

Indigenous Action Outcomes 2023

Action	Measurable Target	Results
Indigenous representation on the Board	<ul style="list-style-type: none"> • A minimum of one third of Board Members to be Indigenous as per our Constitution 	<ul style="list-style-type: none"> • Achieved and ongoing
Respect for Indigenous cultural protocols	<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 	<ul style="list-style-type: none"> • Achieved and ongoing • Achieved and ongoing • Achieved and ongoing
Respect for Indigenous Cultural and Intellectual Property	<ul style="list-style-type: none"> • Contracts to have culturally appropriate clauses • 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 • Adherence to Protocols for Using Indigenous Cultural and Intellectual Property 	<ul style="list-style-type: none"> • Achieved and ongoing • Achieved and ongoing • Achieved and ongoing • Achieved and ongoing • All festival images are checked and captioned by Indigenous employees/festival committee who have cultural authority to approve, prior to the the release of images publicly • Achieved and 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 	<ul style="list-style-type: none"> • Achieved and ongoing across all programs • Achieved and ongoing across all programs • Have been compliant with all Land Council requirements and NTG requirements before entering Indigenous Communities
Relationships		

Focus area: Respectful relationship are essential to enable to Artback NT 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 relationship are always important and more than 50% of our activity involves Indigenous performers and audiences		
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Strategic Planning	<ul style="list-style-type: none"> 2022 – 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 	<ul style="list-style-type: none"> 2022– 2024 strategic plan KPIs reflect criteria regarding Indigenous employment and participation; artists and audiences
Vision/Capacity Statement	<ul style="list-style-type: none"> Vision statement links communities, empowers artists and facilitates quality cultural experiences for remote and regional audiences 	<ul style="list-style-type: none"> Capacity statement delivered with appropriate cultural protocols Vision ongoing across all of the organisation’s programs
Arts Development and Touring Program: exhibitions, events and workshops	<ul style="list-style-type: none"> Touring program has content that includes, responds to, and promotes Indigenous visual arts, performance and music 	<ul style="list-style-type: none"> Achieved and ongoing across all the organisation’s programs
Staffing/Volunteers/Internships	<ul style="list-style-type: none"> Attract, support, and retain Indigenous staff, volunteers and interns 	<ul style="list-style-type: none"> Achieved and ongoing (details below for our programs) As at end of 2023: 18% of ongoing Artback NT staff are Indigenous – Including the CEO Numerous Indigenous artists, performers and support crew employed for festivals, shows, workshops, and tours
Respect		
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. 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 NT visual and performing artists, production, and ground crews in the requirement for touring. Training and skills development workshops and/or the delivery of accredited programs by qualified Artback NT staff offers development and employment opportunities.		
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Remote Events	<ul style="list-style-type: none"> Indigenous employment: on-going 	<ul style="list-style-type: none"> Indigenous Festival Director and Project

	<p>position of Festival Director and a minimum of one other position (Project Assistant) at key times throughout the year at Borroloola</p> <ul style="list-style-type: none"> • 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 • Deliver skills development workshops and training in communities • Offer a networking or professional development opportunity 	<p>Assistants employed on 3 remote community festivals in 2023</p> <ul style="list-style-type: none"> • Indigenous photographer documented the Festivals in Borroloola and Numbulwar, and; • and Indigenous Stage Manager employed at Numburindi Festival • Indigenous Project assistants provided with on-the-job training and mentoring at Festivals • Indigenous staff provided with Mental Health First Aid Training, and training and support at Annual staff meeting • Indigenous staff supported with: <ul style="list-style-type: none"> ○ Mentoring Program ○ NGA Indigenous Senior Leadership Co-Design ○ Australian Institute of Company of Directors Course ○ Creative Australia Organisations Panel Advisory ○ NETS Australia in person network meeting ○ Support for staff to be employed in additional projects managed by Artback NT
<p>Remote Events Workshops acknowledge opportunities for cultural maintenance, intergenerational training, and professional development</p>	<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 	<ul style="list-style-type: none"> • Recognition of cultural knowledge and intergenerational teaching is a key component of all programming. Local mentors/ teachers utilised in Music Mentor Program, Song and Language Program • More than six workshops delivered in Community.

	<p>Festivals</p> <ul style="list-style-type: none"> • Participation in other national events if appropriate 	<ul style="list-style-type: none"> • Three remote Indigenous Festivals • Supported leave and Paid participation National indigenous Music Awards.
<p>Performance Development and Touring (includes theatre/dance/music) ensures cultural practice is acknowledged and recognised</p>	<ul style="list-style-type: none"> • Develop/present work in 2023 using Indigenous artists, producers, or companies • Tour to a minimum of 4 remote Indigenous communities • 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 	<ul style="list-style-type: none"> • More than 50% of our work involves Indigenous Content/Programming across Visual Arts, Remote Festivals, Performing Arts and Special Projects. • Toured Indigenous artists to Tennant Creek, Ali Curung, Gunbulanya, Nhulunbuy, Katherine, Mpartnwe, Beswick, Jabiru. • More than \$250,000K secured for Indigenous projects including festivals • Includes International recognition of projects such as Gapu Nguban, Indigenous collaborations with Paiwan Indigenous Peoples in Taiwan and Yolgnu Indigenous people from East Arnhem Land.
<p>Performing Arts Workshops (includes theatre/dance/music)</p>	<ul style="list-style-type: none"> • Tours to present workshops in remote Indigenous communities 	<ul style="list-style-type: none"> • <i>Deadly Darwin (Comedy)</i>- The tour includes workshops for youth. • 6 workshops in Borroloola
<p>Visual Arts Development and Touring</p>	<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 	<ul style="list-style-type: none"> • Education kits for <i>Still in My Mind</i> are accessible online and in the Touring Venue packs. The kit has strong input from Dr Brenda L. Croft and Karungkarni Artists. • Indigenous Language is always used where appropriate, <i>Groundswell</i>, <i>Still in My Mind</i>, and <i>Clay on Country</i> • Text panels and room brochures/catalogue for <i>Groundswell</i> and <i>Clay on Country</i> promote specific Indigenous languages, stories and voices. • Groundswell Indigenous Artists delivered public programs in the NT. Public programs for <i>Clay on Country</i> delivered in 2023 • <i>Clay on Country</i>. This exhibition includes

	<p>major new Indigenous visual arts exhibitions in conjunction with community stakeholders</p> <ul style="list-style-type: none"> Develop partnerships and engage in a professional dialogue with Indigenous peak bodies such as Desart and ANKA 	<p>approx. 30 Indigenous Ceramic Artists.</p> <ul style="list-style-type: none"> Visual Arts Staff have been liaising around support for <i>Clay on Country</i>. Engaged with Indigenous Art Centres to develop new projects, and representatives of the new National Aboriginal Art Gallery in Mpartnwe.
Opportunities		
<p>Focus area: The Artback NT program incorporates significant activity in the NTs Indigenous Visual Arts and performance sectors including Dance, Music, and Theatre. This is important to our 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</p>		
Action	Measurable Target	Results
<p>Festival presentation and showcasing of Traditional Indigenous Dance</p>	<ul style="list-style-type: none"> Remote Community Festivals 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 200 Indigenous performers participating Placement of local Indigenous event management trainees and mentors and Employment opportunities for community across a range of capacity building or cultural enterprises 	<ul style="list-style-type: none"> Successful delivery of Malandarri Festival in Borroloola, Numburindi Festival in Numbulwar, Yirriwinari Festival in Pirlangimpi. Local community committee formed in all 3 locations More than three meetings held for all community festivals Debrief consultations were conducted after each even Indigenous Artistic directors employed in all locations for cultural liaison and governance Over 300 performers across 3 festivals Multiple employment opportunities created in, community including but not limited to: security, Master of Ceremonies, catering, cleaning, set up, pack down, performance, transport

<p>Performance Development and Touring (includes theatre/dance/music) capacity building and succession planning throughout the Northern Territory, nationally and internationally</p>	<ul style="list-style-type: none"> • An international collaboration and/or artistic exchange • Workshops, training, mentoring 	<ul style="list-style-type: none"> • Indigenous collaboration project continued to be developed with <i>Gapu Nguban</i> with Creative Australia and Arts NT funding • All festival directors, Project assistants are mentored with on-the-job training and mentoring, and Indigenous Performing Arts Tour of Deadly Darwin included workshops with Youth • CUSP tour (theatre) Indigenous artists • Deadly Darwin tour (comedy) indigenous artists • Eastern Arrente tour (Central Australian Indigenous music band) • Arrkula Yinbayarra, Borroloola song (Indigenous) women recording album
<p>Visual Arts Development and Touring of significant Indigenous exhibitions</p>	<ul style="list-style-type: none"> • <i>Clay on Country touring, over 50% Indigenous Content</i> • <i>Groundswell touring, 60% Indigenous content</i> 	<ul style="list-style-type: none"> • Opened in Araluen Art Centre, touring to tour to 9 other venues across 5 other states • <i>Groundswell</i> toured nationally to 5 venues across 3 states
<p>Action</p>	<p>Measurable Target</p>	<p>Results</p>
<p>IAO Review</p>	<p>Activities as listed above</p>	<ul style="list-style-type: none"> • Achieved and ongoing
<p>Successful projects, tours, and events</p>	<p>KPIs as in strategic plan; approved yearly programs</p>	<ul style="list-style-type: none"> • Achieved and ongoing