

Artback NT - Disability Action Plan 2018

Artback NT strives to operate ethically in its dealings with all staff, artists, audience members and program participants regardless of cultural, religious, ethnic, gender or other differences. We understand that the context in which we work demands a practice that is both inclusive and flexible.

Our business - Artback NT is the Northern Territory's visual and performing arts touring organisation. Our Mission is:

Connecting people and place through arts development and touring

Developing, producing, curating and touring Territory work locally, nationally and internationally continues to be our core business. We are the peak body for this activity and our best practice model of process and community engagement operates across our program areas of theatre; dance; music; visual arts and Indigenous traditional dance. This framework informs the way in which we work as a multi art form organisation; the product that is created and the manner in which we engage our stakeholders. This reach and diversity is integral to the **organisation's core values**:

- We conduct our business with integrity and respect
- We are committed to creative excellence and capacity building
- We embrace the diverse environment of the Northern Territory
- We believe that investment in arts and culture is fundamental to a rich life and the wellbeing of communities

GOAL ONE - To show leadership by promoting excellence in arts and disability practice

| Action | Responsibility | Timeline | Measurable Target |
|--|--|----------|--|
| To continue to provide opportunities for visual artists with disability to develop new partnerships, develop and tour their work. | Visual Arts Team | 2018 | <ul style="list-style-type: none"> - Source funding for new exhibitions; build relationships; - Facilitate the development of new work; link artists and organisations - Respond in a timely manner to requests for additional information |
| To continue to provide opportunities for N.T performing artists with disability to present and / or tour their work in the NT and nationally | Performing Arts Manager; ITDP Manager ITDP Cultural Events Officer; Project Officer | 2018 | <ul style="list-style-type: none"> - A minimum of 1 development / tour to include artists with disability - Engage with a minimum of 2 disability orgs in the tours - Disseminate information; support artists and audiences; facilitate relationships |
| To continue to explore ways of increasing access to visual arts exhibitions for people who are blind, have low vision, limited access to the visual arts or who have literacy issues | Visual Arts Team | 2018 | <ul style="list-style-type: none"> - Audio descriptions available for Artback NT nationally touring exhibitions, <i>Punuku Tjukurpa</i> and <i>Balnhdhurr: A Lasting Impression</i> - Develop 'story tour' audio guides to assist access to exhibition content for visually impaired and illiterate audiences. |

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| | | | <ul style="list-style-type: none"> - Continue to explore ways to best increase access to our travelling exhibitions such as digital records post tour which become part of the archive but allows access via technology for those unable to physically attend exhibitions in situ - Contact disability service providers in venue regions to ensure that they are aware of the opportunities provided through Artback NT's exhibitions - Connect with the venue staff regarding their access programs and develop suggestions to go into our Venue Packs - Commit to research around dementia programs being offered in gallery situations and apply to our touring shows |
| Assisting in audience development for people with disability | All Board and Staff | 2018 | <ul style="list-style-type: none"> - Work locally, regionally and nationally with presenting partners to ensure venue access - Ensure access considerations are always a part of risk management and audience development strategies - Ensure Artback NT manages access during the delivery of its remote festivals in Borroloola and Numbulwar |
| Support a national commitment to good mental health in the performing arts industry which has higher than normal records of anxiety, depression and suicide attempts. | | | <ul style="list-style-type: none"> - Ensure good practices within the workplace - Look out for staff and colleagues - Disseminate information - Encourage attendance at relevant forums |

GOAL TWO - To increase awareness of arts and disability issues within the organisation

| Action | Responsibility | Timeline | Measurable Target |
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| To actively encourage applicants with a disability to apply for positions | All Board and Staff | Ongoing | <ul style="list-style-type: none"> - Ensure that interview panels are up to date on equal opportunity employer responsibilities - Provide information to interested applicants regarding wage subsidies and support services available for employees with disability - Make sure staff are familiar with the National Arts and Disability Strategy. |
| Work with Arts NT and the NT Government to ensure that any access issues are raised and resolved for the proposed relocation to Harbour View Plaza. | EO and Board | Ongoing | <ul style="list-style-type: none"> - Ensure that access issues are raised and responded to regarding the proposed relocation of Artback NT / Frog Hollow tenants - Identify the best method to maintain access to the Red Hot Arts Space - Ensure that remote offices continue to manage access issues |

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| Ensure access issues remain on the agenda for the visual arts office at Red Hot Arts, Alice Springs Artback NT remote offices to improve access | | | |
| Continue assisting in the dissemination of information regarding opportunities empowering people with disability to participate in or gain access to the arts. | All Board and Staff | Ongoing | <ul style="list-style-type: none"> - Continue to share information and opportunities between organisations regarding arts and disabilities. - Ensure opportunities to access/and or participate in the arts in the NT through Artback NT programs |
| GOAL THREE – Tracking progress and reporting | | | |
| Action | Responsibility | Timeline | Measurable Target |
| DAP Board Sign-off | EO / Board | 2018 | Disability Action Plan endorsed by the Board |
| DAP Review | EO/all staff/Board | Every 12 mths | Reviewed and endorsed by the Board |
| Successful projects, tours and events | EO/all staff/Board | Every 12 mths | KPIs as in strategic plan; yearly program |