

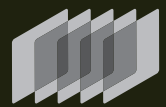


ARTS AND SCREEN NSW

**DISABILITY
INCLUSION
ACTION PLAN**
2016 – 2018



Arts
NSW



SCREENNSW

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ARTS NSW & SCREEN NSW DISABILITY INCLUSION ACTION PLAN

This Disability Inclusion Action Plan (DIAP) outlines the steps Arts NSW and Screen NSW will take to remove barriers and promote access to services, information, employment and the rights of people with disability.

The Action Plan covers four key outcome areas:

- » Attitudes and behaviours
- » Liveable communities
- » Employment
- » Systems and processes

This Action Plan will contribute to the work of Arts NSW and Screen NSW to support artists and arts workers with disability to access available resources and programs.

Whilst Arts NSW and Screen NSW are separate agencies, their co-location supports a joint DIAP.

Our DIAP Committee is represented by members of Arts NSW and Screen NSW staff:

Mark Grisedale (Chair)

Raj Navis

Emma Blong

Tracey Corbin-Matchett

Nea Cahill

Johanna Garvin

Grace Archibald

Kelly Doley

Minna Muhlen-Schulte

RUCKUS,
Chris Buntin
in Speed of
Life (detail),
2016. Photo:
Heidrun Lohr.

MESSAGE FROM ARTS NSW AND SCREEN NSW

The NSW Government's Disability Inclusion Act 2014 was introduced to support people with disability to be fully included in all aspects of economic, cultural and social life.

It is our pleasure to present the Arts NSW and Screen NSW Disability Inclusion Action Plan for 2016 – 2018, as part of the Government's long term commitment to achieving an inclusive society.

We are proud of NSW artists and arts, screen and cultural organisations. We acknowledge the significant contribution that artists with disability make to arts and cultural practice and to our cultural identity, community and economy.

Arts NSW and Screen NSW will support, champion and partner with screen practitioners, artists with disability and arts and disability organisations as they continue to create work that connects diverse participants, organisations and audiences.

We recognise that the experience of arts and culture is deeply personal, and we want everyone to have opportunities to participate in and contribute to the artistic life of our community. This plan reinforces our commitment to equal and full access to Arts NSW and Screen NSW

services, information and programs.

Arts NSW and Screen NSW aspire to be disability-confident organisations and leaders that demonstrate best practice in engaging with people with disability. This plan outlines a range of principles and actions we have committed to for the next three years. The plan's focus areas are: attitudes and behaviours, liveable communities, employment and systems and processes.

We would like to acknowledge the artists, arts and screen practitioners and staff members who contributed to the development of this plan.

While publishing this plan is an important step, Arts NSW and Screen NSW are committed to engaging in further discussions to continue to improve. An ongoing and open dialogue with the arts and disability sectors will play a critical role in realising the aspirations outlined in this plan.

Michael Brealey

A/Executive Director,
Arts NSW

Courtney Gibson

Chief Executive,
Screen NSW

Annette Gaulston,
Rainbow Birds, 2015.
Image courtesy Studio A.



OUR BUSINESS

Arts NSW is the NSW Government's arts and culture policy and investment body. Arts NSW invests in the success and future of arts and culture in NSW through its infrastructure, funding programs and targeted strategies. Arts NSW works collaboratively with the NSW cultural institutions, the arts and cultural sector and partners within government. Arts NSW makes opportunities for more people to shape and experience the arts.

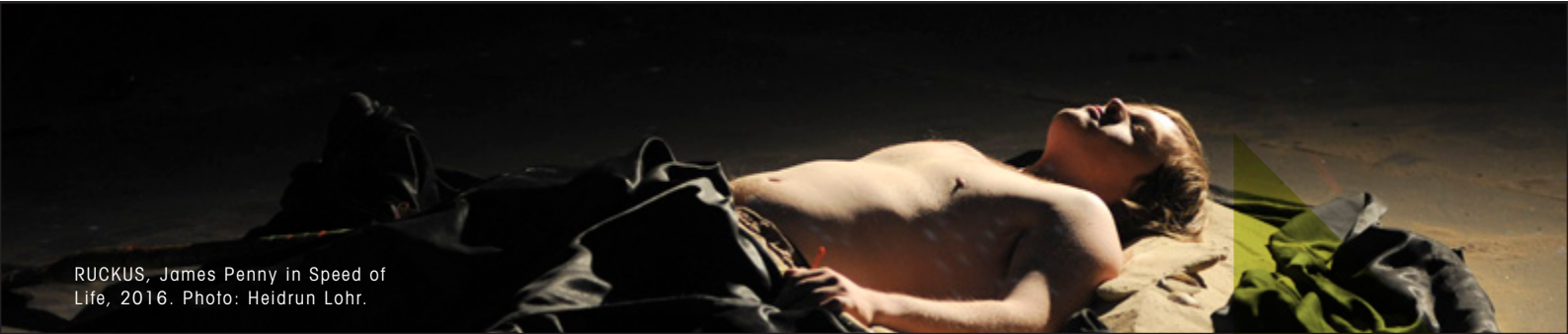
Screen NSW objectives are to:

- » Assist, promote and strengthen the film and television industry in NSW so as to promote Australia's cultural identity
- » Encourage the employment of Australians in all aspects of film and television production
- » Encourage investment in the industry
- » Enhance the industry's export potential
- » Encourage innovation and enhance quality in the industry.

GUIDING PRINCIPLES

Arts NSW and Screen NSW guiding principles commit us to work towards:

- » Providing mainstream services in an inclusive manner
- » Supporting and promoting the principles of flexible service delivery
- » Training our staff to understand the impacts of attitudinal barriers in the provision of inclusive services
- » Ensuring that people with disability are aware of and can effectively access information in accessible formats about Arts NSW and Screen NSW services
- » Building all new and renovated environments to comply with the Disability Discrimination Act 1992 (Commonwealth) Access to Premises Standards
- » Consulting people with disability to develop inclusive policies, programs and services
- » Being an employer of choice for people with disability, where their skills and experiences are valued.



RUCKUS, James Penny in *Speed of Life*, 2016. Photo: Heidrun Lohr.

DEVELOP POSITIVE COMMUNITY ATTITUDES AND BEHAVIOURS

The attitude of the general community towards people with disability has been described as the single greatest barrier to full inclusion. Negative attitudes can impact the lives of people with disability across education, employment and community participation. Attitudes towards disability can change over time. Through a combination of large public campaigns and local initiatives, people can learn more about disability and how their words and actions matter.

ACTION	PERFORMANCE MEASURE	RESPONSIBILITY	TIMEFRAME
Publish the DIAP on the Arts NSW and Screen NSW websites.	To be published online by September 2016, with accessible formats available on website and by request.	Communication Officer, Arts NSW and Communications Co-ordinator, Screen NSW	By September 2016
Promote a culture of disability inclusion within Arts NSW and Screen NSW.	Feedback from staff who identify as having a disability indicates that Arts NSW and Screen NSW offer culture of inclusion.	All staff	Ongoing
All Arts NSW and Screen NSW staff to undergo Disability Awareness Training.	All staff trained. Internal induction packs to include disability awareness module.	Business Manager, Executive	By September 2016
Increase the profile and visibility of NSW artists with disability through Stage Two of the NSW Arts and Disability Partnership between the Department of Family and Community Services (FACS), Arts NSW and Screen NSW.	Administer MOU with FACS: Four programs are being delivered by arts and screen organisations, funded by \$475,000 from FACS: Carriageworks; Studio A; ArtBank; Northern Rivers Screenworks; Information and Cultural Exchange.	Strategic Initiatives team, Arts NSW and Stakeholder Relations and Industry Development, Screen NSW	By December 2016
Greater prominence given to artists and arts practitioners with disability on Arts NSW and Screen NSW websites and social media platforms.	Minimum one arts and disability focused story to be published per month.	Communication Officer, Arts NSW and Communications Co-ordinator, Screen NSW	Ongoing
The promotion of disability achievements including those of artists with disability funded by Arts NSW and Screen NSW.	Active pitching of stories featuring artists with disability in general media where possible.	Screen NSW and Media Manager for Arts NSW	Ongoing
Acknowledge and celebrate International Day of People with Disability across Arts NSW and Screen NSW.	All staff have opportunity to participate in International Day of People with Disability.	Business Manager	December 2016 December 2017 December 2018

CREATE LIVEABLE COMMUNITIES

Liveable communities are places where people have the opportunity to live, learn, work and play as they wish. Physical accessibility is important, but liveable communities are also about the opportunity for social engagement, personal and business interactions, feeling safe and secure and being included in community activity.

ACTION	PERFORMANCE MEASURE	RESPONSIBILITY	TIMEFRAME
Ensure Arts NSW and Screen NSW events are held in accessible venues and cover all aspects of accessibility.	Positive feedback from attendees received. No accessibility issues identified at events.	All staff	Ongoing
Increase participation of people with disability, including artists with disability, in arts and cultural projects.	Administer MOU with icare (formerly the NSW Lifetime Care and Support Authority): 15 arts and disability organisations are delivering projects funded by \$670,000 from icare	Strategic Initiatives team, Arts NSW	30 June 2017
Attend and speak at events, forums, conferences and workshops with the arts and disability sector.	Staff to present at more arts and disability events annually.	Executive Team, Managers, DIAP Committee	Ongoing
Engage in regular discussions and dialogue with the arts and disability sector.	Sector feels encouraged to engage with Arts NSW and Screen NSW. Arts NSW and Screen NSW is informed about arts and disability issues.	Executive Team, DIAP Committee, Managers	Ongoing
Publicise results of research project by the University of Technology, Sydney commissioned under Stage One of the NSW Arts and Disability Partnership: <i>The Social Impact of Creative Participation in NSW Arts and Disability Partnership Projects 2016.</i>	Information on research findings promoted by Arts NSW and Department of FACS.	Strategic Initiatives team and Communications Officer, Arts NSW.	From September 2016
Ensure staff members curating panel sessions at events consider including artists with disability as speakers.	Increased representation of people with disability on panels organised by Arts NSW and Screen NSW.	All staff	Ongoing
Improve visibility of and access to Arts NSW and Screen NSW properties.	Accessibility issues identified and management procedures in place.	Infrastructure team, Business Manager	Ongoing
Provide services to assist artists in applying for Arts NSW and Screen NSW grant funding.	Ensure staff are informed about how to respond to queries from artists with disability. Applicants with disability feel that their needs are adequately met by Arts NSW staff processes.	Executive, Arts Development and Investment team	Ongoing
Ensure that Arts NSW and Screen NSW research and data collection activity includes people with disability.	People with disability to be an integral part of research planning and reporting.	All staff	Ongoing
Consult with artists and art workers with disability and relevant communities on major strategic and policy developments of Arts NSW and Screen NSW.	The voice of people with disability is reflected in our policies and strategies.	Policy and Strategy, Arts NSW and Screen NSW	Ongoing

SUPPORT ACCESS TO MEANINGFUL EMPLOYMENT

People with disability often face barriers seeking employment, through the recruitment process and within the workplace. Removing those barriers requires employers to be mindful of the information and access needs of people with disability and to gain an appreciation of the positive practices that can be adopted to provide accessible interviews, reasonable workplace adjustments and work experience opportunities.

ACTION	PERFORMANCE MEASURE	RESPONSIBILITY	TIMEFRAME
Proactive recruitment and promotion of peer registry and opportunities to participate in the Arts NSW assessment meetings.	Increased number of panel assessment members with disability engaged across Arts NSW.	Arts Development and Investment team, Communications Officer	Ongoing
Screen NSW to partner with relevant organisations to deliver a project to create meaningful employment opportunities for people with disability.	A project to create employment opportunities is established.	Screen NSW and partner organisations	August 2016
Screen NSW to work with the screen industry to raise the profile of people with disability employed on both sides of the camera.	Screen NSW supports initiatives that increase industry awareness of employment opportunities for people with disability.	Stakeholder Relations and Industry Development team	Ongoing
Provide and assist in identifying employment opportunities within Arts NSW and Screen NSW.	Increase in number of staff who identify as having disability over a three year period.	Executive, Business Unit	By December 2018
Ensure that Arts NSW and Screen NSW interview panels are informed of equal employment opportunity employer responsibilities.	Arts NSW and Screen NSW are recognised as a leader in the equal opportunity employer space.	Arts NSW Business Unit CE Screen NSW	Ongoing
Assist in identifying opportunities for Disability Enterprises to deliver services in properties managed by Arts NSW	Engage Disability Enterprise for service delivery in properties managed by Arts NSW	Infrastructure Team	Ongoing



IMPROVE ACCESS TO MAINSTREAM SERVICES THROUGH BETTER SYSTEMS AND PROCESSES

The systems and processes required to access services in the community can be complex. This can be more so for people with disability. It is the responsibility of Arts NSW and Screen NSW to ensure everyone has equitable access to its information and services.

ACTION	PERFORMANCE MEASURE	RESPONSIBILITY	TIMEFRAME
Ensure that the new Arts NSW website is in line with Web Accessibility Initiative (WAI) Web Content Accessibility Guidelines (WCAG) 2.0 Level AA Success Criteria.	New website to be at least level AA compliant. Website accessibility to be monitored regularly to ensure it remains accessible.	Communications Officer, Arts NSW	By December 2017
Ensure that the Screen NSW website is in line with Web Accessibility Initiative (WAI) Web Content Accessibility Guidelines (WCAG) 2.0 Level AA Success Criteria.	Website to be least AA compliant. Website accessibility to be monitored regularly to ensure it remains accessible.	Communications Co-ordinator, Screen NSW	By December 2017
Ensure the yearly Client Feedback Survey reports on ease of accessibility for Arts NSW systems and processes.	Questions about disability and access included in surveys conducted	Communications Officer, Arts NSW	Ongoing
Ensure all staff are informed about accessible communication and practical access options, through training and resources.	All Arts NSW and Screen NSW staff are aware of and confident with using accessible communication formats and devices.	Business Unit	Ongoing
Develop appropriate peer induction information to ensure assessors are informed about applications received from people with disability.	Peers informed about applications from artists with disability and able to make appropriate funding decisions.	Arts Development and Investment team Relevant Screen NSW staff.	Ongoing
Ensure that Arts NSW and Screen NSW communications plans and Style Guide include guidelines for accessible communication.	All Arts NSW and Screen NSW communications easily understood and accessible, including social media and other platforms.	Communications Officer, Arts NSW and Communications Co-ordinator, Screen NSW	By December 2017
Ensure that all Arts NSW and Screen NSW online services are accessible including the online grants system.	Online system to be compliant with Web Accessibility Initiative (WAI) Web Content Accessibility Guidelines (WCAG) 2.0 level AA Success Criteria.	Arts Development and Investment team Relevant Screen NSW staff	By December 2017
Investigate alternative formats for communication and use regularly.	Video content for Arts NSW and Screen NSW websites to be captioned and audio described where appropriate.	Communications Officer, Arts NSW and Communications Co-ordinator, Screen NSW	By December 2017

TRACKING PROGRESS AND REPORTING

Arts NSW and Screen NSW will establish the following measures to monitor and evaluate the progress of the DIAP:

ACTION	PERFORMANCE MEASURE	RESPONSIBILITY	TIMEFRAME
Report achievements, challenges and learnings to stakeholders	Annual report against DIAP is published on Arts NSW and Screen NSW websites.	DIAP Committee	Annually
Whole of organisation responsibility and commitment	Executive regularly updated on DIAP related matters	Business Manager	Ongoing
Conduct an evaluation of actions progressed with the DIAP annually	Publish an annual DIAP Progress Report on the Arts NSW and Screen NSW websites.	DIAP Committee, Communications Officer, Arts NSW and Communications Co-ordinator, Screen NSW	December 2016 December 2017 December 2018

If you would like to provide feedback or have an enquiry regarding the *Arts NSW and Screen Disability Inclusion Action Plan*, please contact

Mark Grisedale, Business Manager
on **02 9995 0985** or email mark.grisedale@arts.nsw.gov.au

Kayah Guenther in the documentary *The Battle*, by Poppy Walker & Sophie Hexter, 2016. Image courtesy The H.W. Collective and Northern Rivers Screenworks.

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www.arts.nsw.gov.au
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