

AN ARTS AND DISABILITY STRATEGY

FOR CAIRNS REGIONAL COUNCIL





The Fourth Doctor Tom, Alex Hiatt

“Access is like being able to get into a night club; inclusion is about being asked to dance”

Paul Nunnari, Paralympic Athlete and Director of Inclusive Infrastructure and Experience, NSW Dept of Planning, Arts Activated Conference 2019

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Cairns Regional Council acknowledges the custodians and first people of this country, and respects their ongoing relationship and responsibility to their land and sea.

Cover artwork: From Colours of my World, Trent Griffin

This document is illustrated with artworks from the *By Myself* series of solo exhibitions held at the Tanks Arts Centre by clients of ARC Disability Services in 2018 and 2019.

1.0 Executive Summary

- ◆ Cairns Regional Council is well-positioned to initiate an Arts and DisAbility Strategy which breaks new ground in Queensland and Australia, leading a Local Government response to State and Federal initiatives including the National Arts and Disability Strategy.
- ◆ The Arts and Disability Strategy describes actions and pathways for developing the provision of arts for the disabled community in Cairns between 2020-22, which complement the delivery of the Cairns Regional Council Strategy for Culture and the Arts 2018-22.¹
- ◆ Its objective, through this document and the preceding [Preliminary Report](#), is to:
 - › provide an informed picture of current practice and experience.
 - › identify and address needs and gaps in the provision of Council services.
 - › outline opportunities for programming; audience development; and pathways to education and employment for people with disability.
 - › identify new partnerships that will contribute to sector growth.
 - › provide a platform to empower people with disability to express their views and have a stronger voice in strategies to improve opportunities, engagement and participation in the arts and cultural development.
 - › set out a framework for Cairns Regional Council to assess progress, aligned to the Strategy for Culture and the Arts.
- ◆ The renewal of the Strategy for Arts and Culture from 2023 will therefore build on the groundwork carried out in the next three years to develop Cairns as a beacon centre and destination for accessible and inclusive arts in Queensland and Australia.
- ◆ Policy and strategy should cross every boundary within Cairns Regional Council – interdepartmental communication and knowledge-sharing is paramount.
- ◆ The goal for Cairns Regional Council is to enable a collaborative network with strong links between people with disability, service providers, arts venues and institutions, schools and the health sector, with a shared aspiration that a collaborative process will have exponential benefits for all.
- ◆ The adopted Strategy should include an implementation plan with clear indicators for timeline, resourcing and reporting.
- ◆ **Successful implementation of this Strategy will depend on all Cairns Regional Council staff understanding and supporting its underlying Strategic Principle, the Social Model of Disability:**
 - ◆ *“Disability is a social issue. Barriers to participation are not created by those who are disabled – they are disabled from taking part because their requirements for access have not been taken into consideration².”*
- ◆ In simple terms, (contrasting with the Medical Model of Disability based on a functional analysis of physical attributes), the Social Model of Disability adopts a ‘civil rights’ approach. The paradigm is an important underlying concept which informs all levels of provision and policy; importantly, physical access to buildings is only one aspect of how arts institutions need to provide equitable services and support wherever possible.
- ◆ Without prejudice or disrespect to alternative methodologies, this Strategy uses the phrase ‘people with disability’ as a generic descriptor for everyone affected by either a biological or social barrier.

¹ <https://www.cairns.qld.gov.au/facilities-sport-leisure/arts-culture/culture-strategy-for-cairns>

² <https://access2arts.org.au/about/our-thinking/>

Strategies for meaningful inclusion, engagement and participation in the arts and cultural experiences for people with disability have, up until now, been a low priority in Cairns Regional Council's arts and creative programming.

Consultation with disability service providers and the education sector in the development of Council's Strategy for Culture and the Arts 2022 underscored the need to address this.

Cairns Regional Council's Strategy for Culture and the Arts 2022 Priority Area 1: 1.2.1 therefore identified the following:

Strategy: Provide equitable, accessible and affordable infrastructure, resources and cultural experiences.

Action: Consult and collaborate with the disability sector to develop an Arts and DisAbility Strategy to guide the implementation of programs, projects, resources and opportunities arising from this strategy.

To facilitate this initiative Council, in partnership with Arts Queensland, engaged Queensland's premier arts and disability advocate and service provider, Access Arts. The project methodology has been process-driven and has included opportunities for active engagement and participatory activities throughout the consultative phase, including a workshop with Cairns Regional Council staff, 40 interviews, and a SurveyMonkey questionnaire disseminated through Cairns Regional Council, disability service providers, and diverse partners with an interest in arts and disability. A Preliminary Report was circulated in early August 2019.

The Strategic planning process defines both the goal of the organisation and the pathway it follows to achieve that goal through a series of actions. This paper echoes the structure of the Strategy for Culture and the Arts to create a coherent picture of challenges, opportunities and expectations for actions during an initial phase 2020-22, as a precursor to the period following, in which an Arts and DisAbility Strategy can be fully acknowledged within Council's next Strategy for Culture and the Arts as a whole.



3.0 The National Picture

From Colours of my World, Trent Griffin

The disability prevalence rate in Australia has remained relatively stable in recent years, with 18.3% of people reporting disability in 2015, and 18.5% in 2012 and 2009, based on the criterion that a person has a disability if they report they have a limitation, restriction or impairment, which has lasted, or is likely to last, for at least six months and restricts everyday activities.³

In the national population:

- ◆ ABS statistics indicate the majority (78.5%) of people with disability reported a physical condition, such as back problems, as their main long-term health condition. The other 21.5% reported psychological or intellectual and behavioural disorders.⁴
- ◆ About 1.4m people (5.9%) had a severe or profound disability.⁵

In Queensland:

- ◆ 18.3% of the Queensland population or just less than one in every five Queenslanders have a disability. An estimated 261,300 Queenslanders of all ages have a profound or severe disability. People with a profound or severe disability require assistance in everyday activities.⁶

Indigenous disability:

- ◆ Estimates of disability amongst Aboriginal and Torres Strait Islander people vary. In 2015 approximately 36% of Indigenous Australians were estimated as having some form of disability (6.4% severe or profound).⁷

In Cairns:

- ◆ Based on the 2016 Census, it is estimated 6,940 people or 4.4% of the population reported needing help in their day-to-day lives due to a severe or profound disability (slightly lower than the national average).⁸



Ned as Harris Potter with friends, Alex Hiatt

3 <https://www.abs.gov.au/ausstats/abs@.nsf/Lookup/4430.0main+features202015>

4 <https://www.abs.gov.au/ausstats/abs@.nsf/Lookup/4430.0main+features12015>

5 <https://www.abs.gov.au/ausstats/abs@.nsf/Lookup/4430.0main+features202015>

6 <https://www.qld.gov.au/disability/community/disability-statistics#atsi>

7 <https://www.qld.gov.au/disability/community/disability-statistics#atsi>

8 <https://profile.id.com.au/cairns/assistance>

4.0 The National and State Policy Framework

Mareeba Horse Farm, Lynette Shaw

4.1 National Disability Insurance Scheme

The introduction of the National Disability Insurance Scheme (NDIS)⁹ has precipitated the greatest change in government funding for people with disability in Australia's history. The scheme was rolled out across the whole of Queensland with completion on 30 June 2019.

An NDIS package is to provide what is 'reasonable' and 'necessary' for people with disability to live an 'ordinary life' and further their 'social' and 'economic' potential. A person with disability will attend a Plan Meeting and tell their Planner their needs which will fall within three categories:

- ◆ core needs comprising daily living and social and community participation,
- ◆ capital needs, and
- ◆ their needs in order to build their capacity.

The Planner will assess the person's needs and create a Plan for them taking account of what is 'reasonable' and 'necessary'. The costing according to the rigorous NDIS Price Guide is then set aside for that person by the NDIA, the person then draws down on the allocation in their package as they use the facilities set out in their Plan.

People with disability have the choice of their Plan being managed by the NDIA, or managed by a Plan Manager, or Self-Managed (or a mix of these):

⁹ <https://www.ndis.gov.au/>

¹⁰ https://www.arts.gov.au/sites/g/files/net1761ff/consultation/pdf/discussion_paper.pdf

The latter two options give people with disability greater flexibility around how they can use the funds in their Plan package.

Implementation of the NDIS has changed the ecology of the sector. Organisations working with people with disability are no longer providers of service supported by a steady income stream from government but are market driven, as their customers – people with disability – choose which service they would like to use and which organisation they would like to deliver this service to them. People with disability now have the power to choose what they want in their life – it's their life, their choice.

4.2 National Arts And Disability Strategy¹⁰

There is increasing recognition at all levels of government of the important roles people with disability play in the arts and cultural sectors.

At the Federal level, the National Arts and Disability Strategy (NADS) Discussion Paper published in September 2018, is an initiative of the Meeting of Cultural Ministers (comprising Federal and State Cultural Ministers), and is designed to underpin a rolling process of consultation leading to a finalised National Arts and Disability Strategy, replacing the previous Strategy published in 2009.

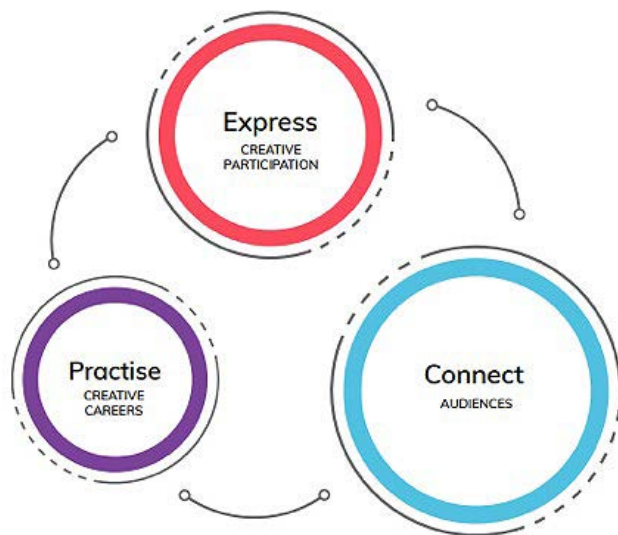
The Paper takes a person-centred approach to look at how people with disability engage

with the arts. This approach also recognises these activities occur within a wider creative and cultural ecology made up of organisations and platforms that operate to support and facilitate arts practice and expression, and bring these to wider audiences. People with disability:

Practise – Creative Careers is about creative and cultural professionals with disability. It explores the evidence about Australian creative and cultural professionals with disability, the barriers they face in their careers, and the pathways to creative and cultural careers.

Express – Creative Participation is about creative participation by people with disability for recreation, wellbeing or socialising. It discusses creative participation as a human right, and the benefits that flow from this participation, including wellbeing and social inclusion, with a case study about positive outcomes for Aboriginal and Torres Strait Islander people.

Connect – Audiences is about people with disability as audience members and consumers of cultural products. This can include reading novels, watching a film, listening to music or going to see a play. It looks at the high rates of attendance at cultural events by people with disability and considers the barriers to accessing cultural experiences.



Introduction of the National Arts and Disability Strategy is now awaiting finalisation of the new National Disability Strategy to run from 2020, allowing potential for both new strategies to align.

The new Arts and DisAbility Strategy for Cairns will run to 2022, at which point there will be an opportunity to align local priorities with any new initiatives announced by the NADS and NDS.

“Artists with disability are vital contributors to Australia’s arts and culture. They create work that offers excellence and artistry, as well as unique perspectives and lived experiences that challenge and redefine aesthetics. [Creating Pathways](#) found that the unique perspectives and experiences of artists with disability present avenues for new artistic possibilities. This art can be transformative for the art form and for the audience.”¹²

4.3 State and Local Government Initiatives

Through Arts Queensland, Queensland Government is developing its 10-year Roadmap for the Arts, Cultural and Creative Sector, within which people with disability will be an important component.

The State Disability Plan 2017-20¹³ outlines how each Queensland Government department is required to develop a Disability Service Plan, for example, the State Library of Queensland DSP is published on its website¹⁴.

A Progress Report¹⁵ outlines departmental progress to date, including arts initiatives such as increased sensory and signed performances.

Australian Human Rights Commission resources include some arts sector and government agency disability action plans¹⁶. The most up to date of these is Brisbane City Council’s Inclusive Brisbane Plan 2019-29¹⁷, which focusses on Brisbane as a liveable city, but with only passing reference to the arts.

Cairns Regional Council has a current Access and Inclusion Plan 2017-21¹⁸, to which the Arts and DisAbility Strategy will be a companion document.

Nonetheless, the connectivity of city-wide factors such as excellence in public transport and accessible tourism demand review, and are dynamic factors in local government planning.

4.4 Economic Barriers

The Australia Council has identified that “the great art created by artists with disability, and participation of people with disability in the arts, are integral to the artistic and cultural life of Australia”, but “there are significant economic and financial barriers for disabled artists of all kinds”:

- ◆ Artists with disability earn on average 42% less than their counterparts without disability. A lack of financial return is the most important factor limiting professional development for all artists, with and without disability. However, the second most common reason given by artists with disability was ‘disability/injury or sickness’
- ◆ While artists with disability applied for financial assistance at the same rates as artists without disability between 2010 and 2015, they were more likely to identify a lack of access to funding as a barrier to their professional development
- ◆ Unemployment is a more common experience for artists with disability. One third of artists with disability experienced unemployment between 2010 and 2014 compared to one quarter of artists without disability.¹⁹

11 https://www.arts.gov.au/sites/g/files/net1761/f/consultation/pdf/discussion_paper.pdf

12 <https://www.australiacouncil.gov.au/research/creating-pathways/>

13 <https://www.communities.qld.gov.au/resources/dcdss/disability/state-plan/all-abilities-queensland-plan.pdf>

14 https://www.slq.qld.gov.au/sites/default/files/Disability%20Service%20Plan%202018-19%20State%20Library%20Queensland_0.pdf

pdf

15 <https://www.communities.qld.gov.au/resources/dcdss/disability/state-plan/all-abilities-queensland-progress-report.pdf>

16 <https://www.humanrights.gov.au/our-work/disability-rights/register-disability-discrimination-act-action-plans>

17 <https://www.brisbane.qld.gov.au/community-and-safety/community-support/disability-access-and-inclusion/inclusive-brisbane-plan-2019-2029>

18 https://www.cairns.qld.gov.au/_data/assets/pdf_file/0007/2122/CRC-Access_and_Inclusion_Action_Plan-2017-2021.pdf

19 <https://www.australiacouncil.gov.au/research/arts-disability-research-summary/>

4.5 What this Means for Artists with Disability in Cairns

People whose NDIS Plan is managed by the NDIA are only allowed to get their services from a Registered NDIS Provider, which would usually be organisations working in the disability sector.

People who use a Plan Manager or Self-Manage their Plan can use their NDIS package at the organisation of their choice. This means if they want to use their Plan allocation to take part in a workshop program run by mainstream arts organisations that are not NDIS Registered Providers, they could do this providing they had the allocation under the correct category in their Plan.

To maximise support for artistic activity, the important skill is to translate the outcome of the arts activity into the language of the NDIS.

The Public Survey undertaken for this report reveals the major need is improved communication about opportunities of all kinds and between organisations. The principle of arts and non-arts organisations working collaboratively for mutual gain underpins this Strategy as a whole – partnerships between service providers and arts organisations will provide benefits for both.

Creating a ladder of development for artists with disability, with opportunities to engage with an audience and earn from their art is a challenge. The creation of an Arts and DisAbility Strategy by Cairns Regional Council is a platform for development and support for companies who are pioneering inclusive regional arts.

Devices to promote this are included in the Actions in section 8.0.

Benchmarking

The [Preliminary Report to this Strategy](#) includes a selection of national and international benchmark organisations and initiatives for reference. For example, in the UK, prioritisation of support for inclusive practice has supported the development of the UNLIMITED program, a commissioning festival which has changed the face of work by artists with disability through provision of funds for R&D to develop their creative process.²⁰

Increased integrated programming at the Royal Shakespeare Company and elsewhere are the result of pressure applied by Arts Council England for mainstream companies to proactively engage performers with disability.²¹

²⁰ <https://weareunlimited.org.uk/>

²¹ https://www.theguardian.com/stage/2019/jan/26/rsc-casts-disabled-actors-shakespeare-glass-ceiling?CMP=Share_iOSApp_Other

5.0 Public Survey Findings

In support of the development of the Arts and Disability Strategy, Access Arts created a public survey to build on consultation with organisations and companies. In the absence of a single defined database of interested parties in the Cairns region, a link to the Survey URL was distributed via local disability service providers, performing arts organisations, attendees at the Willing and Able seminar held at Tanks Arts Centre in July 2019, and (in a separate exercise) via Cairns Regional Council staff and ticket-buyers at Council venues who identified as having a disability.

The Survey respondents were asked to self-identify disability status, gender and age:

| | Via Access Arts (CPL) | Via Council | COMBINED | NOTES |
|--------------------------|-----------------------|---------------------|------------------------------|--|
| | Sample 50 responses | Sample 23 responses | Combined Total 73 | |
| Disability Status | 20% PWD | 52% PWD | 30% PWD (22) | Much higher proportion of people with disability in Cairns Regional Council sample, but relatively low proportion of total people with disability in combined samples Significant input from Carers in both samples |
| | 60% non-disabled | 30% non-disabled | 51% non-disabled | |
| | 18% Carers | 17% Carers | 17.5% Carers | |
| Gender | 14% Male | 26% Male | 18% Male | Overwhelmingly female response overall |
| | 84% Female | 74% Female | 81% Female | |
| Age | 18% under 18 | 0% under 18 | Both groups 61-64% age 18-60 | Majority of both samples aged 18-60 |
| | 18% over 60 | 39% over 60 | | Median age much higher in Cairns Regional Council sample |

The majority of respondents overall did not identify as disabled, however the combined input of carers and disabled respondents comprised 48% of the total. There were some significant demographic differences between the two samples, also reflected in the full survey, see Preliminary Report Appendix 1.

CHALLENGES

Referring to the Public Survey there is a profound need in Cairns for improved communications about resources and opportunities for people with disability to enjoy and participate in the arts. From the perspective of the respondents:

- ◆ There is a perceived lack of appropriate space available for arts participation
- ◆ Cairns Regional Council processes (eg grants) are hard to navigate and disproportionate to the benefits available
- ◆ Only 11% of respondents are satisfied they receive enough information on arts opportunities
- ◆ 60% agreement there are too few opportunities to participate in the arts
- ◆ 66% of respondents need to make significant planning arrangements in order to enjoy an arts experience
- ◆ 86% agreed there needs to be more networking between people with disability, disability groups and venues
- ◆ First Nations leaders see the disadvantaged status of their own people as a disabling factor in itself
- ◆ More coherent planning and funding is needed for sustainable development and support for existing resources.

OPPORTUNITIES

The creation of an Arts and Disability Strategy demonstrates that Cairns Regional Council intends to proactively address the needs of people with disability, and feedback during the process confirms demand for more activity:

- ◆ The new city venues at CPAC and Munro Martin Parklands form a Cultural Precinct with exemplary performing arts programming.

There is significant goodwill at both the Gallery and Museum to enlarge or renew accessible activity

- ◆ To complement improved infrastructure, Disability Awareness Training could assist in making venues more user-friendly
- ◆ Completion of the audit of Cairns Regional Council spaces and other facilities and the introduction of expanded sub-headings in the Arts and Culture Map will widen awareness of accessible space. Libraries are key community hubs with accessible spaces. Cairns State Special School is a focal point with which Cairns Regional Council could engage formally. The State Special School performance space may be a useful community resource
- ◆ An all-of-city Open Day for Council-associated institutions could promote accessible services
- ◆ Establishing a database and enews list for arts and disability activity could assist with improved communications
- ◆ Disability Service Providers are well-networked, with a hunger for stable and continuing arts projects
- ◆ There should be greater dialogue with the NDIA office in Cairns
- ◆ Existing annual events such as Disability Action Week are opportunities for collaboration
- ◆ Use of technology to address geographic isolation
- ◆ Longitudinal research to show impact on wellbeing of arts activity for people with disability, incorporated into the JCU research project on the Cairns Regional Council Arts and Culture Strategy
- ◆ Accessible tourism, which has been estimated as an \$8 billion pa industry²².

²² <https://www.inclusivetourism.com.au/>

6.0 Challenges, Opportunities and Expectations

From Colours of my World, Trent Griffin



EXPECTATIONS

The Arts and Disability Strategy is a platform for improved access and inclusion:

- ◆ Continued access improvements in Council venues together with inclusive programming
- ◆ Simplified grant processes
- ◆ Access and inclusion embedded in major festivals and events
- ◆ Overwhelming survey response (86% agreement) indicates need for increased networking
- ◆ Better communication and resources from Cairns Regional Council, encouraging networking, development and collaboration
- ◆ Cairns Regional Council can foster leadership, career pathways, mentoring, upskilling, professional development
- ◆ Identification of long term strategy to position Cairns Regional Council at forefront of LGA thinking state and nationwide.

Much ado about Nothing, Alex Hiatt

7.0 Strategic Framework

From Colours of my World, Trent Griffin

7.1 Cairns Regional Council Corporate Plan Objectives for Community and Culture

- Support a rich and diverse culture through accessible public facilities and community initiatives
- Be recognised as the Arts and Cultural Capital of Northern Australia
- Build vibrancy through community events and activities
- Support social and community groups
- Culture, heritage and place are valued, shared and celebrated

7.2 Cairns Regional Council Strategy for Culture and The Arts 2022

PRIORITY ONE

Infrastructure, resources and skills that support and stimulate the cultural and creative life of our community.

PRIORITY TWO

Culture, heritage and place are valued, shared, celebrated and promoted.

PRIORITY THREE

A robust cultural economy fuelled by an international reputation as a tropical, cultural and creative hub.

Actions for implementing the Arts and Disability Strategy 2022 will be undertaken through a staged and progressive process comprising three core focus areas.

1

Building skills, networks and collaborations to nurture and support a culture-driven vision in step with the needs and aspirations of people with a disability.

2

Implementing focused and strategic audience development to deliver accessible, inclusive and integrated programming.

3

Strategic development and forward planning to ensure best practice policy, and standardised, equitable and inclusive processes.

STAGE 1

Outcomes and Measures for Success

A skilled up Cultural Services workforce delivering accessible services, programs, events, activities and facilities.

Expanded platforms for professional development, resource sharing and information flow.

A solid, outcome-focused collaborative network across the education, health, creative and cultural sectors to support aspirations of artists and cultural workers with disability.

STAGE 2

Outcomes and Measures for Success

A focused and strategic approach to audience development to build attendance and participation at mainstream events.

Integrated practice in all programming with annual targets for accessible performances.

Opportunities for cross-cultural, intergenerational and cross-artform collaboration on projects that celebrate diversity and cultural values.

STAGE 3

Outcomes and Measures for Success

Forward planning for creative programming includes targeted access considerations in regard to content, pricing, and publicity.

Reference group to guide the development of new priorities and goals for arts and disability, in step with 2023 planning cycle.

Cairns as a leading centre in arts and disability alongside national and international benchmarks.

Stage 1 Focus:

Building skills, networks and collaborations to nurture and support a culture-driven vision in step with the needs and aspirations of people with a disability.

| MOTIVATION | # | ACTION | STRATEGY FOR CULTURE AND THE ARTS 2022 |
|-----------------------------------|-------|---|--|
| 1.1 Professional Development | 1.1.1 | Initiate experiential learning platforms to educate Cultural Services workforce and volunteers in all aspects of customer experience for people with disability, and the delivery of inclusive services, events, activities and facilities. | ● |
| | 1.1.2 | Expand availability and delivery of arts and disability learning platforms to other key leaders across the performing arts, visual arts and museum and gallery sectors. | ● |
| 1.2 Partnership and Collaboration | 1.2.1 | Build on initial consultation and further develop targeted collaboration with people with lived experience, their families, carers and service providers to guide and support the delivery of the two-year Arts and Disability Strategy. | ● ● ● |
| | 1.2.2 | Initiate more cross-Council collaboration, encouraging partnerships with libraries, community development and recreation and planning. | ● |
| | 1.2.3 | Collaborate with disability networks for young people to identify common ground between Council's Strategy for Young Creatives and Arts and Disability. | ● |
| | 1.2.4 | Embed effective processes and procedures for collaboration with Aboriginal and Torres Strait Islander people with disability in Cultural Services' communication and engagement strategies. | ● ● ● |
| 1.3 Resources | 1.3.1 | Complete CRC Facilities Audit to include spaces and facilities for creative production and programs suitable for people with disability. | ● |
| | 1.3.2 | Build a database of creative mentors and service providers able to support effective professional development for people with disability. | ● |
| | 1.3.3 | Embed best practice evidence-based evaluative procedures to monitor and map the outcomes of the two-year Arts and Disability Strategy. | ● ● ● |
| 1.4 Funding | 1.4.1 | Build a case for external investment in the two-year Arts and Disability Strategy, targeting NDIS, State and Federal government and philanthropic foundations. | ● ● |
| | 1.4.2 | Review CRC arts and cultural funding guidelines, policies and processes to ensure they support the diverse needs and aspirations of arts, cultural and creative practitioners with disability. | ● ● |
| | 1.4.3 | Provide targeted funding through RADF Flame.Arts.Access program to support pathways to practice, career development and employment opportunities for artists with disability. | ● ● |

Key: ● Priority 1 ● Priority 2 ● Priority 3

Stage 2 Focus:










Implementing focused and strategic audience development to deliver accessible, inclusive and integrated programming.

| MOTIVATION | # | ACTION | STRATEGY FOR CULTURE AND THE ARTS 2022 |
|------------------------------|-------|--|--|
| 2.1 Resources | 2.1.1 | Expand sub categories of CRC Arts & Culture Map to include and promote: <ul style="list-style-type: none"> • available spaces and facilities for creative production and programs suitable for people with disability. • creative mentors and service providers able to support effective professional development for people with disability. | ● |
| 2.2 Professional Development | 2.2.1 | Embed pairing/mentoring for artist-to-artist skill development in Cultural Services' creative and cultural programming, targeting Aboriginal and Torres Strait Islander emerging and pre emerging artists and young creatives with disability. | ● ● ● |
| | 2.2.2 | Identify and support grant writing mentors to assist practitioners with disability to develop skills and grant writing knowledge. | ● |
| 2.3 Advocacy | 2.3.1 | Showcase outstanding artistic achievements by artists with disability through events and activities, and internal and external media platforms. | ● ● |
| | 2.3.2 | Encourage the input and active participation of people with disability as artists, volunteers and audiences in Council and community run festival programs. | ● |
| 2.4 Audience Development | 2.4.1 | Build attendance at mainstream events through collaboration with service providers and targeted marketing campaigns. | ● |
| | 2.4.2 | Prioritise integrated practice in all programming with annual targets for accessible performances, such as relaxed performances and workshops, as appropriate in CRC venues and spaces. | ● ● |
| | 2.4.3 | Invest in more signed and audio-described services and performance streaming interpreters. | ● |
| | 2.4.4 | Embed standardised access symbols which identify the levels of accessibility for different disability types in advertising, publicity and promotional material. | ● |
| | 2.4.5 | Initiate a residency program for national, state and international partner companies to visit Cairns and produce new and innovative creative work with, and for, people with disability. | ● |
| | 2.4.6 | Collaborate with Gallery and Museum sector to deliver accessible and inclusive activities that cultivate interest in, and connection to, the region's unique collections, history and cultural heritage. | ● |
| 2.5 Funding | 2.5.1 | Initiate a specific Arts and Disability focus in the <i>RADF City of the Arts Hero Program</i> to develop a high quality work and create long-term legacies and outcomes. | ● ● |
| | 2.5.2 | Ensure strategies for people with disability are considered in CRC Cultural Services funding streams, including representation in the creative programming, staff, board, and/or volunteers. | ● ● |

Key: ● Priority 1 ● Priority 2 ● Priority 3

Stage 3 Focus:

Strategic development and forward planning to ensure best practice policy, and standardised, equitable and inclusive processes.

| MOTIVATION | # | ACTION | STRATEGY FOR CULTURE AND THE ARTS 2022 | |
|---------------------------|-------|--|---|---|
| 3.1 Strategic Development | 3.1.1 | Ensure forward planning for all Cultural Services' creative programming includes targeted and strategic access considerations in regard to content, pricing, venue, publicity and information flow |  |  |
| | 3.1.2 | Review data generated in stages 1 & 2 and evaluate the impact of arts and cultural activities on social, education, and economic wellbeing of people with disability across the two-year planning cycle. | |  |
| | 3.1.3 | Establish a reference group to guide the development of new priorities and goals for arts and disability, in step with Council's new planning cycle for culture and the arts in 2023. |  |  |
| | 3.1.4 | Develop and promote a suite of streamlined resources including case studies and information on best practice and inclusive audience development. |  | |
| | 3.1.5 | Collaborate with education and training sectors to identify opportunities for arts training and pathways to further education in the creative industries for people with disability. |  |  |
| | 3.1.6 | Consider strategic three-year agreements to support sustainable growth and development of targeted arts and disability-based initiatives. |  |  |
| | 3.1.7 | Increase representation of people with disability as employees in Cultural Services. | |  |

3

Key:  Priority 1  Priority 2  Priority 3



All's well that ends well, Alex Hiatt