

4. CONNECTING & COMMUNICATING

4.1 PARTNERSHIPS

Finding: *Sharing and lending of equipment and resources for arts and disability initiatives is required to address lack of funding.*

Reference number	Region	Issue	Solution
CC1	Central West Goulburn South Coast South West Port Macquarie	Existing arts venues and resources need to be shared. 'Narramar', for example—an Aboriginal arts cooperative currently operating in three towns—could form a partnership with 'Art Central' and Eurobodalla Shire Council.	Encourage the arts industry to share existing venues and resources with the disability and community sector, and vice versa.
CC2	Manly Sydney	Access provisions and arts-making equipment can be expensive and time-consuming for project or event coordinators. A shared approach would be more effective.	Develop a library of equipment and resources that can be shared by those working towards arts and disability initiatives such as access programmes. Identify equipment available for hire from Accessible Arts and other organisations.

Finding: Relationships with organisations in both the arts and disability sectors need to be maintained to ensure projects are effectively targeted.

Reference number	Region	Issue	Solution
CC3	Sydney	There is a need to work strategically when cultural change and awareness is required.	Accessible Arts will continue to work strategically, brokering relationships between arts, disability and government organisations, in order to implement solutions outlined in this Research.
CC4	Manly	Partnership approaches can reduce workloads for organisations with few resources.	Participate in national arts and disability initiatives to ensure that Accessible Arts and linked organisations are not duplicating research or projects, but rather sharing resources.

4.2 NETWORKS

Finding: Face-to-face and online networking is required to enable inspiration, connection and exchange between the arts and disability sectors.

Reference number	Region	Issue	Solution
CC5	All	<p>Networks are important.</p> <p>There is a lack of networking and increased isolation in regional areas.</p> <p>There is a need for further networks and communication between local organisations.</p> <p>Many disability organisations are working in isolation, where they need to work as a group.</p>	Establish arts and disability action groups that meet regularly (e.g. quarterly) in each regional area to strengthen partnerships between arts and disability organisations and enable informal and formal networking. This will enable information flow from Accessible Arts to its stakeholders, and vice versa.
CC6	Wagga Wagga Illawarra	People are geographically isolated in regional and metropolitan areas, and lack the time and resources to travel to meetings where they could share stories,	Develop an online arts and disability forum on the Accessible Arts web site that facilitates statewide questions and discussion, as well as e-groups that enable people such as Disability arts tutors to connect locally in spite of geographic

Reference number	Region	Issue	Solution
	Southern Highlands Dubbo Albury Armidale Newcastle Manly Blue Mountains	<p>knowledge and experiences.</p> <p>Newcastle isn't considered regional, nor is Maitland or Cessnock. However, the area is vast and therefore makes it difficult for people to connect.</p> <p>Accessible Arts' web site needs to be more interactive, enabling people to network and showcase their work.</p> <p>Disability arts tutors are often isolated in their practice, and need to be able to share stories about creative techniques and process.</p> <p>Artists and arts workers who are geographically isolated need opportunities to share ideas and dialogue.</p>	<p>distance and isolation and share knowledge, techniques and skills.</p> <p>Artists with disability will be able to gain advice from peers, mentors and Accessible Arts and the facility will be linked to existing creative social networking sites and hand over to the disability community.</p>
CC7	Broken Hill Sutherland Shire Central West Dubbo	There is a need for Accessible Arts to link into existing interagencies: disability organisations do not always know what is happening in the arts sector e.g. work with WSROC, SSROC and NSROC.	Link with disability interagencies across NSW to disseminate information about Accessible Arts, the arts industry and education opportunities for clients.
CC8	Albury	Disability organisations need further funding to enable staff to link up with other organisations and events in the area.	Work with ABAF to deliver funding workshops for disability services so that they may budget for arts initiatives and networking.
CC9	Newcastle	There is a need for further networks in Newcastle.	Work with key organisations in Newcastle to increase their networks with other organisations in the local area and establish avenues for ongoing communication.

Finding: Networking opportunities need to connect with skills development to address the training requirements of existing and future arts and disability networks.

Reference number	Region	Issue	Solution
CC10	Manly Blue Mountains Central West	There is no arts network in the Northern Sydney area, whereas local artist networks are strong in the Blue Mountains. Blue Mountains Artists Company (BMAC) has exhibitions and activities including affordable arts, and artists with disability are welcome to join the company. Artists with disability can experience isolation.	Upskill artists' networks to enable participation by artists with disability or establish new networks where they do not exist. Coordinate Artshare events where local artists in residence can link up with networks and discuss their work.
CC11	Manly Sydney Illawarra Broken Hill Central West Goulburn Wagga Wagga North Coast	The arts and disability sectors are often geographically and conceptually isolated in their work. Networking opportunities support training initiatives. Arts and disability sectors can learn from one another's expertise. There is a need for local organisations to share information and experience.	Accessible Arts to deliver formal and informal networking opportunities alongside training initiatives, e.g. continue to deliver an innovative 'Arts Activated' conference biannually to showcase leading examples of arts and disability projects, adding value to the outcomes for participating individuals and organizations. Facilitate opportunities for representatives from both the arts and disability sectors to come together and share knowledge, dialogue and stories about their programmes and projects, e.g. in conferences, seminars and local forums.
CC12	Albury	Albury needs a disability interagency group. Albury Council has begun to develop a disability services guide.	Re-establish an interagency group to work across all areas of access and disability, including aged care respite.

Finding: Disability arts tutors need to be further established as a dynamic and skilled pool of creative professionals who have the capacity to tap into cross-sectoral employment opportunities.

Reference number	Region	Issue	Solution
CC13	Illawarra Broken Hill Goulburn Sydney – intellectual disability Arts Project Australia Sutherland Shire Wagga Wagga	There is a need for a database of arts workers. There are opportunities in the disability sector for arts workers. Disability arts tutors need increased employment opportunities. It is difficult for potential employers to know which arts tutors are willing to travel to regional and remote areas.	Conduct a call-out for arts workers and list them on Accessible Arts website to grow capacity to respond to sector needs, including those of arts coordinators located in disability services. Include a question in tutor information regarding travel preferences for reference by regional organisations.
CC14	Illawarra Sydney – intellectual disability Arts Project Australia	There is a need for disability arts tutors to have a firm grasp of their arts practice and knowledge of the arts industry to ensure they can deliver quality arts programmes.	Ensure that arts tutors listed on Accessible Arts web site are practising artists with professional capacity in the arts and creative industries.
CC15	Illawarra Sydney – intellectual disability Arts Project Australia Newcastle Central	There are opportunities in the disability sector for arts workers. There is a need to train up disability arts tutors. Some disability arts workers are receiving too much work, whereas others are not receiving any. There is a need for more training opportunities in the Newcastle area. Materials are expensive. Artists are often underpaid	Establish a training programme that links potential disability arts tutors with existing members to learn skills on the job, and continue to link training with employment opportunities. Work in partnership with peak bodies to incorporate business practices into training such as invoicing, and charging for workshop-associated expenses including travel, materials and preparation time.

Reference number	Region	Issue	Solution
	West Blue Mountains	for tutoring and other projects.	
CC16	Blue Mountains	The cost of employing arts workers is not always calculated in a realistic way.	Encourage local government, disability and community organisations to budget for engaging disability arts tutors at professional contract wages through consultation with NAVA and other peak arts bodies.

Finding: Regional communities need local and statewide support to address unique arts and disability issues and solutions.

Reference number	Region	Issue	Solution
CC17	South West Wagga Wagga Southern Highlands Illawarra	Regional areas need direct project support. Email is not sufficient; there is a need for interpersonal contact and facilitation of cross-sector networks.	Establish a series of regional arts and disability project officer positions to deliver regional arts and disability initiatives in collaboration with (and based in the offices of) Regional Arts NSW and local governments throughout NSW.
CC18	Illawarra Newcastle	There is no regional arts development officer in the Illawarra. Accessible Arts needs to connect more closely with communities at the grassroots level. Accessible Arts' regional initiatives need to address the needs and solutions of communities on the fringe of regional and metropolitan areas.	Seek funding to emulate the Accessible Arts Western Sydney Project in the Illawarra and Central Coast regions as these communities are considered to be metropolitan areas however they experience regional issues
CC19	Manly	There is a need for Accessible Arts to link into and support regional communities.	Develop a partnership with Regional Arts NSW that enables Accessible Arts to work with RADOs and their networks to successfully deliver regional solutions.

Reference number	Region	Issue	Solution
CC20	Sydney	People in regional areas lack access to training and skills development opportunities.	Seek funding to secure financial support for regional delegates to attend key Accessible Arts events such as the 'Arts Activated' Conference and investigate delivery of online training options.

Finding: Indigenous communities need consistent and culturally appropriate arts and disability support to address double barriers within the arts.

Reference number	Region	Issue	Solution
CC21	Armidale Broken Hill South Coast	There is a need for consistent support for Indigenous people with disability.	Engage a permanent Accessible Arts Indigenous Arts and Disability Officer to establish relationships with indigenous communities and organisations.
CC22	Armidale Broken Hill South Coast	NSW needs further arts and disability projects for indigenous communities.	Develop and implement a responsive Indigenous Arts and Disability Action Strategy in close consultation with indigenous communities across NSW.

4.3 INFORMATION AND INTERNET

Finding: Access to online information is needed to ensure that people can find out more about arts and disability initiatives and opportunities.

Reference number	Region	Issue	Solution
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CC23	Broken Hill Illawarra Central West Dubbo Goulburn Armidale Newcastle	Local opportunities are important to emerging and professional artists with disability who find long distance travel prohibitive. In many places, many local music and dance opportunities already exist, but there is a need for knowledge of these events.	Promote Accessible Arts' 'What's On' and newsletter facilities to metropolitan and regional communities and highlight the search facility to enable an increase in listing of and participation in local events and opportunities.
CC24	Newcastle Sutherland Shire	The Accessible Arts newsletter is well-utilised by members of both the arts and disability sectors.	Continue to distribute the Accessible Arts e-newsletter, covering a variety of arts and disability initiatives in metropolitan and regional NSW, Australia and overseas.
CC25	Central West Port Macquarie	Not everyone has access to the internet. Not everyone can afford internet access.	Develop an online map of free internet points which are physically accessible in communities across NSW, which would address both accessibility and affordability of the internet. Additionally, identify sites that include screen reader software.
CC26	Illawarra	There is a need for greater digital connection and navigation to increase the use and relevance of the Accessible Arts web site.	Facilitate effective online arts and disability navigation by working with other organisations to include links to the Accessible Arts web site within their sites.

Finding: Increased information resources that are relevant and targeted are required by arts and disability organizations as well as individuals.

Reference number	Region	Issue	Solution
CC27	Blue Mountains	Many initiatives are already occurring and there is a need to know about these.	Continue to deliver the Accessible Arts information service and web site to link up people with disability to arts opportunities as audiences, practitioners, volunteers and

Reference number	Region	Issue	Solution
	Sutherland Shire Manly		employees.
CC28	Manly Illawarra	Accessible Arts is the peak arts and disability organisation in NSW. Information needs to reflect this.	Train artists in the development of artist-run online spaces to assist in promoting their work.
CC29	Central West Sydney Parramatta Illawarra Wagga Wagga South Coast Goulburn Port Macquarie Albury Newcastle Blue Mountains Sutherland Shire Manly	<p>People need more opportunity to connect via a reliable arts and disability database (in addition to information on the Accessible Arts web site).</p> <p>The arts industry needs easier access to the range of organisations that can assist in delivering and maintaining access equipment and services.</p> <p>People need to hear 'success stories' about people with disability in the arts.</p> <p>There is a lack of networking and contacts in local communities across NSW. It would be beneficial to enable regional and metropolitan communities to link up.</p> <p>There is a need for ongoing connections between arts and disability organisations in metropolitan and regional areas.</p> <p>Contacts need to receive the Accessible Arts newsletter and information about local and key projects.</p> <p>However, every region except the Newcastle Regional Gallery experiences difficulty establishing contact lists to keep people informed.</p> <p>There is a need to gain knowledge on how to access the disability sector via disability networks and school support units to distribute information to people.</p>	<p>Establish an arts and disability network trail map of NSW providing best practice case studies for local communities in regional and metropolitan areas to replicate. International examples could be included on a world map.</p> <p>Integrate an online database of relevant arts and disability contacts to enable greater connections in the community.</p> <p>Include a range of arts and disability organizations, disability arts workers, local governments, disability interagencies, artists networks and cooperatives and incorporate access service contacts such as access auditors, captioning providers and audio describers. This information should have geographical and artform search facilities.</p>

Reference number	Region	Issue	Solution
CC30	Sydney	A large amount of valuable arts and disability information is undocumented and therefore not accessed by Accessible Arts stakeholders.	Accessible Arts to establish a suite of information sheets that fall within topic areas relevant to stakeholders. These sheets will be developed with industry contributions and will be available in both printed and HTML format.
CC31	Broken Hill	Current local information sources in Broken Hill are not meeting the needs of its disability sector.	Improve existing local 'What's On' calendar to be released further in advance so that disability services can organise access to opportunities.

4.4 MARKETING, MEDIA AND PROMOTION

Finding: Media profiling of people and issues in the arts and disability sector needs to be increased, using a strategic approach.

Reference number	Region	Issue	Solution
CC32	Central West Sutherland Shire Parramatta	There is a lack of representation of artists and performers with disability in the media. Broader marketing of arts and disability initiatives to the whole community is required.	Utilise the media strategically to gain desired advocacy outcomes, e.g. target positive arts and disability media coverage in mainstream local, state and federal media.
CC33	Blue Mountains Parramatta Sutherland Shire – intellectual disability	Accessible Arts needs to support our 'champions' in the implementation of solutions in this Research. People are more likely to try something new if they have an example of someone who has done it before. Implementation will require Accessible Arts to be in consistent contact with these individuals, providing them with support and ensuring that statewide arts and disability projects are guided by knowledge of	Develop an Accessible Arts 'Ambassadors Programme' that enables individuals in communities throughout NSW to be direct advocates of Accessible Arts and our work.

Reference number	Region	Issue	Solution
		needs at a grassroots level.	

Finding: Targeted marketing training is required by organisations to tap into the arts and disability sector.

Reference number	Region	Issue	Solution
CC34	Broken Hill Central West Goulburn Port Macquarie Sutherland Shire – intellectual disability Newcastle	The response rate to council initiatives is low. It is a challenge to disseminate information amongst people with an intellectual disability.	Facilitate the delivery of community marketing and media training to the arts and local government sectors. Include information about engaging local media and marketing in advance, allowing longer timeframes for the disability sector.
CC35	Manly Sydney Sydney – Deaf issues Blue Mountains	Artists with disability need further skills in promoting their work. There is a need for knowledge about marketing practices.	Work with RTOs to deliver skills training and seminars for emerging artists with disability in key areas such as promotion, marketing, securing of venues and business skills. Provide access services and alternative formats as required, eg. Auslan interpretation.
CC36	Manly	Greater distribution is required to ensure that clients and people with disability receive timely information about creative opportunities in their area. Some communities have limited information about arts and disability initiatives in their area.	Utilise contacts with local organisations and government to disseminate information.

Finding: Media representation of people with disability is stereotypical and infrequent and needs to be improved through strong advocacy initiatives.

Reference number	Region	Issue	Solution
CC37	Newcastle Manly Sydney – Deaf issues Manly – intellectual disability Armidale – Deaf community Sydney Illawarra	Representation of people with disability in the media is low. Representation of people with disability in the media is important, as is representation of role models with disability in the media. Artists with disability do not necessarily want disability to be their main identification point—an artist is an artist first and foremost; they may also happen to have a disability. There is a need for further awareness and recognition of the creative talents of people with disability in the arts industry, as well as in the mainstream community. There is a need for increased casting opportunities for people with disability.	Develop training and information for media advocating broadcasters, writers, casting directors and agents to increase appropriate representation of multi-dimensional characters with disability in programmes and content. Encourage broadcasters to establish disability reference groups to advise on representation of people with a variety of disabilities, including people who are Deaf. Increase overall representation and casting of people with disability.
CC38	Manly	The Australian media often uses inappropriate or offensive language when referring to people with disability.	Work with DADHC and other disability organisations to continue to encourage the appropriate use of language in the media and the arts, e.g. contribute to revision of AAP style guide.
CC39	Sutherland Shire	There is a need to increase visibility and quantity of disability awareness content in the broader media.	Work with DADHC and key media outlets to increase disability awareness content and representation in mainstream media so that it reaches the whole community, including older people.
CC40	Manly – intellectual disability	Artists with disability need opportunities to exhibit alongside other artists.	Work with local government, disability services and arts venues to establish local opportunities for showcasing the works of children and adults with disability.
CC41	Sutherland	There is a resistance to challenging issues faced by	Work with local governments to deliver a community

Reference number	Region	Issue	Solution
	Shire Sutherland Shire – intellectual disability	people with disability in the South Sydney region. There is a need for more opportunities and information for people with disability in the Sutherland Shire region.	awareness campaign that reduces stigma surrounding disability.

Finding: Quality documentation and case studies about leading examples of arts and disability are critical to progress and recognition.

Reference number	Region	Issue	Solution
CC42	Central West Port Macquarie	Organisations involved in significant arts and disability projects need to be recognised and thanked for their efforts.	Establish annual awards and certificates that can be distributed to individuals and organisations involved in significant arts and disability projects.
CC43	Manly Central West	There is a lack of recognition of the strengths of arts and disability initiatives in NSW. There is a need for Accessible Arts to advocate the strengths of arts and disability initiatives in NSW. There is a need to enhance people's perceptions about the achievements of projects in NSW. There is a lack of evaluation and documentation of arts and disability organisations and projects in NSW.	Develop, distribute and deliver evaluation and documentation training and guidelines to assist artists and disability organisations to improve documentation within an arts context to attract greater profile of, and support for, artists with disability.