

Artback NT - Reconciliation Action Plan for the Year 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 vision for reconciliation - Reconciliation is embedded in everything Artback NT delivers ranging from skills development to touring activities. Artback NT supports and promotes the cultural life of the Territory and engages with many Indigenous and non-Indigenous communities throughout the Territory and nationally. All staff operate from a community cultural development background and are committed to skills development, governance mentorship and training for Indigenous artists and audiences. The organisation's programming is reflective of Indigenous and non-Indigenous talent and expression and ATSI people are encouraged to apply for any position available.

Our business

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

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

Our RAP

All staff have had input into the document and the updated 2018 plan was signed off by the Artback NT Board at their meeting on the 8 February 2018.

Governance throughout all of Artback NT's activities

Action	Responsibility	Timeline	Measurable Target
Indigenous representation on the Board	Board / EO	Ongoing	A minimum of two Indigenous Board members at all times
Respect for Indigenous cultural protocols	All	Ongoing	<ul style="list-style-type: none"> > Welcome to Country and other protocols where appropriate > Artback NT touring guidelines incorporate protocols for touring both within Australia and internationally

			> Touring parties to be inducted by Artback NT tour managers
Respect for Indigenous intellectual property	All	Ongoing	<ul style="list-style-type: none"> > Contracts to have culturally appropriate clauses regarding documentation > Adherence to the Indigenous Art Code > Website to have appropriate acknowledgements including statements about traditional knowledge and recognition of Traditional Owners in tour itineraries > Comprehensive and culturally secure image and other release forms
Ochre cards and all requirements completed before entering Indigenous communities	All	Ongoing	<ul style="list-style-type: none"> > All tours have up to date governance requirements > Adherence regarding requirements for appropriate permits through Land Councils / Community permissions
Relationships	Tell us why respectful relationships between Indigenous and non- Indigenous people are important to your organisation and its core business activities.		
Focus area: Respectful relationships are essential to enable the organisation to operate ethically and to enable it to truly build partnerships for maximum access to audiences and to increase our development and delivery potential. Indigenous people make up over 30% of the Territory's population. Respectful relationships are always important and more than 50% of our activity involves Indigenous performers and audiences.			
Action	Responsibility	Timeline	Measurable Target
Strategic Planning	All	Ongoing	2016-2020 Strategic Plan is recognised and used by all staff as a guide in their day to day work.
Vision / Capacity Statement	All	Ongoing	Vision statement links communities, empowers artists and facilitates quality cultural experiences for remote and regional audiences
Arts Development and Touring Program – exhibitions, events and workshops	All	Ongoing	Touring program has content that includes, responds to and promotes Indigenous visual arts, performance and music
Staffing / Volunteers / Interns	All	Ongoing	Attract, support and retain Indigenous staff, volunteers and interns
Respect	Tell us why respect for Indigenous people, culture, land, history etc is important to your organisation and its core business activities.		
Focus area: Artback NT is not just a touring organisation and respect is evidenced by the organisation's values and mission to leave something behind in the communities we visit. In addition, whilst the primary objective is to build arts practice and deliver touring experiences, equally a key role is to provide mentoring and professional development opportunities to Northern Territory visual and performing artists in the requirements for touring. Training through workshops and/or the delivery of accredited programs by qualified Artback NT staff or our Artists on Tour program will offer development and employment opportunities.			
Action	Responsibility	Timeline	Measurable Target
Indigenous Traditional Dance Program (ITDP)	Indigenous Traditional Dance Program staff	Jan - Dec	> Indigenous employment – On going position of Festival Director and a minimum of one other position (Project Assistant) at key times

			<p>throughout the year at Borrooloola</p> <ul style="list-style-type: none"> > Indigenous employment – Festival Director and Artistic / Cultural Director to oversee Festival and workshop delivery throughout the year at Numbulwar > Indigenous crews document Festivals including photography and video > Appropriate professional development offered and mentoring support available if and when required > Support ITDP and CCD activity in 2 communities, Borrooloola and Numbulwar > Deliver skills development workshops and training in 2 communities, Borrooloola and Numbulwar > Offer national networking opportunities for a minimum of one remote Indigenous arts worker at APAM
<p>ITDP Workshops: acknowledgement of opportunities for cultural maintenance, intergenerational training and professional development through the ITDP.</p>	Indigenous Traditional Dance Program staff	Mar - Oct	<ul style="list-style-type: none"> > Recognition of cultural knowledge > Intergenerational teaching > Cultural maintenance > Offer a minimum of 3 mentoring experiences > A minimum of 4 workshops per year > Participation in remote Indigenous Festivals > Participation in other national events if appropriate
<p>Performance Development and Touring (includes Theatre / Dance / Music) Ensure cultural practice is acknowledged and recognised</p>	Performing Arts Manager	Jan - Dec	<ul style="list-style-type: none"> > A minimum of 2 tours developed with Indigenous artists, producers or companies > Touring to a minimum of 4 remote Indigenous communities affected by a lack of resources > A minimum of \$250,000 secured for Indigenous and cross cultural projects and development > Local, regional and national recognition of NT Indigenous artist's work
<p>Performing Arts Workshops (includes Theatre / Dance / Music)</p>	Performing Arts Manager	Jun - Dec	<ul style="list-style-type: none"> > 30 workshops being run by B2M over their national tour in metropolitan and remote venues, ranging from 1.5hrs to full day engagements > Desert Diva workshops being offered in remote Indigenous communities
<p>Artists on Tour</p>	Project Coordinator	Jan - Dec	<ul style="list-style-type: none"> > Artist on Tour program includes Indigenous artists; offers employment opportunities throughout the Territory; enables Indigenous audiences to access skills development opportunities

Visual Arts Development and Touring	Visual Arts Manager Visual Arts Touring Manager	Jan - Dec	<ul style="list-style-type: none"> > Education kits to accompany touring exhibitions incorporating input from Indigenous artists and curators where possible/appropriate > Room brochures and text panels which illustrate and promote Indigenous content in a culturally appropriate manner > Support the facilitation and touring of public programs to ensure meaningful engagement with territory and national audiences > Continue to work on the development of major new Indigenous visual arts exhibitions in conjunction with community stakeholders > Open up possibilities for emerging curators through the SPARK NT Curator program and SPARK NT Symposium > Further curatorial experience / future training and employment opportunities for artists as a result of the Balnhdhurr exhibition > Partnerships and professional dialogue with Indigenous peak bodies such as Desart and ANKA
Opportunities	Tell us why opportunities for Indigenous people, organisations and communities are important to your organisation and its core business activities.		
Focus area: The Artback NT program incorporates significant activity in the Northern Territory's Indigenous Visual Arts and Performance Sectors including Dance, Music and Theatre. This is important to the organisation as it allows Artback NT to work with individuals, groups and arts based organisations to present and tour a dynamic and exciting range of arts experiences across the Territory and nationally.			
Action	Responsibility	Timeline	Measurable Target
Festivals: Presentation and showcase of traditional Indigenous Dance	Indigenous Traditional Dance Program staff	Mar-Oct	<ul style="list-style-type: none"> > Malandarri Festival - Borroloola 15 – 16 June > Numburindi Festival - Numbulwar 13 – 15 September > Local event management committee formed in both locations; Hold a minimum of 3 meetings throughout the year to establish correct cultural protocols, select participants and oversee production process, ensure debrief consultations are conducted after each event > Cultural liaison personnel for artistic governance > Over 250 Indigenous performers participating > Placement of local Indigenous event management trainees and mentorees > Employment opportunities for community across a range of capacity building or cultural enterprises
Performance Development and Touring (includes Theatre / Dance / Music): Capacity building and succession	Performing Arts Manager	Jan - Dec	<ul style="list-style-type: none"> > A minimum of 30 national performance outcomes for Indigenous artists > Offer national showcase opportunities – Skinnyfish Sound System

planning throughout the Territory, nationally and internationally			and Constantina Bush @ APAM > 1 Indigenous tour visiting remote Indigenous communities within the NT – Desert Divas > A minimum of one international collaboration and / or artistic exchange
Artists on Tour			> A minimum of two tours developed with Indigenous artists > Delivery of skills development opportunities to a minimum of 10 remote and 5 very remote Indigenous communities
Visual Arts Development and Touring: Development and touring of significant Indigenous exhibitions	Visual Arts Manager Visual Arts Touring Manager	Jan - Dec	> <i>Punuku Tjukurpa</i> touring. 100% Indigenous content > <i>Balnhdhurr</i> touring. 100% Indigenous content > <i>Still in My Mind</i> touring. 100% Indigenous content > <i>Fecund: Fertile Worlds</i> touring. 33% Indigenous content > <i>SPARK NT</i> Curator program open to anyone based in NT. <i>SPARK NT Symposium</i> to be held at GYRACC in Katherine to encourage and support Indigenous applicants to apply.
Tracking progress and reporting			
Action	Responsibility	Timeline	Measurable Target
RAP Review	EO/all staff/Board	Every 12 months	Activities as listed above
Successful projects, tours and events	EO/all staff/Board	Every 12 months	KPIs as in strategic plan; approved yearly programs