

Artback NT – Reconciliation Action Plan for the Year 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 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 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

Our RAP

All staff have had input into the document and the updated 2021 plan was signed off by the Artback NT Board at their meeting on 10 February 2021

Governance throughout all of Artback NT’s activities

Action	Responsibility	Timeline	Measurable Target
Indigenous representation on the Board	Board / EO	Ongoing	<ul style="list-style-type: none"> • A minimum of one third of Board Members to be Indigenous as per our Constitution
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	<ul style="list-style-type: none"> • 2021 – 2024 Strategic Plan is recognised and used by all staff as a guide in their day-to-day-work. This plan also ensures that Indigenous employment and cultural protocols are paramount throughout the organisation
Vision/Capacity Statement	All	Ongoing	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Touring program has content that includes, responds to and promotes Indigenous visual arts, performance and music
Staffing/Volunteers/Interns	All	Ongoing	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Indigenous employment: on-going position of Festival Director and a minimum of one other position (Project Assistant) at key times throughout the year at Borrooloola • 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 • Prioritise Indigenous production crews where possible • 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 • Deliver the <i>Numburindi – Strengthening Culture and Country</i> initiative across 4 clan groups and employing a minimum of 20 community members • Offer a minimum of 1 NT and 1 national networking or professional development opportunity
ITDP Workshops acknowledge opportunities for cultural maintenance, intergenerational training and professional development	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 • Conduct minimum of 4 workshops per year • Participation in remote Indigenous Festivals • Participation in other national events if appropriate
Performance Development and Touring (includes theatre/dance/music) ensures cultural practice is acknowledged and recognised	Performing Arts Manager	Jan – Dec	<ul style="list-style-type: none"> • Develop work in 2021 using Indigenous artists, producers or companies • Support the promotion of Indigenous work through the APAM Gatherings program • Tour to a minimum of 4 remote Indigenous communities affected by a lack of resources • A minimum of \$50,000 secured for Indigenous and cross-cultural projects and development • Local, regional and national recognition of Northern Territory Indigenous artists' work

Performing Arts Workshops (includes theatre/dance/music)	Performing Arts Manager	Jun – Dec	<ul style="list-style-type: none"> • Tours to present workshops in remote Indigenous communities
Artists on Tour	Project Coordinator	Jan – Dec	<ul style="list-style-type: none"> • Program includes Indigenous artists • Offers employment opportunities throughout the Territory • Enables Indigenous audiences to access skills and 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 • Privileging Indigenous language/ voice wherever possible • Room brochures and text panels which illustrate and promote Indigenous content in a culturally appropriate manner • Support the facilitation of public programs to ensure meaningful engagement with local and national audiences • Continue to work on the development of major new Indigenous visual arts exhibitions in conjunction with community stakeholders • Develop partnerships and engage in a 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 showcasing of Traditional Indigenous Dance	Indigenous Traditional Dance Program staff	Mar – Oct	<ul style="list-style-type: none"> • Malandarri Festival, Borroloola, mid June • Numburindi Festival, Numbulwar, mid 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 mentors • 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 planning throughout the Northern Territory, nationally and internationally	Performing Arts Manager	Jan – Dec	<ul style="list-style-type: none"> Facilitate opportunities for Larrakia Elder, Aunty June Mills, to create merchandise for her 2020 <i>Witladla</i> project; work with Arts Law to ensure that all appropriate cultural protocols and legal requirements and safeguards are in place Develop a new touring show for Constantina Bush – a collaboration between Indigenous artists Kamahi Djordon King and David Spry Work with Daniel Wilfred on upskilling local Songmen to collaborate with the Australian Art Orchestra. Enable one local person from Ngukurr to be trained in sound engineering with the Australian Art Orchestra’s touring sound engineer A minimum of 4 international collaborations and/or artistic exchange through the Taiwan–Australia: Indigenous Artist in Residence Project (COVID-19 dependent)
Artists on Tour	Project Coordinator	Jan – Dec	<ul style="list-style-type: none"> 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 of significant Indigenous exhibitions	Visual Arts Manager Visual Arts Touring Manager	Jan – Dec	<ul style="list-style-type: none"> <i>Balnhdhurr</i> touring, 100% Indigenous content <i>Still in My Mind</i> touring, over 50% Indigenous content <i>We Eat We Are</i> touring, 50% Indigenous content <i>Groundswell</i> touring, 60% Indigenous content <i>Clay on Country</i> development, mentor and offer employment opportunities to a minimum of 2 Indigenous Curators Continue to engage Indigenous artists and arts workers in the delivery of public and education programs Further curatorial experience, future training and employment
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