

6. CAPACITY BUILDING

6.1 POLICY AND PLANNING

Finding: *Integrated planning is needed to provide a strong foundation for arts and disability initiatives.*

Reference number	Region	Issue	Solution
C1	All	Access should no longer be seen as an additional cost, but as part of standard operations and part of the core business of arts organisations.	Work systematically with arts organisations across NSW to establish disability action plans that are linked to budgetary and strategic planning processes and are internally and externally relevant.
C2	All	Arts need to be part of the core business of disability organisations.	Work systematically with disability organisations across NSW to establish arts and cultural plans that are linked to budgetary and strategic planning processes. Incorporate creative programmes and projects into annual and long-term planning activities in addition to annual reports.
C3	Parramatta	Strategic approaches need to be considered to realise a holistic approach to access in the arts.	Work systematically with local governments across NSW to incorporate access considerations in cultural plans and arts and creative opportunities in disability action plans.
C4	Sydney	There is a need to keep track of strategy and policy progress.	Lodge arts and disability planning examples on the Accessible Arts web site and monitor implementation, review and evaluation processes.

Finding: Ongoing consultation with stakeholders about arts and disability issues is required throughout implementation.

Reference number	Region	Issue	Solution
C5	All	Arts organisations need to seek direct feedback from people with disability about their venues, programmes and services.	Encourage arts organisations to establish their own disability reference groups, comprising patrons, visitors, artists and arts workers with disability.
C6	Illawarra – intellectual disability Manly – intellectual disability	People with disability often feel more able to share information in a safe and familiar environment, such as face-to-face communication. Parents of children with an intellectual disability often get used to speaking on their behalf without first consulting them. People with intellectual disability need the opportunity to speak for themselves.	When consulting people with an intellectual disability, ensure that appropriate and familiar venues are considered.
C7	Illawarra	People with disability are under-represented in planning and management of projects.	Ensure that people with disability are strongly represented in consultations, and involved in commenting on the draft plan and planning for implementation.
C8	Illawarra	Arts and disability sectors can learn from one another's expertise	All Accessible Arts projects will be undertaken in consultation with key experts from both the arts and disability sectors and communities across NSW via discussion and appointment on relevant project committees.
C9	Illawarra	There is a need to lobby government with knowledge gained through grassroots activities.	Consider input from local and regional representatives to strengthen the credibility and accountability of Accessible Arts' solutions and ensure that we are guided by community need.
C10	Newcastle	People often lack confidence and knowledge about consulting with people with disability.	Accessible Arts to develop guidelines on consultation procedures for staff, both from Accessible Arts and the wider arts and disability sectors.
C11	Sydney – intellectual disability	Money is often a significant issue for people with an intellectual disability.	When consulting or engaging people with an intellectual disability, ensure transport is paid for and lunch provided where possible.

Finding: Research is required to provide background information for the political and financial support required to implement this Research.

Reference number	Region	Issue	Solution
C12	Sydney South West	It is crucial that research continues the flow of information and knowledge between Accessible Arts and its stakeholders. There is a need to gain greater depth of information about the experiences, interests and needs of Accessible Arts stakeholders.	Research arts and disability issues that arise throughout the implementation of this Research in collaboration with arts and disability stakeholders taking into account access needs with reference to geography, demographics and art genres.

6.2 FUNDING

Finding: Funding continues to be a major barrier to the growth of arts and disability in NSW, and approaches that are both persistent and fresh are required.

Reference number	Region	Issue	Solution
C13	All	Short-term and project based funding is not sustainable and can be damaging to relationships with participants.	Work with existing funding bodies to ensure long-term funding opportunities for arts and disability initiatives.
C14	All	There is a need for further financial support for initiatives with accessible funding application processes for community projects. A mixture of quick turn around, bi-annual small grants and longer-term funding is required. Projects should not be required to be new and different every year as long, as they are of high and delivering sustainable creative opportunities for people with disability.	Establish an arts and disability foundation to assist in providing accessible funding guidelines and acquittals for artists with disability, and a range of creative and audience development projects. Ensure that some funding is targeted specifically at regional initiatives and grants rounds should be held at alternate times from other grants rounds.

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		<p>Completing numerous grant applications at one time is difficult.</p> <p>Those who are unsuccessful need to apply for supplementary funds.</p> <p>Arts and disability funding needs to be promoted broadly and with a long lead time to enable those with limited resources to apply.</p>	
C15	All	It is difficult for arts organisations to secure funding for individual projects.	Establish and distribute a fact sheet outlining key steps towards partnerships that enable joint funding applications e.g. collective funding across local government boundaries with local, state and federal governments in a cross-government capacity.
C16	Parramatta Sydney Newcastle Wagga Wagga South West Albury	<p>A key barrier to providing arts opportunities is lack of funding.</p> <p>It is helpful to think laterally when it comes to funding.</p>	<p>Accessible Arts to continue to provide practical advice to individuals and organisations on 'how' to apply for funds for their arts and disability projects.</p> <p>Develop a fact sheet with frequently asked questions about how and where to apply for funding on the Accessible Arts web site as well as tips such as, 'think laterally' and seek funds beyond arts and disability sector sources such as education, health and youth.</p>
C17	Parramatta, Sydney Sydney – intellectual disability Albury Armidale	<p>Funding of individuals through disability organisations presents many problems: it reduces momentum for the organisations themselves who must consistently reapply for funding; and it limits opportunities and flexibility of choice for individuals receiving funding. There is little time left for the arts.</p> <p>People over 65 with disability still require funding, despite not aiming to enter the workforce.</p> <p>Random audits of organisations places pressure on organisations and means that they can spend less</p>	Lobby DADHC to consider a review of funding that incorporates elements from funding models used by other States and Territories such as Victoria and enables individuals with disability to participate in independent as well as group activities of their choice despite their age.

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		time developing skills. High support people receive more funding, however, they also require more hours.	
C18	Blue Mountains Dubbo South Coast Albury Port Macquarie	Communities need to investigate and secure local funding options.	Encourage arts and disability projects to seek sponsorship from local businesses (including transport assistance), e.g. local clubs and pharmaceutical companies.
C19	Illawarra Parramatta Penrith	Some local governments have funding rounds relevant for community projects.	Encourage grassroots arts and disability initiatives to gain funding from local governments and other community sources such as CDSE grants.
C20	Manly Illawarra	Organisations working together find it easier to obtain funding.	Ensure that, where possible, Accessible Arts collaborates with other organisations in applications for funding. Encourage other organisations to do the same.
C21	Sydney Blue Mountains	Many grants do not take into account a recipient organisation's access strategies when considering funding.	Work with major arts organisations such as Arts NSW, Australia Council for the Arts and Regional Arts NSW to incorporate access as a budgetary and project line in all funding guidelines, grant applications and acquittals.
C22	Sydney – Deaf issues Blue Mountains	A percentage of all arts funding should be allocated to address access issues.	Work with arts organisations to ensure that a percentage of funding is allocated to addressing access issues, e.g. using captioning and audio description.
C23	South Coast Parramatta Wagga Wagga	There is a need for greater understanding of required language when applying for funding. Fairfield has 110 community groups from diverse cultural and linguistic backgrounds, many of which	Work in partnership to provide accessible training workshops (using translators where required) for community arts organizations, artists with disability and disability services in regional and metropolitan areas about how to apply for funds

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		do not know how to apply for funds. Arts funding guidelines and acquittals place emphasis on areas other than disability funding processes. It is important for disability services running creative programmes to understand these differences.	including tips on 'how to speak the language of an organisation' when developing funding applications and partnerships.
C24	Sydney	There is a need for further financial support of arts and disability organisations.	Accessible Arts to engage a permanent development officer who will seek funds for arts and disability projects listed in this Research.
C25	Sutherland Shire – intellectual disability	People and organisations that are located across more than one local government area experience funding limitations.	Work with LGSA to encourage local governments across NSW to work in collaboration with neighbouring local governments in ensuring that people with disability do not lose arts opportunities as a result of funding restrictions in local government boarders.
C26	Sydney – Deaf issues	Funding is required to enable performances aided by Auslan, captioning and audio descriptions.	Work with 'Playing Australia' to incorporate funding into its budget for Auslan interpretation, captioning and audio description of touring performances.
C27	Sydney – Deaf issues	There are extra costs associated with employing staff who are Deaf. Arts organisations need to be able to apply for additional funds to meet the access needs of staff who are Deaf, e.g. Auslan interpreter for board meetings.	Lobby arts organisations to budget for staff access needs throughout their employment.
C28	Sydney – Deaf issues	There is a shortage of affordable access equipment.	Where funding is limited, encourage organisations to share equipment such as hearing loops.
C29	Southern Highlands	Access and disability requires further arts and cultural attention and funding in the Southern Highlands.	Local Arts and Culture Board(s or committees) to identify 'disability' as a theme for funding.
C30	South West	A list of a broad range of funding sources is required by the arts and disability sectors.	Investigate and list local, state and federal funding sources on the Accessible Arts web site

Reference number	Region	Issue	Solution
C31	Port Macquarie	Funding partnerships with a range of companies and organisations are required to raise appropriate funding for arts and disability initiatives.	Engage the medical profession (including local medical facilities and pharmaceutical companies) in financial support agreements for programmes that meet their cultural and social responsibility.