative Track</b> if:	<ul style="list-style-type: none"> <li>You have a performance project that is ready-to-go without any need for further development OR,</li> <li>You have a performance project that is nearly finished its creative development and you have a strong plan to be performance-ready by September 2023.</li> <li>Your performance project is disability-led and is of a professional nature where all disabled and d/Deaf artists involved are paid to perform OR</li> <li>You are working towards being disability-led through this project.</li> </ul>
Apply for <b>Undercover Artist Festival 2023 – Community Track</b> if:	<ul style="list-style-type: none"> <li>You are a community arts group or ensemble for people with disability and you want to present a performance or workshop outcome. OR,</li> <li>Your project is focused on community engagement where the outcome is community-focused, not professional performance.</li> </ul>
Apply for <b>Undercover Artist Festival 2023 – Career Track</b> if:	<ul style="list-style-type: none"> <li>You have an idea for a panel or conversation between disabled and d/Deaf artists, arts workers and leaders and perhaps the wider arts sector about issues faced by artists with disability.</li> <li>You have an idea for a workshop which will provide a professional development opportunity for artists with disability.</li> <li>Your idea provides skills-building and capacity-building opportunities for artists with disability or who are d/Deaf.</li> </ul>

All applications should be able to connect to the 'Our Power' theme in one way or another. **Your project does not have to specifically follow the theme as a storyline. Please refer to the 'Our Power' information on page 8.**

## Finding the Right Fit

We encourage applications from all over Australia – and overseas! This means we will receive many applications and get to know many artists. We also strongly encourage EOIs from d/Deaf artists, disabled and d/Deaf First Nations and culturally diverse artists.

Please remember, it is impossible to program every single project. Undercover Artist Festival is committed to presenting a program with diversity of performing arts form, diversity of cultural backgrounds, and diversity of disability experience.



**Behind the Scenes of The No Bang  
Theory by Oliver Hetherington-Page**

Photo credit: Cinnamon Smith

**This means that we program based on three key questions:**

1. Is this project exciting?
2. Does it fit the programming theme?
3. Does it fit well with the rest of the program?

We will inform all applicants of the outcome of their EOI as per the key dates. If you are not successful this time around, we strongly encourage you to apply again to UAF or UADP in future, and to stay involved. Join our workshops, attend the Festival, and let's get to know each other!



[@UndercoverArtistFestival](#)



[@undercoverartist\\_au](#)



[@accessartsincqld](#)



## WHAT DO I NEED TO PREPARE?

### Support Material

When you apply for any opportunity, you should always expect that the people assessing your application don't know who you are at all. This means you will need to provide enough information to tell us who you are, what you do, and how good you are at doing it.

#### **You will need to provide:**

- A biography for the lead artist applying and any other key creatives and team members.
  - No more than 300 words per bio.
  - Please submit all biographies in one single word document.
- Examples of previous work
  - No more than 3 pages of written material, and
  - No more than 5 minutes of video or audio material
- At least one letter of support
  - No more than 1 page
  - Should be written by someone who knows you and your creative work
  - Please submit no more than 3 letters total.

#### **We recommend you provide:**

- Any lighting, sound, or set plans that show the scale, design and feel of your work. You can include images alongside these plans if it is useful for the helping us understand your project.

#### **You can also provide:**

- Letters of confirmation from sponsors, partners or collaborating artists.
  - No more than one page each, confirming involvement in the project.
- Links to your website and/or social media
- No more than 3 reviews or testimonials of your previous works

## HOW DO I APPLY?

### Online:

If you can, we prefer that you apply via the [webform](#) on the Undercover Artist Festival website.

If this application method is not accessible for you, you have these options:

### Word Document – email:

Attach a completed [Expression of Interest application form](#) to an email with the subject line “2023 EOIs – Artist Name”. You will need to attach your support materials. Send this email to [undercoverartist@cpl.org.au](mailto:undercoverartist@cpl.org.au) by 5:00pm, Tuesday 15<sup>th</sup> November 2022.

### Auslan application – email:

Apply in Auslan by filming a video. Make sure you answer all the [questions in the application](#). Save this video to a DropBox, Google Drive or similar site and link this video in the body of your email to us. You will still need to attach support materials. Please include the subject line “2023 EOIs – Artist Name – Auslan” and send to [undercoverartist@cpl.org.au](mailto:undercoverartist@cpl.org.au) by 5:00pm, Tuesday 15<sup>th</sup> November 2022.

### Audio recording – email:

Apply by making an audio recording. Make sure you answer all the [questions in the application](#). Save this video to a DropBox, Google Drive or similar site and link this video in the body of your email to us. You will still need to attach support materials. Please include the subject line “2023 EOIs – Artist Name – Auslan” and send to [undercoverartist@cpl.org.au](mailto:undercoverartist@cpl.org.au) by 5:00pm, Tuesday 15<sup>th</sup> November 2022.

## Phone or Video Call Interview:

If your access requirements mean that the other methods of applying do not work for you, you can request a phone or video call interview. **Please note:** If you need a phone or video call interview, you will need to request this no later than 1<sup>st</sup> November 2022 so that we can schedule this for you. To do so, email [undercoverartist@cpl.org.au](mailto:undercoverartist@cpl.org.au) with “EOI – Phone/Video Interview request” in the subject line.

These calls will be no more than 15 minutes. The Festival Director and Festival Producer will be present for these calls and will ask you the same [questions in the application](#) form. You are welcome to have a support worker or support person in the call with you. You will need to share your support materials via email before your interview.

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## ACCESSIBILITY

When you apply, you will be asked to tell us which communication methods are best for you. If you move on to Stage Two, we will ask you to complete an Accessibility Requirements form (or an ‘Access Needs’ form). This will help us ensure that we meet the needs of all our artists to the best of our ability.

### Will my disability or deafness affect my application?

No. Your application will not be affected if you need to apply with an alternative method. You will not be judged on the basis of disability.

Everyone should be able to relate to someone on stage. We program with diversity of disability experience in mind. This means that we will work to make sure our program includes d/Deaf artists, disabled artists, chronically ill artists, artists with mental illness, and neurodivergent artists of all backgrounds across all performing arts forms.

## WHAT IS DISABILITY-LED?

The important thing to remember is that ‘disability-led’ does not exclude non-disabled artists – it seeks to include and value disabled artists by creating opportunities which don’t exist elsewhere. This section was written by Festival Director Madeleine Little and Professor Bree Hadley (QUT) in February 2021.

To determine if your creative work is disability-led (or demonstrates a step towards disability-led practice), we suggest you ask yourself the following questions:

Questions:	Group 1	Group 2	
	Artist(s) with lived experience of d/Deafness or disability	Allies/people without lived experience of d/Deafness or disability	
	Who is initiating this creative project?	If this project is initiated by artists with disability, and they are making decisions (or making a significant contribution to decision making) about which artists will take on key creative roles, and about the style, promotion, and future presentation options for the work, it is likely this is a disability-led work.	If this creative project is initiated by artists without disability, and/or artists without disability are making decisions about which artists will take on key creative roles, or about the style, promotion and future presentation options for the work, it is likely this is an ally-led work.
	Who is leading the creative project, by making decisions about the style, story, and strategy for engaging spectators in the creative project?		
	Who is making decisions about which artists will take on the key creative roles – writer, director, producer, etc?		
	Who will have the right to make the final decision if there are differences of opinion about how to describe the work, and each collaborators role in it, in a grant application, media release, or any documentation of the work?	You can apply for the <b>Creative Track</b> of Undercover Artist Festival.	You should apply for the <b>Community Track</b> of Undercover Artist Festival.
	Who will have the right to decide to restage the work at another venue, event, or festival in a year, five years, or ten years, and decide to include or not include current collaborators in the restaging?		
Who owns copyright of the work?			

If you answer 'Group 1' to most or all of these questions, it is likely you are producing a disability-led work in which artists with disability have control over the process used to create the work, and the way they are represented in the work.

## Can you give me some examples?

The following example scenarios may help artists, allies, and other stakeholders in understanding the types of creative works Undercover Artist Festival would consider disability-led creative works

### Scenario 1 – Disability-Led:

Jorge identifies as a person with disability, and is directing a new dance theatre piece. The cast consists of both disabled and non-disabled dancers.

- [This is a disability-led work](#), as Jorge is in charge as director.

### Scenario 2 – Maybe Disability-Led:

Clara identifies as a person with disability. She wrote a script and has presented it to some producers for support. The producers find a director and cast the show. Clara is the only person with disability involved in the project.

- [This may be a disability-led work](#), if the non-identifying director is able to demonstrate how they respect and defer to Clara and Clara's script, and seek Clara's permission for any major decisions – including not proceeding with certain choices if Clara is not comfortable with them.

### Scenario 3 – Maybe Disability-Led:

A group of five people with disability collaborate and develop a new comedy show together. They have recruited a director and producer who do not identify as having disability to support them in creating the work.

- As the majority of the team identifies, and they have chosen to work with the non-disabled creatives, [this may be a disability-led work](#), if the group is credited as the creators ahead of the non-identifying director and producer.

#### Scenario 4 – Not Disability-Led:

Two non-identifying artists decide to create a show based on their children's disabilities. They cast their adult children in the show to perform, but the non-identifying lead creatives maintain final say over script, choreography, costume, direction, and more. They believe that the show is disability-led because their disabled children are the lead performers.

- **This is not a disability-led show**, because people with disability did not decide to create the work, are not in charge of how they are represented, and do not have agency or control in the work.

### What does this mean for non-identifying creatives?

**Allies** – playwrights, directors, musicians, performers, and producers without disabilities who support artists with disability to exercise their right to produce, pursue employment in, and engage with the arts – play a vital role in creating a more inclusive arts industry, and in the Undercover Artist Festival.

- Allies can work on any creative project selected for the Creative Track in Undercover Artist Festival.
- Allies can play any creative, production, or management role on any creative project selected for the Creative Track in the Undercover Artist Festival – playwright, director, musician, performer, producer, technician, marketing manager, etc.

The key point is that it is clear how the decisions – to make a work, to make a specific style of work, to promote it in a specific way – stay in the hands of artists with disability, and it is clear how the allied artists without disability support that, whatever role they play in the project.

## Frequently Asked Questions about Disability-Led:

**Q: I am a person without disability, but I am supporting people with disability to make the work. Why can't I be credited first?**

**A:** If people with disability are the lead creatives, their names should be credited first in recognition of their lead creative status. If you are the lead creative, it is not a disability-led project.

**Q: What if we all make decisions together, and there is no single lead creative?**

**A:** In collaborative works, the majority of the group must identify as d/Deaf and/or living with disability for the work to be disability-led. This means over 51% of the group.

**Q: We are an inclusive company. Isn't disability-led excluding non-disabled people?**

**A:** No. A disability-led vision is about increasing opportunity for disabled people to lead and to be in charge of what we see onstage to offset the historical imbalance in which disability has always been represented in stereotyped ways. As non-disabled people hold most of the power and control in creative environments, this vision is about trying to 're-balance' and create a more equitable arts landscape.

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## NEED HELP?

If you would like to talk this through or would like some help understanding this guide, please feel free to get in touch at [undercoverartist@cpl.org.au](mailto:undercoverartist@cpl.org.au). Please note, the Festival team works Mondays, Tuesdays and Wednesdays only and will be in touch as soon as possible.