

1.ARTS

1.1 ARTFORM AND ARTS DEVELOPMENT

Finding: *Diverse artform experiences that go beyond traditional craft or repetitive programming are needed by people with disability .*

Reference number	Region	Issue	Solution
A1	Illawarra Sutherland Shire Sydney – intellectual disability Newcastle	Artists need assistance in a range of artforms. While there are a lot of performing and visual arts projects, other programmes can be limited. There is a need for further diversity, a variety of options, and flexibility of arts experiences in order to identify creative pathways that suit unique interests, talents and skills. Participants should have access to more variety than the same activities week in and week out, year in and year out.	Encourage disability services, schools and families of people with disability to link with mainstream arts opportunities and think more broadly and creatively about art. Continue to promote arts programmes that push the boundaries beyond traditional craft activities and explore new areas such as new media. Introduce a variety of creative programmes beyond traditional visual and performing arts interests, e.g. writing, editing, sound and music options.
A2	South West Broken Hill	There are no writing courses available in Broken Hill. There is considerable focus on visual arts. There is very little focus on performing arts.	Establish theatre and performance opportunities and writing and literature programmes. For example, these could be linked to Film Broken Hill, Theatre 44 and University of New South Wales College of Fine Arts initiatives in the Broken Hill area.
A3	Newcastle Sutherland Shire	There is a need for more opportunities in Newcastle.	Work with key organisations in Newcastle to increase the delivery of ongoing and varied opportunities for people with disability to participate in a range of artforms.
A4	Blue Mountains	There is a need to assess a variety of materials and techniques utilised by people with disability in artistic processes.	Undertake advocacy to enable people with disability to make art independently, expressing their unique stories and ideas.
A5	Manly – intellectual	There is strong provision for visual arts, but there is a need for more school level performance	Work to deliver further performance opportunities for children

Reference number	Region	Issue	Solution
	disability	opportunities.	with disability.
A6	Port Macquarie	There is a need to ensure that music is not forgotten.	Work to establish and promote accessible music opportunities.
A7	Manly – intellectual disability	There are logistical and ‘sense of place’ reasons behind the need for further local opportunities.	Work with local government to deliver further local events, including exhibitions and performances, to enable people with disability to connect with their local community.
A8	Sutherland Shire – intellectual disability	Local youth centres are strong, however people with an intellectual disability are not necessarily included.	Work with local services in the Sutherland Shire to ensure that there are creative and inclusive opportunities for people with an intellectual disability.

Finding: Integrated opportunities need to be provided in the broader arts community.

Reference number	Region	Issue	Solution
A9	Manly Newcastle Sutherland Shire	Children with disability are being refused entry and access to arts classes and dance schools.	Publish integrated classes in ‘Sydney’s Child’ and other mainstream publications. Work with dance organizations, peak bodies and examination boards to identify the value of enrolling students with.
A10	Blue Mountains Case study – Varuna	People with disability find it difficult to penetrate writers centres in their local community.	Work in partnership with Sydney Writers Festival to engage writing centres from across NSW in a seminar highlighting ways of delivering programmes for writers with disability.
A11	Goulburn	Artists with disability need opportunities to work side by side with artists with and without disability.	Establish collaborative exhibition and performance opportunities that enable integration of all creative people, with and without disability.
A12	Illawarra	Some writing organisations may not have considered making their processes more	Work directly with writing organisations, such as the South Coast Writers Centre, to discuss ways of incorporating access

Reference number	Region	Issue	Solution
		accessible to people with disability.	for writers with disability to their programmes.

Finding: A flexible approach is required when planning and implementing arts initiatives to ensure access for people with disability.

Reference number	Region	Issue	Solution
A13	Dubbo Armidale	There is a need for 'fun' arts opportunities.	Enable access to recreational arts and disability opportunities as well as vocational training and workplace opportunities in local communities.
A14	Yass / Illawarra Blue Mountains Parramatta	People with mental illness may have periods where they cannot engage in an arts programme. Creative processes need to allow people with mental illness to engage and re-engage as their health fluctuates. There is a need for flexibility in professional development opportunities—artists with episodic health and wellbeing can lack confidence and find it difficult to meet deadlines.	Develop and distribute a fact sheet regarding the need for flexibility of timeframes in professional development opportunities for artists with mental illness and other disabilities. Identify key steps towards professional development for artists with disability.
A15	Blue Mountains	There is a need to consider the value of opportunities offered to participants.	Assess targeted participants for each programme to identify fair and appropriate fees (if any).

Finding: Strong partnerships are critical in the delivery of sustainable arts initiatives.

Reference number	Region	Issue	Solution
A16	South Coast Armidale Parramatta	Regional artists need to be able to work in metropolitan contexts and vice versa. There is a need for increased information exchange between metropolitan and regional organisations.	Establish an exchange programme for artists and arts workers to exhibit, perform and practise their work in regional and metropolitan settings. This project could culminate in a seminar.
A17	South Coast Armidale	Disability organisations need access to arts equipment	Contact TAFE to request use of residual arts equipment that is no longer required for current curricula.
A18	South Coast	There is a need for cross collaboration on creative initiatives between students from support units and those from mainstream classes.	Moruya High School to establish a collaborative creative exchange programme between the Support Unit and year 11 and 12 arts classes.
A19	Illawarra	There is need for a deliberate shift in perception; a recognition that people with disability are artists first and foremost, and just happen to also have a disability.	Work with a theatre company to develop new work that is toured throughout NSW to increase the profile of creative people with disability. Utilise the creative, marketing and communication skills of theatres such as Illawarra Performing Arts Centre (IPAC).
A20	South West	There are no facilities for film or media.	Engage nursing homes residents and other community members in digital storytelling projects with artists across the region and procure equipment.

Finding: Strategic support is required to improve the quality of arts produced by the arts and disability sector.

Reference number	Region	Issue	Solution
A21	Port Macquarie	Phoenix is severely understaffed and there is a waiting list for Bago Magic Performance Group, which is currently at capacity.	Strategically assess all arts and disability organisations gathered through the arts and disability cultural audit and identify priority areas for support and nurture.

A22	Newcastle	Selection and recognition should be dependent on the quality of work, not on whether an artist has a disability.	Establish more professional development opportunities for emerging artists with disability to give them the opportunity to improve their skills to a standard that is recognised and selected on merit.
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1.2 SPACE AND PROCESS

Finding: *The accessibility of new and existing spaces need to be enhanced for practising and showcasing artists with disability.*

Reference number	Region	Issue	Solution
A23	Goulburn Albury	Goulbourn has several continually supported studio spaces available for arts practice, however these have varying levels of access.	Goulburn City Council to develop a cultural audit of spaces and identify current usage, gaps, strengths and weaknesses. Investigate opportunities for creating community- and volunteer-driven spaces with assistance from groups such as Men's Shed.
A24	Goulburn	People with disability need continually supported studio spaces available for arts practice.	Work with local communities such as Goulburn Conservatorium of Music to establish accessible and shared (cooperative) studio spaces in existing buildings on the current site.
A25	Southern Highlands	There are no appropriate venues for showcasing visual and performing arts, nor studio space for development of arts outcomes.	Work with local government to provide full access to existing arts venues or vacant shopfronts, and partner with local businesses to create space for artists to practise and showcase their work in the community.

Finding: Space to practise in supportive and inclusive studio/s (programmes) that provide an environment free from judgment is required by artists with disability so they feel safe to develop their work.

Reference number	Region	Issue	Solution
A26	Illawarra Parramatta South Coast Southern Highlands	<p>There is a need for further spaces for people with disability to collaboratively practise their art.</p> <p>There is a need for safe places to exhibit and practise.</p> <p>Independent artists in the Illawarra get together annually for IDPWD but there is a need for ongoing and consistent support and training opportunities to accommodate people suffering episodes of ill health.</p> <p>There has been a request for a suitable, safe place where artists with and without disability can exhibit, practise and collaborate in arts projects with support and guidance.</p>	<p>Broker relations with existing and emerging sector representatives including local networks to deliver new studios in communities across NSW, enabling space to develop arts practice. Use existing appropriate spaces where possible.</p> <p>Arts Development Officer to work with studio programmes across NSW to grow and foster their development.</p>
A27	Wagga Wagga	A high focus on 'product' detracts from the 'process' of art making.	Lobby arts and disability industries to ensure that process outcomes are recognised as equal value to product outcomes.

1.3 SUPPORT FOR ARTISTS

Finding: Advice and education are required to provide pathways and guidance for emerging artists with disability from school to adulthood.

Reference number	Region	Issue	Solution
A28	Manly Blue Mountains Sutherland Shire	Artists with disability need support.	Continue the Arts Development Officer role to provide ongoing and meaningful advice and support for artists with disability in NSW, e.g. by assisting artists with disability to link up with arts spaces at grassroots level, and thereby also facilitating up-skilling of the information service in this respect.
A29	Manly – intellectual disability	School leavers with disability need support to transition into the workplace.	Work with disability services and schools to broker further support for students with disability who are interested in the arts and want to become engaged in further arts opportunities upon leaving school.
A30	Manly – intellectual disability	Many children have never had the opportunity to explore their talent within existing school programmes and initiatives.	Work with schools to link children with further avenues for skills development in the arts during their schooling, e.g. community courses.

Finding: Physical and/or professional assistance with preparatory work in practice, documentation and showcasing is needed by many artists with disability.

Reference number	Region	Issue	Solution
A31	Wagga Wagga Central West Goulburn Albury Manly	Many organisations coordinating arts and disability initiatives need further assistance, but have limited financial capacity to pay for additional staff. There is a need for assistance with arts practice.	Work in partnership with Volunteering NSW to skill up volunteers who will be able to assist in the delivery of arts and disability initiatives. Establish a pool of volunteers who are able to assist artists with disability in preparatory work such as framing and hanging, and sourcing and maintenance of arts equipment.

Finding: Outreach and public programmes including mobile, touring and venue specific initiatives are required in remote, regional and metropolitan areas.

Reference number	Region	Issue	Solution
A32	Central West South Coast South West Dubbo Southern Highlands Albury Port Macquarie Manly – intellectual disability Newcastle Blue Mountains	There is a lack of venues, programmes and opportunities in isolated areas.	Work in partnership with local communities to establish a fleet of accessible mobile art schools that can travel to regional, remote and isolated areas to deliver outreach programmes to people with disability. For tutors of mobile art schools, identify apprentices and give them on-the-job training in the delivery of arts programmes so that they can take over this role in the future. This could be supported by a schools programme.

Reference number	Region	Issue	Solution
A33	Goulburn South West Albury Port Macquarie Manly – intellectual disability Newcastle Blue Mountains Sutherland Shire Armidale	Travel time to arts opportunities presents a problem in regional communities. It is difficult to engage enough carers to enable off-site activities. People with disability need support in developing their artform and practice, particularly when they are consistently knocked back from auditions on the basis of their disability.	Explore a variety of accessible creative outreach workshops and performances, e.g. work with arts organisations (such as Bell Shakespeare Company) to provide touring programmes that can be delivered to disability services and local venues.
A34	Newcastle	Arts organisations are under-resourced and find it difficult to offer outreach and public programmes.	Where possible, arts organisations to work to engage and train volunteers and employees to expand public programmes and other opportunities in order to meet the needs of audiences with a range of disabilities.

1.4 REPRESENTATION

Finding: The profile and reach of content by or about people with disability needs to increase to provide further opportunities for artists with disability, and to enable greater disability awareness in the arts community.

Reference number	Region	Issue	Solution
A35	Dubbo Port Macquarie	There is a need to increase disability content in mainstream arts industry through a range of initiatives. Broader community awareness of disability in the arts is required.	Work on incorporating disability content into broader audience experiences, e.g. festivals, touring exhibitions and performances. Promote employment of artists with disability and disability content in the mainstream arts industry and raise awareness about disability issues, breaking down barriers to attitudinal access.
A36	Dubbo Blue Mountains	There is a need to increase representation of people with disability in the arts industry. There is a need to raise the local profile of arts and disability initiatives.	Encourage arts spaces, festivals and events to regularly exhibit and present works by artists with disability, e.g. deliver regional tours of exhibitions and performance by people with disability.

Finding: Better quality representation and documentation of work by artists with disability is essential.

Reference number	Region	Issue	Solution
A37	Albury South Coast	Works by people with disability are often not presented in professional arts spaces. This often results in works that are not professionally prepared or produced, which can affect the quality of the display.	Ensure that works by people with disability are presented with integrity and respect, using professional arts preparatory techniques.
A38	North Coast Manly	Regional arts and disability performance events are a strength of the north coast region. There is a lack of recognition for and	Continue to showcase leading examples of arts and disability projects in NSW on the Accessible Arts web site. For example, promote arts and disability performance case

Reference number	Region	Issue	Solution
		documentation of strong arts and disability initiatives in NSW.	studies from the North Coast region on the web site. Include YouTube elements, allowing people to share their story.

1.5 PROFESSIONAL DEVELOPMENT

Finding: Accessible residencies and mentorship and scholarship programmes are required by artists with disability to gain professional pathways and experiences in the arts.

Reference number	Region	Issue	Solution
A39	Wagga Wagga Goulburn South Coast Armidale Illawarra Parramatta Sydney – intellectual disability Blue Mountains Dubbo Port Macquarie	Artists with disability need professional development pathways. However, classes and workshops may not always be the answer; further mentoring opportunities are required. There is a need to increase recognition and respect for the integrity of works by people with disability.	Arts Development Officer to establish a mentorship programme linking artists with disability with professional artists with and without a disability. Specific skills, knowledge, techniques and experience can be passed on in one-on-one and group environments in specific artforms in local communities. Link these artists with opportunities to showcase their work.
A40	Yass/Illawarra Sydney Sydney – Deaf issues Broken Hill	There is a need for accessible residency spaces for artists with disability, e.g. Yass. More knowledge about disability and its specific requirements needs to be incorporated into existing arts programmes such as mentoring opportunities, residencies and scholarships.	Work in partnership with regional and metropolitan venues to expand equitable access to arts residencies for artists with disability. This would include making all residency spaces accessible and disseminating this information so that people with disability can gain meaningful professional development opportunities.

Reference number	Region	Issue	Solution
A41	Illawarra (also Professional Development Category)	Illawarra needs more mentor programmes and opportunities. Wollongong provides initial opportunities to get engaged in the arts at a preliminary level, but no such opportunities exist on a more advanced level.	Work with disability organisations and cultural industries in Illawarra to provide professional development pathways for artists with a range of disabilities (including intellectual disabilities) who have begun their creative development but need further support and expert mentoring to develop their skills and gain paid employment.
A42	Sydney Sydney – Deaf issues	There is a need for more training and employment opportunities for people who are Deaf.	Seek funding to establish a scholarship programme for students and adults who are Deaf or have a disability to gain, training that will lead to employment in the arts. The project would need to establish partnerships with arts organisations in a range of artforms.
A43	Armidale	Administrative barriers in educational, training and employment processes can reduce participation in the arts of people with disability.	Work in partnership with local communities to identify advocates who can work with people with disability to assist in preparation for interviews and enrolment processes.
A44	Armidale	People with autism need to gain greater self esteem in order to participate in the arts.	Establish peer groups and 'buddying' programmes for people with Autism in order to enable greater participation in the arts and increase of confidence.

1.6 EMPLOYMENT

Finding: Information about professional groups and opportunities is crucial to enable people with disability to gain employment in the arts.

Reference number	Region	Issue	Solution
A45	Sydney Sydney – intellectual disability Parramatta Central West Parramatta Dubbo Southern Highlands	There is a need for access to advice about careers in arts administration.	Deliver an annual information day towards the end of the school year offering advice for emerging arts professionals and artists with disability on possible professional development avenues and creative opportunities. Information stalls should include disability support services from formal tertiary education, e.g. TAFE, universities, community colleges and RTOs, to arts organisations that take on volunteers and graduates.
A46	Illawarra Blue Mountains	Artists with disability need to promote themselves in order to access employment opportunities.	Encourage artists with disability to join existing artist networks and databases by linking through web sites and other avenues of communication. Feature artists with disability on the Accessible Arts web site and include their CV, images and biographies. This will enable casting agents, curators, conference coordinators, event organisers and arts organisations to more readily engage artists with disability.
A47	Illawarra Blue Mountains	There is a need for greater employment opportunities for artists with disability.	Include an online gallery, music, video and literature outlet on the Accessible Arts web site to showcase the work of artists with disability in all artforms and assist organisations to engage these artists in projects, exhibitions and performances. This will also create opportunities for artists to work collaboratively around the content of the online gallery.

Reference number	Region	Issue	Solution
			<p>Link the web site to existing online galleries and hubs to ensure people with disability viewing the site know what else is out there.</p> <p>Arts Development Officer to work with artists on the development of their content, and on their progression from exhibiting on the site.</p> <p>Implement criteria for inclusion in the online gallery that artists must showcase their work through two other outlets.</p>
A48	Illawarra Blue Mountains	There is a need to identify mainstream employment opportunities in the arts.	Link the Accessible Arts web site to Arts Hub and other arts employment web sites.
A49	Manly Blue Mountains	Volunteers need the opportunity to progress to paid positions.	Develop a fact sheet on steps that can be taken to progress from volunteering to gaining employment in the arts.

Finding: Engagement of employees with disability in the arts industry is currently low and needs to be addressed.

Reference number	Region	Issue	Solution
A50	Sydney – intellectual disability Wagga Wagga Southern Highlands South West Armidale Newcastle	There is a need for support and funding of transitions from training to paid work opportunities that address access needs, e.g. people with Aspergers are considered ‘not disabled enough’, yet they do require support. People with disability need a variety of options and flexibility in order to identify creative pathways that suit their interests, talents and skills.	Encourage arts organisations to utilise inclusive practices in all areas of their organisation and operations. For example, establish a series of work placements and traineeships and create pathways from these to paid employment.
A51	Newcastle Manly Blue Mountains	Audiences with disability are often considered, whereas artists with disability are frequently forgotten. People with disability often experience difficulties when seeking employment.	Target arts and media industries across the state with an awareness-raising campaign about engaging skilful and talented people with disability as professional and emerging artists, actors, CEOs, managers, box office and front-of-house staff, and volunteers.
A52	Sydney Sydney – Deaf community	There is a need for more employment opportunities in the arts for people with disability.	Develop and distribute guidelines for arts organisations on employing people with disability, utilising existing resources established at a state and federal government level including subsidies, workplace adjustments and technology.
A53	Sydney	Many organisations have very low numbers of employees with a disability and do not utilise equitable recruitment options.	Work with arts organisations to ensure that access strategic plans and disability action plans incorporate goals regarding employment levels for engaging employees with disability.

Finding: Employment opportunities and pathways need to be established through partnerships with employment agencies, arts organisations and relevant government bodies.

Reference number	Region	Issue	Solution
A54	Wagga Wagga Albury Armidale Manly Blue Mountains	There is a need for sustainable professional development pathways and equal access to employment in the arts for people with disability.	Establish volunteer opportunities in the arts for people with disability, providing a pathway to professional development and paid employment opportunities in the arts.
A55	Sydney	Often people at employment agencies such as Centrelink do not identify opportunities in the arts industry as legitimate jobs or career paths.	Work with Centrelink to raise awareness of arts career opportunities. Ensure that, where possible, people with disability receiving Centrelink payments are directed towards their interest areas such as working in the arts.
A56	Goulburn	There is a need for more beginners performance opportunities for people with disability.	Work with arts organisations such as local theatre groups to encourage entry level performance and arts practice opportunities.

Finding: Skilled volunteers need to be mobilised to assist staff with arts and disability projects and address lack of resources.

Reference number	Region	Issue	Solution
A57	Sutherland Shire Central West Broken Hill Southern Highlands	There is a lack of available volunteers in regional areas. Community support in the Sutherland Shire area is lacking, despite the fact that many people are intentionally out of paid or full-time work. St George and Hurstville are more concentrated as a community and therefore easier to work with. The geographical 'spread' of the Sutherland Shire is a problem.	Where possible, employ paid arts coordinators and facilitators. Where this is not possible, work with local organisations to establish a central online register of volunteers willing to assist in the arts and disability sector.
A58	Newcastle	Arts and disability organisations are under-resourced.	Where possible, continue to enable opportunities at Accessible Arts and other arts or disability organisations for university and TAFE students with and without disabilities to undertake internships and voluntary work so as to address lack of resources.

Finding: Ageing people with disability may be at the peak of their arts education and need to be funded past the age of 65.

Reference number	Region	Issue	Solution
A59	Parramatta Sutherland Shire – intellectual disability	People with an intellectual disability are often alienated from arts groups for older people.	Establish inclusive community cultural development strategies and arts programmes for artists and audiences with disability who are over the age of 65—a time when people commonly enter a period of isolation.
A60	Parramatta	Ageing audiences and artists may no longer be able to attend arts events.	Work with disability and arts organisations to offer outreach programmes for older people with disability who are no longer covered by funding programmes relating to career and skills development, e.g. transition to work programmes.