

Artback NT – Disability Action Plan 2021

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 **The Northern Territory – our stories, our art, our place – expanding the Australian narrative**

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**:

- Conduct our business with integrity and respect
- Commit to creative excellence and capacity building
- Embrace the diverse environment of the Northern Territory
- 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	2021	<ul style="list-style-type: none"> • Source funding for new exhibitions including <i>Clay on Country</i> which will include artists living with disability • Facilitate the development of new work • Build relationships • Link artists and organisations • Disseminate information, support artists and audiences and facilitate relationships
To continue to provide opportunities for Northern Territory performing artists with disability to tour their work in the Territory and nationally	Performing Arts Manager, ITDP Manager, ITDP Cultural Events Officer, Project Officer	2021	<ul style="list-style-type: none"> • A minimum of 1 show development/tour to include artists with disability – <i>Luminous</i>, development 2021. The cast and crew are a mixture of artists living with a disability who will be trained in shadow puppetry, black light theatre, writing for non-verbal theatre, choreography/movement and music creation • Build relationships • Link artists and organisations

			<ul style="list-style-type: none"> Engage with a minimum of 2 disability orgs Disseminate information, support artists and audiences and 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	2021	<ul style="list-style-type: none"> Audio descriptions delivered as part of the Artback NT touring exhibition <i>Balnhdhurr: A Lasting Impression</i> Deliver 'story tour' audio guides to assist access to exhibition content for visually impaired and illiterate audiences Ensure audio descriptions are also available for download through the Artback NT website and via Balnhdhurr mobile phone app Additional resources and information pertinent to exhibitions included on website Continue to explore ways to best increase access to our travelling exhibitions such as digital records post-tour which become part of the archive and enable 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 be included in Venue Packs
Assisting in audience development for people with disability	All Board and Staff	2021	<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 community festivals in Borrooloola 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 Facilitate opportunities for staff to become Mental Health First Aid trained / refreshed
GOAL TWO : To increase awareness of arts and disability issues within the organisation			
Action	Responsibility	Timeline	Measurable Target
To actively encourage applicants with a disability to apply for positions	All Board and Staff	Ongoing	<ul style="list-style-type: none"> Equip interview panels with up-to-date equal opportunity employer responsibilities

			<ul style="list-style-type: none"> • Provide information to interested applicants regarding wage subsidies and support services available for employees with disability • Encourage conversations within the workplace to ensure Artback NT supports artists and audiences with disability wherever possible within programs
<p>Work with Arts NT and NT Government to ensure that any access issues are raised and resolved for the proposed relocation to Harbour View Plaza</p> <p>Ensure access issues remain on the agenda for the visual arts office at Red Hot Arts, Alice Springs</p> <p>Artback NT remote offices to improve access</p>	EO and Board	Ongoing	<ul style="list-style-type: none"> • Ensure 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 Artback NT office at Red Hot Arts • Access issues to remote offices continue to be managed
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 • Establish opportunities to access and/or participate in the arts in the Northern Territory through Artback NT programs
GOAL THREE: Tracking progress and reporting			
Action	Responsibility	Timeline	Measurable Target
DAP Board Sign-off	EO/Board	2021	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