



Disability, Equity and Inclusion Plan 2020–2022

PART A

ACKNOWLEDGEMENT OF COUNTRY

At Arts Centre Melbourne we acknowledge the traditional owners of the land on which we are located, the People of the Kulin Nation, and pay our respects to elders, past, present and future.

We acknowledge the traditional custodians, particularly those with disability. We acknowledge that twice as many Aboriginal and Torres Strait Islander peoples live with disability as non-Aboriginal Australians.

Arts Centre Melbourne supports the 2007 United Nations Declaration on the Rights of Indigenous Peoples and the 2006 United Nations Convention on the Rights of Persons with Disabilities.

ARTS CENTRE MELBOURNE

People come to Arts Centre Melbourne to have remarkable experiences. As a significant cultural and architectural landmark sitting at the gateway to the Melbourne Arts Precinct, we showcase the best of local and international performing arts to visitors from Victoria, Australia and overseas.

We are proudly the home of our Resident Companies – The Australian Ballet, Melbourne Symphony Orchestra, Melbourne Theatre Company and Opera Australia – as well as a range of other presenters who bring our stages and spaces to life. Through varied programming we offer diverse audiences a multidimensional approach to participation, education and entertainment.

Everyone is welcome, and we devise programs and projects that enable our visitors and audiences to experience the arts, both as spectator and creator. Underpinning everything we do are our five values: Equity, Creativity, Community, Care More and Leadership.

The Victorian Government’s vision for Melbourne is to advance its position as an internationally recognised cultural and creative destination. The government’s commitment to transform the Melbourne Arts Precinct into a thriving, connected creative and civic space will be crucial to achieving this. As a publicly owned cultural agency Arts Centre Melbourne is committed to realising this vision, which will guide our focus over the coming years through the Reimagining Arts Centre Melbourne and broader Melbourne Arts Precinct Transformation projects.

Cover image:
Song For A Weary Throat (Rawcus Theatre).
Photo credit: Paul Dunn.

Whoosh! (Sensorium Theatre)
Photo credit: Sarah Walker.

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Welcome

At Arts Centre Melbourne we want everyone to experience the joy, thrill and wonder of the performing arts. We are committed to making our performances, programs, digital experiences and venues accessible for everybody by planning for access up front and by understanding the barriers that prevent many Victorians from participating.

At their core, access and inclusion are about our community feeling welcome under our Spire, and 'welcome' can look and feel different to every individual. Although Arts Centre Melbourne has made progressive, bold decisions in some areas of access and inclusion, there is a lot more we can and must do to raise the bar for inclusion in the performing arts.

In 2020 during the height of the COVID-19 pandemic, as part of Arts Centre Melbourne's transformation journey, we started an extensive consultation period with government, industry, community and partners. This consultation found Arts Centre Melbourne has an important role to play in reflecting the Victorian community, and in order to do this, equity and inclusion must underpin everything we do.

Following this consultation, we engaged in an equity and inclusion 360 review which drew on the insight, experience and expertise of 465 contributors across our internal and external networks. This review further emphasised the need to put equity and inclusion at the heart of our transformation. In recognition of this need, Arts Centre Melbourne added 'Equity' to our

organisational values. By leading the way toward a more inclusive and equitable arts sector, Arts Centre Melbourne will better reflect the community of Victoria, be a truly inclusive and equitable organisation, contribute to community and empower the sector.

With the support of our *Disability, Equity and Inclusion Plan* we will be committing to actions that, over time, improve access and position inclusion at the centre of everything we do. We are on a journey to extend our access conversation from one about ramps, venues and access services, to a dialogue that also centres on our stages, collections, visitors, team members and leadership. This *Disability, Equity and Inclusion Plan* articulates our ambition, establishes clear goals, determines priorities, and guides our actions towards disability equity organisation-wide.

We have already begun to develop and improve our physical assets through the Reimagining Arts Centre Melbourne project, but it is through people and community that we will enable real change. We are confident in our strong partnerships with artists and community groups to help us amplify the voices of Victorians who are marginalised, and to celebrate their cultural connections to Arts Centre Melbourne.

When we start from a place of inclusion we innovate, and we reimagine ourselves and the experiences we create.



Claire Spencer

Claire Spencer AM
Chief Executive Officer
Arts Centre Melbourne



The State of Deaf Arts (The Kiln 2019).
Photo credit: Pier Carthew.



Song For A Weary Throat (Rawcus Theatre).
Photo credit: Paul Dunn.

What is disability?

DEFINITION OF DISABILITY

The *Disability Discrimination Act 1992* (DDA) establishes a broad definition of disability, to protect people from direct and indirect discrimination based on disability.

The DDA includes physical, intellectual, psychiatric, sensory, neurological, learning-related and medical conditions within its definition of disability. This includes disabilities a person has, used to have, may have in the future, or is implied to have, or experiences in relation to an associated person (such as a carer).

A person's disability can be temporary or permanent, visible or invisible and can be experienced differently throughout their life. Some conditions and impairments are present from birth. In other cases, people acquire or develop a disability during their lifetime from an accident, condition, illness or injury. For some people, support needs can increase over time. Others can experience fluctuating or episodic disability. This can particularly be the case for some people with mental illness. Some people are said to have a dual disability, such as intellectual disability and mental illness, giving rise to different support requirements.

Disability is intersectional. People with disability can be treated unfairly based on other parts of their identity, not just their disability. This discrimination can affect, for example, women and girls, children and young people, Aboriginal and Torres Strait Islander people, people from culturally diverse backgrounds including those from refugee backgrounds, and members of the LGBTQIA+ community.

The United Nations Convention on the Rights of Persons with Disabilities 2006 "adopts a broad categorisation of persons with disabilities and reaffirms that all persons with all types of disabilities must enjoy all human rights and fundamental freedoms". Australia's ratification of the Convention is significant for advocacy regarding universal design, cultural change, disability dignity and pride, as well as access to goods and services as a fundamental human right.

SOCIAL MODEL OF DISABILITY

The Social Model of Disability holds that a person is disabled by the physical and attitudinal barriers in society – prejudice, unconscious and conscious bias, lack of access adjustments and systemic exclusion – not by their impairment, condition or disability. It centres the person and emphasises their dignity, independence and choice. It was developed by people with disability to point out and fight discrimination, recognising that it is the barriers society creates that are disabling.

Arts Centre Melbourne is guided by the Social Model of Disability. We are committed to understanding the barriers to access – environmental, attitudinal, physical and societal – and removing these barriers in order to support the participation of everyone in our community.

The language of disability changes over time, and different terms are used within and outside Australia. Arts Centre Melbourne uses 'people with disability', 'disabled people', and 'people living with disability'. All these terms use the word 'disability' in its Social Model context – meaning someone is disabled by barriers and discrimination, not their impairment/s. We place the person first.

'People with disability' is common in Australia. It is also similar to the terms used in the United Nations Convention on the Rights of Persons with Disabilities.

A BLUEPRINT FOR CHANGE

Arts Centre Melbourne's *Disability, Equity and Inclusion Plan* communicates our commitment to inclusion. It signals our resolve and ambition to keep raising the bar for access. Our *Disability, Equity and Inclusion Plan* has two parts:

- Part A – Our foundation (disability definitions, legislation, policy frameworks and strategic priorities).
- Part B – Our roadmap (strategy, goals, timeline and measurable outcomes).

Together they provide a blueprint for Arts Centre Melbourne's disability access and inclusion journey and are critical to us effecting change.

Disability legislation and policy frameworks

The DDA applies across Australia. Its purpose is to eliminate discrimination against people with disability, as much as possible, in a range of areas. These include employment, education, access to premises, groups and clubs, and the provision of goods (e.g. performances, workshops), facilities (e.g. cafes, back stage areas) and services (e.g. information).

The DDA makes it unlawful to discriminate due to disabilities:

- that a person has now, or which previously existed but no longer exist
- that a person may acquire in the future
- that may be attributed to a person.

The DDA protects a person with a disability against discrimination when:

- they are accompanied by an assistant, interpreter or reader
- they are accompanied by an animal trained to support their disability (e.g. assistance animal)
- they use equipment or aids (e.g. hearing aids, tablet).

DISABILITY LEGISLATION AND POLICY FRAMEWORKS
Arts Centre Melbourne complies with and reports against the following disability related legislation and frameworks:
Disability Discrimination Act 1992 (Federal)
Victorian Disability Act 2006
Victorian Charter of Human Rights and Responsibilities Act 2006
National Arts and Disability Strategy (Federal Cultural Ministers)
National Disability Strategy 2010-2020
Absolutely everyone: state disability plan 2017-2020
Creative State – Creative industries inclusion and diversity
Victorian autism plan
Victorian Social Procurement Framework

The DDA also makes it unlawful to discriminate against a person because of a disability of their associates, such as relatives, partners, carers, business associates or cultural collaborators.

Our *Disability, Equity and Inclusion Plan* promotes the rights of people with disabilities and aims to enhance their experience of Arts Centre Melbourne as a place of creativity, employment, transformation and shared experience. This includes individuals as well as their families, carers and friends. The plan encourages equitable and dignified access for all and it provides a framework to meet the legislative requirements of Arts Centre Melbourne under the *Victorian Disability Act 2006* and its goals:

1. Achieving tangible changes in attitudes and practices which discriminate against people with disability.
2. Reducing barriers to people with disability obtaining and maintaining employment.
3. Reducing barriers to people with disability accessing goods, services and facilities.
4. Promoting inclusion and participation in the community of people with disability.

Alongside our broader inclusion framework, this *Disability, Equity and Inclusion Plan* underpins our capability to effect change, increases our capacity to be inclusive, and enables the realisation of our goals.

NATIONAL DISABILITY INSURANCE SCHEME (NDIS)

Commonwealth, state and territory governments have committed to a national approach to supporting people with disability to maximise their potential and participate as equal citizens in Australian society. Arts and culture enrich lives by inspiring creativity, reflection, provocation and social engagement. Arts Centre Melbourne has an important role to play in improving the lives of people with disability, their families and carers, and to providing leadership for a community-wide shift in attitudes.



"We need a space for disabled artists to come together, not only to make art about disability but to be present, to be visible, to represent"

CARLY FINDLAY, WRITER, SPEAKER & APPEARANCE ACTIVIST

The Learnings of Embedding Access in Creativity (The Kiln 2019). Photo credit: Pier Carthew.

Disability at a glance

NEARLY
18%
OF AUSTRALIANS
(NEARLY 1^{IN} 5) IDENTIFY
AS DISABLED

17%
OF ARTS CENTRE
MELBOURNE
AUDIENCES IDENTIFY
AS DISABLED

OF THE 4M
AUSTRALIANS
WITH DISABILITY,
1M ARE FROM A
NON-ENGLISH
SPEAKING
BACKGROUND

MORE THAN
80%
OF DISABILITIES
ARE INVISIBLE

LESS THAN
5%
OF PEOPLE WITH
DISABILITY IN
AUSTRALIA USE A
WHEELCHAIR

NEARLY
1^{IN} 6
AUSTRALIANS
ARE AFFECTED BY
HEARING LOSS

NEARLY
50%
OF AUSTRALIANS
AGED 16-85YRS
EXPERIENCE A
MENTAL HEALTH
CONDITION IN
THEIR LIFETIME

1^{IN} 10
PEOPLE WITH
DISABILITY AGED
15YRS AND OVER
HAD EXPERIENCED
DISCRIMINATION
IN THE PREVIOUS
12 MONTHS

NEARLY 45% OF
PEOPLE WITH
DISABILITY ARE
65YRS AND OVER.
THE LIKELIHOOD
OF DISABILITY
INCREASES
WITH AGE

NEARLY
40%
OF AUSTRALIA'S
8.9M HOUSEHOLDS
INCLUDE A PERSON
WITH DISABILITY

NEARLY
40%
OF THE NATIONAL
INDIGENOUS
POPULATION
15YRS AND OLDER
REPORT HAVING
DISABILITY

ATTENDANCE AT
ARTS EVENTS BY
AUSTRALIANS
WITH DISABILITY
IS GROWING: 58%
(2009); 73% (2016)

NEARLY
45%
OF AUSTRALIANS
WITH DISABILITY LIVE
BELOW OR NEAR THE
POVERTY LINE

THE
UNEMPLOYMENT
RATE OF PEOPLE
WITH DISABILITY
IS TWICE THAT
OF THE GENERAL
POPULATION

Song For A Weary Throat (Rawcus Theatre).
Photo credit: Paul Dunn.

GOAL 1

Achieving tangible changes in attitudes and practices which discriminate against people with disability

We model positive attitudes, allyship and best practice inclusion

"It's been fantastic to see the way that Arts Centre Melbourne has really taken on the feedback [from schools] in terms of making programs accessible to students. Beyond general accessibility, all staff we came into contact with, both onsite at our school and at Arts Centre Melbourne, had really taken the time to try and understand what our students might require.

I think a lot of parents don't take their children to performances of any kind because they're worried about access. Will there be wheelchair space? Is there somewhere to attend to their personal care needs?

A lot of families are also quite terrified that their child is going to cause noise or be perceived poorly by others – it's difficult for them to sit quietly and clap in the right places. So to be able to tell parents. 'Yes, Arts Centre Melbourne does have a space where you can go, and it's fine if you need to leave in the middle of a performance for whatever reason,' is so valuable.

Building that understanding with schools and families is so important, having Arts Centre Melbourne visit the school is important – it's about trying to build that relationship and understanding that the arts are for everyone. It doesn't matter if you have a disability or you don't have a disability; whoever you are, the arts are for you."

- School teacher who attended Arts Centre Melbourne on a school visit



Gentle Giant (Bamboozle Theatre Co, UK).
Photo credit: Jason Lau.

GOAL 2

Reducing barriers to people with disability obtaining and maintaining employment

We support the employment and retention of people with disability across our organisation

"My passion for the performing arts and music began as a child when I attended [events] at Arts Centre Melbourne with my parents. I performed in school plays and later studied a Diploma of Theatre Arts. I now perform with theatre ensembles for people with and without disabilities and I am a member of Arts Access Victoria, the peak body for arts and disability in Victoria.

In 2012 I represented Australia at Unlimited, the ground-breaking international disability arts festival in London. It was on my return that I started working at Arts Centre Melbourne in Customer Service. This was the most amazing opportunity for me. As part of Arts Access Victoria's 'Pathways Program' I undertook an introduction, then an interview. I was successful! How awesome! I started my dream job in April 2013!

Why my 'dream job'? I want to be able to assist visitors to Arts Centre Melbourne to have the best experience possible, leading to wonderful memories, as I did. I was born with a hearing impairment and later diagnosed with Autism, and I wear a Bone Anchored Hearing Aid.

Structure, guidelines and familiarity with my surroundings are important to me. Being a Customer Service team member gives me this. The guidelines begin when I receive my roster via email. I know when and where I am working and I can plan ahead. On arriving for work, I change into my uniform and my shift begins. I am a team member.

I have gained confidence and regularly 'think on my feet'. I believe my work environment is one of equality, respect and caring and I have a true sense of belonging. Arts Centre Melbourne, its staff and visitors have been and remain a vital part of my life."

- Arts Centre Melbourne team member



Laser Beak Man (Dead Puppet Society).
Photo credit: Dylan Evans Photography.

People with disability have access to Arts Centre Melbourne information, services and facilities

"The Australian Music Vault (AMV) team believes that music is for everyone, so in 2018 we teamed up with Auslan Stage Left to create a series of Auslan interpretations of five classic Australian songs for deaf and hearing impaired audiences.

They were chosen from a wide selection of songs arranged for community and school choirs as part of the Choir Project and included:

- "Weir" by Killing Heidi
- "Leaps and Bounds" by Paul Kelly
- "Beautiful Child" by Archie Roach
- "Diamond" by Sia
- "Forgotten Years" by Midnight Oil.

We were thrilled to work with Julia Murphy, who unlike many Auslan interpreters is herself deaf. Therefore she performs songs that she has learned through a second Auslan interpreter, who helps her with timing cues while listening to the music.

Julia and her Auslan interpreter worked closely with the AMV Creative Learning team to create a series of Auslan interpreted songs that have now been viewed on the AMV YouTube channel by more than 3000 people."

- Australian Music Vault



Workshop for
The Curious Incident of the Dog in the Night-Time (The National Theatre, UK).
Photo credit: Jason Lau.

Our plan for disability equity and our broader inclusion framework underpins our capability to effect change, increases our capacity to be inclusive, and enables the realisation of our goals

"It was lovely walking into the theatre foyer and seeing bean bags and items to welcome autistic people. This showed me straight away this is an autism-friendly area.

My son is on the more severe end of the autism spectrum, and at times can become quite agitated, especially during traditional theatrical experiences. Not only does Arts Centre Melbourne's Relaxed Performance initiative mean that people like Oliver are included in the arts, it means he can form meaningful connection to creativity which transcends his disability.

The Visual Story resources that were provided before and on the day were excellent. It reduced my son's anxiety because he knew what to expect. The simple synopsis of the play was also brilliant – my son read it before the start of the play and during the interval. He happily shared it with family and friends afterwards, and has kept it as a memento.

Staff were amazingly friendly and couldn't have been more helpful. All had smiles and were eager to participate and lend assistance as required. I would like to mention a team member of yours, who showed Oliver the utmost care and respect before, during interval, and after the performance. He chatted to Oliver about the play (he had a fantastic knowledge) without being patronising – something that is very rare in Oliver's life...He was attentive and engaging which I could see Oliver was very appreciative of."

- Audience member



The State of Deaf Arts (The Kiln 2019).
Photo credit: Pier Carthew.

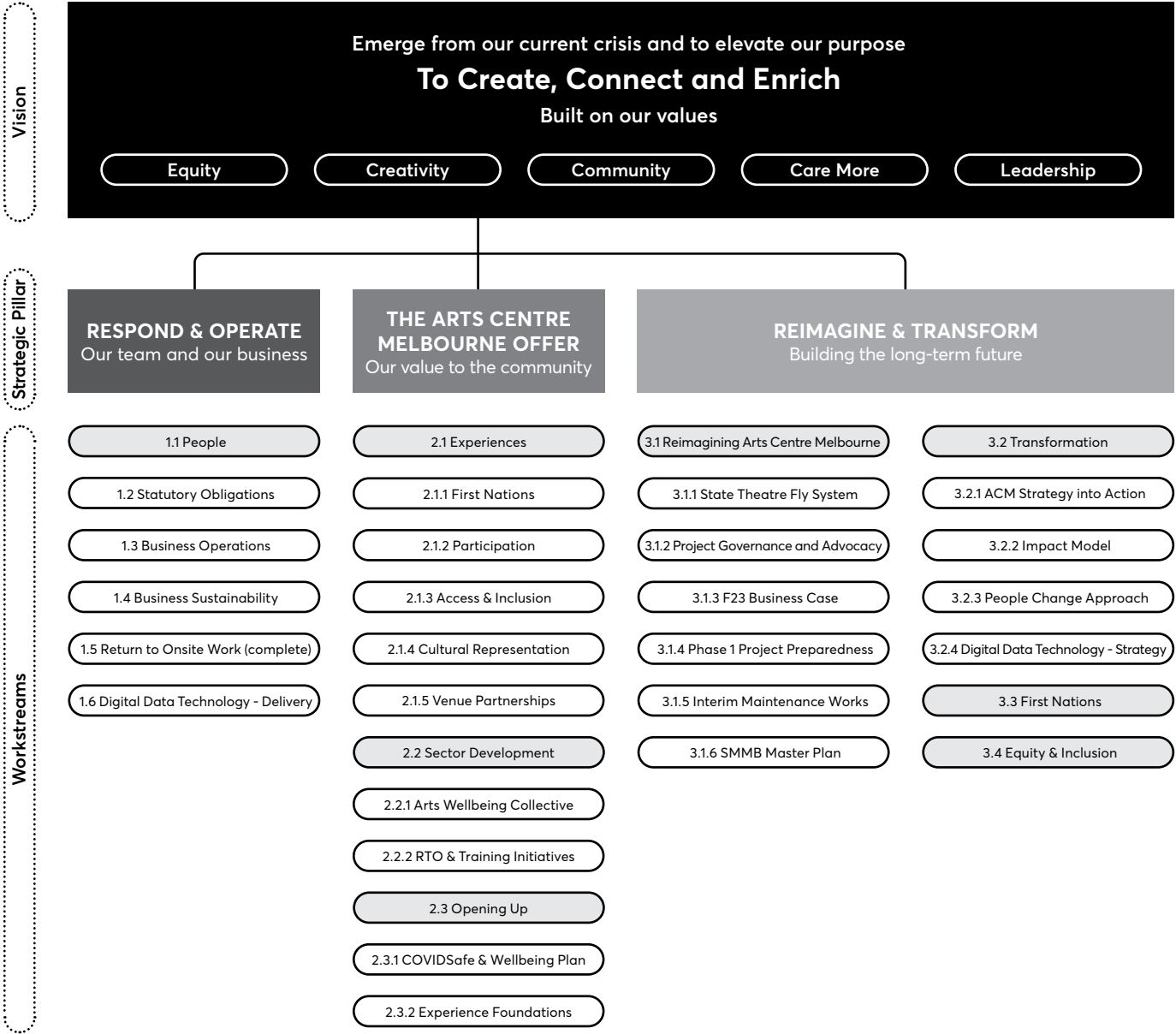


Attending a performance of
The Curious Incident of the Dog in the Night-Time (The National Theatre, UK).
Photo credit: Jason Lau.

Delivering our Plan alongside Transition21

Our *Disability, Equity and Inclusion Plan* supports our statutory purpose to enrich the lives of all Victorians, and our responsibility to welcome and engage all Victorians.

Arts Centre Melbourne has revised its strategic operational framework as the organisation transitions out of the COVID-19 response and recovery period and readies for a new organisational strategy. Called Transition21, this framework is structured around three pillars: 'Operate and Sustain', 'The Arts Centre Melbourne Offer' and 'Reimagine and Transform'. Each pillar has a part to play in realising the four goals of the *Victorian Disability Act 2006* that underpin our *Disability, Equity and Inclusion Plan*.



Operate & Sustain

Our team and our business

- We provide equity of access to employment opportunities through our recruitment and selection processes.
- We foster a culture of belonging, connection and engagement for our team through our feedback and recognition mechanisms, internal community platforms, and communications that are warm, direct and authentic.
- We have in place a *Disability, Equity and Inclusion Plan* that meets and exceeds our obligations as a Victorian public sector agency.
- The *Disability, Equity and Inclusion Plan* is endorsed by our Trust and Executive. Arts Centre Melbourne team members are kept regularly engaged and updated regarding delivery of the *Disability, Equity and Inclusion Plan*.
- We promote awareness of International Day of Persons with a Disability in conjunction with our communication and promotion of the *Disability, Equity and Inclusion Plan*.
- Through our Reimagining Arts Centre Melbourne project, we seek to ensure that our built infrastructure, facilities amenities and technology will provide equitable access to people with disability.
- Acknowledging that the age of our buildings presents access challenges at present, we seek to respond creatively where we can, to improve the accessibility of our built infrastructure.
- Where possible we procure from Australian Disability Enterprises, Aboriginal businesses and suppliers that provide inclusive opportunities in line with the Victorian Social Procurement Framework.
- We strive to empower positive change, shaping an inclusive future together that addresses attitudes, employment and facilities.



Audience for
The Curious Incident of the Dog in the Night-Time (The National Theatre, UK).
Photo credit: Jason Lau.



Attending a performance of
The Curious Incident of the Dog in the Night-Time (The National Theatre, UK).
Photo credit: Jason Lau.

The Arts Centre Melbourne Offer

Our value to the community

- We are committed to diversity, equity and inclusion in performance, both live and digital.
- We endeavour to create an environment that is inclusive and meets the needs and expectations of our team, artists, presenters and audiences, regardless of ability and background.
- We welcome all visitors with dignity and support.
- A lens of access and inclusion is applied to all our experiences and compliance with our COVIDSafe principles.
- It is important our communities feel safe and welcome at Arts Centre Melbourne, so we seek out opportunities to engage with them to understand who they are, their needs and expectations.
- We prioritise collaborative and inclusive approaches that remove barriers to engagement for diverse artists, presenters and audiences.
- We challenge assumptions and make decisions based on research and feedback.
- We strive to create sector development opportunities that are community-led, disability-led and support community inclusion.
- Our Arts Wellbeing Collective plays a vital role in increasing awareness and attitudes towards mental health and wellbeing in the performing arts.
- Our Registered Training Organisation will explore opportunities for people with disability to engage in our technical training programs as a pathway to future employment opportunities.
- We align our initiatives and partners with Transition21 workstreams.

Reimagine & Transform

Building the long-term future

- Improving accessibility is core to Reimagining Arts Centre Melbourne; we acknowledge we have a greater role to play for artists and visitors with disability.
- Our Theatres Building refurbishment is a once-in-a-generation opportunity to transform the built environment to reflect contemporary expectations and standards.
- We are committed to equity, inclusion and diversity and have created two dedicated senior roles: Director, Cultural Equity; and Inclusion and Senior Lead, Equity and Inclusion.
- We nurture a culture of openness and inclusivity by providing equitable and dignified experiences for all team members.
- We prioritise inclusion and access to digital experiences in line with community requirements, aspirations and expectations.
- Digital content is presented in accessible formats – Auslan interpretation, open captions, closed captions, live remote captioning and audio-description.
- We are genuinely open to new ways of thinking about our organisation, knowing new mindsets and behaviours will emerge that challenge old attitudes.
- Our consultation with communities, internal and external, will assist our transformation as we understand its impacts and bring everyone along on the journey.
- Access and inclusion are critical to how we operate and is included in our organisational strategy.



Attending a performance of
The Curious Incident of the Dog in the Night-Time (The National Theatre, UK).
Photo credit: Jason Lau.

Our inclusion roadmap

The impact of COVID-19 on the performing arts industry led Arts Centre Melbourne to embark on a major transformation initiative. As part of this initiative we have committed to developing a strategic approach to being a place that is welcoming for all Victorians, that is reflective of our community. Our digital Together With You platform means more people living with disability can access our content and we will build on this. Improving access within our venues and around the Melbourne Arts Precinct will remain our focus.

Our *Disability, Equity and Inclusion Plan* has two parts:

PART A (FOUNDATION):

- Sets the scene for disability access and inclusion – the legislative and policy context and the role we play.
- Establishes the value of a planned approach framed by the four *Victorian Disability Act 2006* goals.
- Presents high-level statements of intent to improve access across our teams.

PART B (ROADMAP):

Building on Part A our *Disability, Equity and Inclusion Plan*, Part B will:

- Establish short and medium-term goals, with priorities that are informed by research and the need identified by our disability community.
- Establish key milestones and a timeline for review, measurement and reporting.
- Embed a whole-of-organisation approach to access planning through our performance management and individual performance plans, as well as create an internal action group.

Strategically, Part B will outline steps to:

- encourage collaboration, partnerships and resource sharing across the Melbourne Arts Precinct regarding access and inclusion
- reframe our partnership with Arts Access Victoria, Victoria's lead arts and disability organisation and peak body, and other peak bodies with which the *Disability, Equity and Inclusion Plan* intersects
- position disability access and inclusion as central to our Reimagining and Transformation planning.

Responding to the disability community (research and consultation), we can expect to:

- program online content even as we reopen to live experiences, utilising a hybrid model (live and digital) and increasing access, geographic reach and audience engagement
- focus on creating employment opportunities and pathways for people living with disability (as artists, suppliers, trainees, employees, advisors, etc.).

Ultimately the change our *Disability Equity and Inclusion Plan* will drive is that disability inclusion becomes business as usual at Arts Centre Melbourne and a lens through which we plan, present, engage and lead.

Inclusion is everyone's responsibility and we all have a role to play

Access and inclusion is a powerful way to tell unique stories and connect people with each other. Our challenge is to reflect lived experience of disability on our stages, in our leadership and in the experiences we provide.

Access gets you in the door, inclusion is what happens when you get there

ARTS ACCESS VICTORIA



Attending a performance of *The Curious Incident of the Dog in the Night-Time* (The National Theatre, UK). Photo credit: Jason Lau.

Overwhelmingly, people with disability indicated that going to arts events increases their wellbeing and happiness and makes for a richer and more meaningful life.

NATIONAL ARTS AND
DISABILITY STRATEGY

Appendix – Strategic context

ABSOLUTELY EVERYONE: STATE DISABILITY PLAN (2018-2020)

Absolutely everyone is a whole-of-government framework to achieve the vision of an inclusive Victoria. The *Absolutely everyone* four pillars inform Arts Centre Melbourne's disability plan:

- Inclusive communities.
- Health, housing and wellbeing.
- Fairness and safety.
- Contributing lives.

Developed in partnership with people with disability to reflect their leadership and vision for the future, its goals support and drive meaningful change.

VICTORIAN DISABILITY ACT 2006

The *Victorian Disability Act 2006* ensures a person with disability cannot be discriminated against or treated unfairly because of their disability. It came into effect in 2007 and sets out principles for people with disability and for service providers. An amendment in 2017 made provision for the NDIS.

VICTORIAN CHARTER OF HUMAN RIGHTS AND RESPONSIBILITIES ACT 2006

The *Charter of Human Rights and Responsibilities Act 2006* (the Charter) is a Victorian law that sets out the protected rights of all people in Victoria as well as the corresponding obligations on the Victorian Government. The Charter requires all public authorities, including Victorian state and local government departments and agencies, and people delivering services on behalf of the Victorian Government, to:

- give proper consideration to human rights before making a decision
- act compatibly with human rights.

NATIONAL ARTS AND DISABILITY STRATEGY 2010-2020

The National Arts and Disability Strategy (the Strategy) presents a vision for improving access and participation in artistic and cultural activities

for people with disability. Findings from a 2018 consultation will inform a renewed Strategy (2021).

The Strategy's vision is for the artistic aspirations and achievements of people with disability to be a valued and visible part of Australian culture. It is a framework for jurisdictions to assess and improve existing facilities, consider new opportunities and directions, and identify new partnerships and initiatives. Eight principles guide its implementation including the right of all Australians to access and participate in arts and cultural activities, and the need for people with disability to be involved in decisions that affect them.

SHUT OUT: THE EXPERIENCE OF PEOPLE WITH DISABILITIES AND THEIR FAMILIES IN AUSTRALIA

SHUT OUT is the National Disability Strategy Consultation Report prepared by the National People with Disabilities and Carer Council. It provides detail on the key barriers and issues facing people with disability, their families and carers and highlights the solutions offered by the submissions. The report compares the level of interest against a range of themes and issues that emerged through the consultation and research.

For many years people with disabilities found themselves shut in—hidden away in large institutions. Now many people with disabilities find themselves shut out—shut out of buildings, homes, schools, businesses, sports and community groups. They find themselves shut out of our way of life.

SHUT OUT

Our Customer Service team in action.
Photo credit: Mark Gambino.



100 St Kilda Road
Melbourne VIC 3004
Australia
1300 182 183
artscentremelbourne.com.au



CREATIVE VICTORIA