

Arts House Disability Inclusion Action Plan 2019 – 21



Image description: A group of performers from Rawcus ensemble wearing casual clothing are captured mid-movement on stage during *Song for a Weary Throat*. Their arms are lifted in different positions, their bodies softly lit with a warm glow. Photo by Sarah Walker

Acknowledgment

The City of Melbourne respectfully acknowledges the Traditional Custodians of the land, the Bunurong Boon Wurrung and Wurundjeri Woi Wurrung peoples of the Eastern Kulin Nation and pays respect to their Elders past, present and emerging.

Alternative Formats

Our Disability Inclusion Action Plan (DIAP) is available in alternative formats, including PDF, word and Easy English on our website www.artshouse.com.au. Other formats of this plan are currently being developed and will be made publicly available via our website once finalised.

Introduction

As a key program of the City of Melbourne, Arts House is committed to a future where our diverse communities can be celebrated for their role in creating a vibrant cultural capital like Melbourne.

As Melbourne's home for contemporary performance, we know that the relevance and strength of our work relies upon the diversity of people involved in conceiving and making it. This DIAP is an expression of our intentions at this time.

We hope to see the ambitions contained within the plan grow over the coming years, in step with the goals, needs and ideas of people who are Deaf, disabled and or neurodiverse. We view our DIAP as a living, working document and we are excited to imagine the new possibilities for contemporary art that will come with its realisation, and evolution.

Mission Statement

Arts House will strive to be a leading example of accessible arts presentation by enacting inclusion and championing accessibility in our programming and in our venue. Our ongoing work within this DIAP seeks to challenge preconceived notions of what it means to produce art in an equitable arts environment, and to break down the barriers of entry to Deaf, disabled and or neurodiverse artists and patrons.

Emily Sexton,
Arts House Artistic Director

Who we are

Arts House is Melbourne's home for contemporary performance.

With a year-round program of dance, theatre, music, sound, new technologies and community projects, Arts House is one of the major forces shaping Melbourne's cultural and social landscape.

This is a house where change happens. From the crisis of extinction to the rapid transformations of technology, we know that the futures of humanity and art are entwined. We want to be hopeful.

What goes on here falls into three streams: Investigation is our laboratory, where artists conduct experiments and explore new ideas. Development is where ideas are transformed into practice. Presentation is the public facing element of Arts House, with around 25 new works presented to audiences each year.

Our reach is broad, and we have a particular commitment to making sure that the people who walk through our doors are as diverse as the city itself.

Arts House is a key project for the City of Melbourne, based on the land of the Kulin Nations.

Arts House follows the council's commitment to diversity and inclusion and is an equal opportunity employer committed to providing a safe working environment and embracing diversity.

This DIAP has been created following the Social Model of Disability and utilising the core City of Melbourne values. We focussed those values into the four principles as found in the 38th section of the 2006 Victoria Disability Act. These actions as set out below have been developed with consultation with Arts Access Victoria.

City of Melbourne Values

Integrity – Be honest and reliable, have integrity

Courage – Speak up, have courage, make things happen

Accountability – Act with accountability, be responsible for what you do and how you do it

Respect – Be inclusive, stay open, value every voice, establish respect and collaborate

Excellence – Display excellence, work with energy and passion achieving the best results

2006 Victoria Disability Act

- 1) Reducing barriers to persons with a disability accessing goods, services and facilities;
- 2) Reducing barriers to persons with a disability obtaining and maintaining employment;
- 3) Promoting inclusion and participation in the community of persons with a disability;
- 4) Achieving tangible changes in attitudes and practice which discriminate against persons with a disability
- 5) Apply Principles of access and inclusion to the creative program#

#Not part of the 2006 Victoria Disability Act.

Social Model of Disability

The Social Model of Disability is based on the understanding that disability is caused by barriers to participation in community life, rather than by a person's own impairment. It also acknowledges that disability may be permanent or temporary, and is often not visible. The Social Model places the person at the forefront and highlights that it is the environment or negative attitudes that are disabling for people with disabilities. Its emphasis is on dignity, independence and choice.

Budget commitment

Access is built into each project as well as the overall Arts House budget. If funds need to be raised for a specific project this becomes an action in the DIAP. Building specific costs will be sought annually via City of Melbourne overall DDA capital works budget.

Access and Inclusion Working Group

The implementation of Arts House DIAP is a whole organisation approach. The DIAP will be maintained by the Arts House Access and Inclusion Working Group who represent different departments across Creative, Production, Marketing, Business and Front of House, and champion access within their respective teams. This group meets fortnightly to ensure the DIAP strategies and goals are actioned and updated according to the timeline.

This group includes –

Sarah Rowbottam – Producer

Will Box – Business Administrator

Luke Gleeson – Production Coordinator

Ian Mcanally – Public Engagement and Front of House Operations Manager

Consultation, Collaboration and Review

This DIAP has been written in consultation and collaboration with Arts Access Victoria and Arts House’s Disability and Inclusion Advisory Group who will evaluate and input into this plan over three stages in 2020. Members of the Advisory Group can maintain other intersections with the Arts House program, enabling their input to be deep and multi-faceted across Arts House’s work and enables this consultation and collaboration to be meaningful. This group is reportable to Arts House Producer and meetings are facilitated by Arts Access Victoria.

This group includes –

Kath Duncan

Leisa Prowd

Tom Middleditch

Luke King

Hannah Morphy-Walsh

Fayen d’Evie

This DIAP will be reviewed annually by Arts House Leadership team, Creative Cities Branch Manager and City of Melbourne Senior Policy Officer Access and Inclusion, Social Investment Branch.

Evaluation

Arts House Access and Inclusion Working group will work in partnership with the Arts House Disability and Inclusion Advisory Group to achieve implementation, assessments and goals. An annual progress report will be published on the disability pages of Arts House website, and available by request in alternative formats.

The DIAP will be thoroughly reviewed and re-written at least every two years following appropriate consultation processes with the disability community and other relevant stakeholders.

Contact Arts House

Arts House values community feedback on our progress in meeting the goals and actions outlined in our DIAP. We encourage individuals and organisations to share their thoughts and experiences to ensure our continued improvement.

Please contact us on:

Phone (03) 9322 3720

Email artshouse@melbourne.vic.gov.au

If you need help to speak or listen:

Contact Arts House at City of Melbourne through the National Relay Service or NRS.

Call the NRS help desk 1800 555 660

Go to the NRS website communications.gov.au/accesshub/nrs

Focus Area: Identifying and removing barriers – building and digital

Actions	Team Responsible	Implementation Timeline	Outcome and Evaluation
<p>1. Engage building access specialist Architecture and Access to conduct an audit on both North Melbourne Town Hall and The Warehouse – to include:</p> <ul style="list-style-type: none"> • Use by staff, artist and general public. Standard Monday – Friday 9-5 activity. • Audit of surrounding areas – parking, access via public transport, footpaths. • Build access document to help guide performance setup. 	<p>Admin Property Services</p>	<p>Audit completed 30/07/19</p> <p>Report completed 06/08/2019</p> <p>Access document completed March 2020</p> <p>Implementation of changes - pending success of 20/21 DDA funding</p>	<p>Increase in accessibility across both North Melbourne Town Hall and The Warehouse. Artists/staff have deeper knowledge of building.</p> <p>Lived experience reviewers assigned and provide feedback once building re-opens 2021.</p> <p>Staff report and feedback on access monthly at weekly staff meetings once building re-opens 2021.</p> <p>Response to access questions in general surveys/feedback.</p>
<p>2. Conduct website audit for best practice in access and inclusion.</p> <p>Engage external company to review website – compare to leading accessibility websites – not just standard, but best practice.</p>	<p>Marketing Admin Creative</p> <p>External Audit led by Vision Australia</p>	<p>Budget approved Feb 2020</p> <p>Vision Australia WCAG 2.0. Audit and DIAP</p> <p>Advisory review completed Jun 2020</p> <p>Implement changes Dec 2020 with website updates</p>	<p>Increase accessibility and usability of website.</p> <p>Budget for recommendations to be factored into 2020/21.</p>

Focus Area: Identifying and removing barriers – building and digital

Actions	Team Responsible	Implementation Timeline	Outcome and Evaluation
<p>3. Introduce a second accessible entrance point on Errol Street to complement the already established George Johnson Lane accessible entrance point.</p> <p>Improve signage and communications for entrance visibility required.</p>	Business Admin Property Services	<p>Entry completed 2019</p> <p>Signage installed Oct 2020</p> <p>Feedback from visitors pending venue reopen 2021</p>	<p>Errol Street accessible entrance able to be used unassisted.</p> <p>Advisory committee feedback on their experience. Customer service surveys feedback. AAV mystery visitor feedback when venue re-opens 2021.</p>
<p>4. Add a fully accessible bathroom to the ground floor – Arts House also has ambulant toilets on the first floor.</p>	Business Admin Property Services	Completed Nov 2019	Accessible bathroom completed and successfully in use.
<p>5. Improve CCTV footage of front entrance to allow for reception to prepare for people arriving with access needs.</p>	Business Admin Security	<p>Completed Nov 2019</p> <p>Staff training to identify and help with access scenarios</p>	<p>Staff able to quickly identify patron/person with access needs and come to their assistance when appropriate.</p> <p>Feedback from staff in general and at weekly staff meetings with access agenda item.</p> <p>Advisory committee feedback on their experience. Customer service surveys feedback. AAV mystery visitor feedback when venue re-opens 2021.</p>
<p>6. Advocate for better public transport and accessible parking to the area.</p>	Business Admin General Manager	<p>Initial discussions Feb 2020</p> <p>Ongoing</p>	<p>Channels established and dialogue begun. Progress report completed Dec 2020.</p> <p>Summary Report on progress with transport issues</p>

Focus Area: Identifying and removing barriers – building and digital

Actions	Team Responsible	Implementation Timeline	Outcome and Evaluation
		discussions to continue 2020 and table at Councillor briefings	completed by-date Dec 2020.
7. Conduct an audit on universal access equipment available to determine what additional equipment is required – e.g. hearing loop, chair lift and other items as they are identified.	Production Business Admin	Chair Lift purchased Hearing loop implementation pending success of 20/21 DDA funding	Funding received and chair lift installed. Funding pending – hearing loop installed by Dec 2021 if successful.
8. Visual indicator for smoke alarm and emergency system – discuss when to address Property Services / or Architecture and Access.	Production Business Admin Property Services	Implementation pending success of 20/21 DDA funding application which opens Jun 2020	Install visual indicator and trial during weekly routine tests when venue reopens in 2021.

Focus Area: Promote inclusion and participation in the community of persons with disability

Actions	Team Responsible	Implementation Timeline	Outcome and Evaluation
<p>1. Accessibility page on the website detailing visiting Arts House or attending digital events, information on access symbols, DIAP advisory process and mission statement.</p>	<p>Creative</p> <p>*Marketing to carry out this action from 2021</p>	<p>Access page established - additional information to be updated by Nov 2020 and maintained.</p>	<p>Provide a quick view of accessible events and services for audiences.</p> <p>Evaluate during Vision Australia website audit and with advisory group – Jun 2020.</p> <p>Allow for feedback on the website itself from users.</p> <p>Review by advisory group/ reviewers with varied access needs complete.</p>
<p>2. Promote Disability Inclusion Action Plan on website, contracts, call outs and within City of Melbourne internally. Plan to be reviewed for public viewing and maintained. Document to be accompanied with an Easy English and audio version of the Plan.</p>	<p>Creative General Manager Marketing Business Admin</p>	<p>DIAP reviewed by Advisory Group May and Jun 2020</p> <p>Design of plan Aug and complete Sep 2020</p> <p>Easy English and Audio version complete Nov 2020</p>	<p>Audiences, artists and industry aware that access and inclusion are core values of Arts House DIAP reviewed by AG and signed off.</p> <p>DIAP publicised in artist applications, on the website, through the Council, Council newsletter, arts channels, and AAV. All channels listed and completed.</p>

Focus Area: Promote inclusion and participation in the community of persons with disability

Actions	Team Responsible	Implementation Timeline	Outcome and Evaluation
3. Develop audience development strategies for diverse communities, including metric system for capturing audience data in new ticketing system.	Marketing General Manager Creative	Development of planning commences – Jan 2021	Strategy developed. Stats recorded and reported of increased audience in various groups.
4. Easy English for appropriate pieces of downloadable media, including CultureLAB guidelines, DIAP and call outs where possible. Engage specialist to conduct training in conversation of documents in Easy English so it can be done in house and made available on request.	Business Admin	Initial discussion with City of Melbourne Marketing about current process and costs. To be incorporated into 20/21 budget	Easy English version of DIAP written by Dec 2020 and CultureLAB guidelines by Jul 2020. Relevant staff trained on Easy English by Mar 2021. Outcomes established. Costs incorporated in 20/21 budget.
5. Accessible documents - word and PDF available for download on website including but not limited to Call Out FAQs, Season programs, guides, DIAP.	Business Admin Creative *Marketing to carry out this action from 2021.	Available Every Season – ongoing. Season 1 2020 Digital Program available from May 2020.	Season program available for download in large font accessible formats by May 2020. DIAP and Makeshift Public call out and FAQ available for download in accessible formats by Nov 2020.
6. Access notes - written in consultation with artists/company presenting work to be available for download on website and sent to all ticket buyers prior to show, alongside warnings.	Creative Front of House Operations Marketing	Access notes to be available 2 weeks prior to show from 2021. Budget to be allocated to consultants if required.	Presented works to have access notes available on website from Jan 2021. Budget to be allocated in 2020/21 access budget.

Focus Area: Promote inclusion and participation in the community of persons with disability

Actions	Team Responsible	Implementation Timeline	Outcome and Evaluation
<p>7. Getting in touch – dedicated Accessibility phone and email listed on website. Ensure website includes a range of ways people can meet with us – in person, phone, zoom etc.</p>	<p>Front of House Operations</p>	<p>Roll to be incorporated into Front of House Operations Manager from Jan 2021 until a dedicated position for L E available.</p>	<p>General Public/Patrons able to have consistent name/face to any access enquiries.</p>
<p>8. Increase the network of Deaf, disabled and or neurodiverse artists, producers and arts workers through inclusion on advisory groups, panel discussions, events, season program and marketing campaigns.</p>	<p>Creative Production</p>	<p>Implemented and ongoing</p>	<p>Increase in number of artists, producers and arts workers. Stats to be collected and reported.</p>
<p>9. Include Deaf, disabled and or neurodiverse artist on the Creative Advisory panel in evaluating the feasibility and artistic merit of works submitted through the open call and artist development program.</p>	<p>Creative</p>	<p>Implemented Jul 2019 and ongoing</p>	<p>Continue to maintain. Continuation this practice reported in annual review of the DIAP.</p>

Focus Area: Promote inclusion and participation in the community of persons with disability

Actions	Team Responsible	Implementation Timeline	Outcome and Evaluation
<p>10. Engage with Deaf, disabled and or neurodiverse community to create an Advisory Committee to meet three times a year in 2020. This role will involve providing advice and feedback on the DIAP, review website and attend Arts House programming throughout the year for feedback on experience.</p>	<p>Creative</p>	<p>Mar 2020 – Arts Access Victoria engaged to facilitate meetings</p> <p>Apr 2020 – Advisory Group established</p> <p>May, Jun, Aug – Advisory Group Meets</p> <p>Budget to be allocated for Advisory Group into 2020/21</p>	<p>Conduct meetings as noted in timelines</p> <p>All meetings complete.</p> <p>Feedback from Advisory Group members received and recorded.</p> <p>Budget allocated as planned.</p>
<p>11. Develop alternative methods of applying for Artist Opportunity EOIs including Makeshift, CultureLAB and other opportunities.</p>	<p>Creative Business Admin</p>	<p>Implemented for Makeshift Call Outs – Feb 2020 ongoing</p>	<p>Increased number of applications from artist with diverse access needs.</p> <p>Statistics recorded and reported.</p>
<p>12. Engage with community and evaluate where current ticketing system is lacking and increase options accordingly.</p>	<p>Front of House Operations</p>	<p>Mid 2020 – pending new ticketing system</p>	<p>Community engagement complete-record and report by-Dec 2020.</p> <p>Evaluation of ticketing system complete Dec 2020.</p> <p>To be determined by role of new ticketing system pending release.</p>

Focus Area: Promote inclusion and participation in the community of persons with disability

Actions	Team Responsible	Implementation Timeline	Outcome and Evaluation
13. Consult and request feedback on access services from Deaf, disabled and or neurodiverse patrons to strengthen relationships.	Marketing Front of House Operations Access Providers	Mid 2020 – trail feedback forms for Virtual Season 2020.	Conduct feedback forms at events – digitally in 2020 and through conversations with Front of House from 2021. Feedback folded into future events-as feedback is received.
14. Arts House supports the Companion Card program. Expand program to incorporate other options for discounts e.g. AAV membership discount.	Front of House Operations	Companion card supported and ongoing Additional discounts to be launch June 2020	Continue to offer Companion Card
15. Develop an Access Tix lowest price policy and strategy.	Marketing Front of House Operations	Develop strategy for Season 1 2021	Continue to sell Auslan, Audio Description and wheelchair tickets at lowest price until an access pricing policy is implemented.
16. Develop suitable options offsetting no accessible transport to venue.	General Manager Marketing	Develop strategy for Season 1 2021 for venue reopening.	Develop campaign/access pricing policy to help offset lack of accessible transport.

Focus Area: Promote inclusion and participation in the community of persons with disability

Actions	Team Responsible	Implementation Timeline	Outcome and Evaluation
<p>17. Identify suitable services such as Auslan Interpreting, Audio Description, Tactile Tours, Live Captioning, Closed Captioning and Relaxed Performances through project specific consultations with Description Victoria and other access consultants.</p>	<p>Creative</p>	<p>Ongoing activity.</p> <p>Encourage speakers to integrate visual description in introductions.</p> <p>All events in 2020 Virtual program live captioned, re-stream videos closed captioned. All events Auslan interpreted on request.</p> <p>BLEED - 8 live captioned events, 5 subtitled, and all events Auslan interpreted. Up to 3 Audio Description services offered. Digital Tactile Tour trialled for one show.</p>	<p>Continue to identify best practise and utilise during season.</p> <p>Feedback received from post-show surveys and changes to be integrated.</p> <p>Number of access services delivered in BLEED and uptake on attendance reported at the end of the festival in Sep 2020.</p>

Focus Area: Promote inclusion and participation in the community of persons with disability

Actions	Team Responsible	Implementation Timeline	Outcome and Evaluation
18. Consistently use Visual Rating symbols and Access Symbols on all online and print materials advertising events.	Marketing	Implemented and ongoing - published with event announcements	Continue to offer this service
19. Respect accessibility during design of promotional materials . Considerations include larger font size, colour contrast checked to ensure good contrast and including access symbols.	Marketing	Ongoing – implement during design process when developing print/ digital materials Please Note: Arts House will not be printing physical materials in 2020	All promotional material to have accessibility in mind when developed and to offer alternative options. Feedback from advisory group/lived experience reviewers and in surveys completed by Dec 2020.
20. Where possible prioritise images of people who are Deaf, disabled and or neurodiverse from our program in promotional imagery.	Marketing	Ongoing – implement during design process when developing print/ digital materials	Portray artists and audience with disability in visual images to reflect the program.
21. Implement image descriptions on social media consistently.	Marketing	Implemented and ongoing	Continue practise.
22. Include Closed Captions on all videos that Arts House produce.	Creative Production	Implemented and ongoing	All new Arts House produced videos have closed captions. Reviewed and reported in annual evaluation.

Focus Area: Promote inclusion and participation in the community of persons with disability

Actions	Team Responsible	Implementation Timeline	Outcome and Evaluation
23. Create Auslan Videos for each season and new program area.	Creative *Marketing to carry out this action from 2021.	Ongoing - published at the time of event announcements.	Increase awareness of Auslan interpreted events and artist opportunities.
24. Promote events and artist opportunities through access and disability organisations, and event listings.	Creative Marketing	Ongoing – to be actioned as part of event announcements and marketing roll-out	Track attendance figures and enquires to Arts House regarding accessible events. Their representatives invited to events. Cross-promotion evaluation.
25. Commission full building scan and make available on website for people to plan their visit to Arts House and for artists and contractors to view the building remotely.	Production Marketing	Scan completed 2019, draft made available on website May 2020 Final version updated by Jan 2021	Scan to be available online and maintained. View draft scan

Focus Area: Reduce barriers to persons with disability obtaining and maintaining employment

Actions	Team Responsible	Implementation Timeline	Outcome and Evaluation
1. Work with People and Culture to support and encourage representation of Deaf, disabled and or neurodiverse people actively being a part of Arts House through employment, volunteering or via mentoring.	General Manager Business Manager Manager HR	Early 2021	Increase in opportunity for Deaf, disabled and or neurodiverse artist to be part of Arts House. Amount of staff and timeline to be determined. Report and record number of applicants annually.
2. Review current process for job positions and look at expanding options for advertising through disability employment agencies.	Business Manager General Manager Manager HR	Mid 2020	Job advertisements are advertised with DEA.

Focus Area: Achieve tangible change in attitudes and practice which discriminate against persons with a disability

Actions	Team Responsible	Implementation Timeline	Outcome and Evaluation
<p>1. Develop a Disability and Inclusion Action Plan (DIAP) through a consultation process.</p>	<p>Business Admin Creative All Staff</p>	<p>Drafted Dec 2019 Reviewed by AAV Feb 2020</p> <p>Reviewed by Advisory Group May 2020</p> <p>Implemented June 2020</p> <p>Progress Review Sep 2020</p> <p>Evaluation at end of this plan – 2021</p>	<p>DIAP to be made public, reviewed twice annually by management through consultation with Advisory Group.</p> <p>Publication and consultation complete by Dec 2020.</p> <p>Evaluation complete at conclusion of plan and feedback carried into 2022-23 plan.</p>
<p>2. Embed DIAP principals into office culture. Ensure Access is a standing item on all team meetings and DIAP included in staff induction packs.</p>	<p>General Manager All Staff</p>	<p>Access on fortnightly staff meeting agenda DIAP to be included in staff induction packs once approved</p>	<p>All current and new staff to read DIAP and appropriate training identified to help staff.</p> <p>DIAP included in induction packs. Complete by Dec 2020.</p>
<p>3. Develop ongoing training schedule for all staff – options to include:</p> <ul style="list-style-type: none"> • The Water We Swim in • Open Your Mind • Autism in the Community AMAZE • Deaf Awareness Training 	<p>Business Admin</p>	<p>Deaf Awareness Training completed 2 July 2020 via zoom.</p> <p>All other training to be scheduled early 2021 once venue re-opens.</p>	<p>All staff complete training by Jun 2021.</p>

Focus Area: Achieve tangible change in attitudes and practice which discriminate against persons with a disability

Actions	Team Responsible	Implementation Timeline	Outcome and Evaluation
4. Producer to participate in Arts Access Arts Disability Action Plan Training (ADAPT) Training over 2 days.	Creative	Training completed – Oct 2019	Training completed and knowledge integrated into the writing of this DIAP.
5. Disability Inclusion training for volunteer manager.	Business Admin	Training to be undertaken mid-2021	Training to be completed by Jun 2021.
6. Introduce basic AUSLAN for all staff and optional for casual staff on a fortnightly basis.	Business Admin All Staff	Learning approved by CoM Training commences early 2021 once venue re-opens	Increase of staff awareness of communication with deaf artists/workers. Numbers of those trained recorded and reported.
7. Maintain fortnightly Access Working Group meetings, consisting of a staff member from each team (Administration, Production, Marketing, Creative).	All Staff	Implemented Oct 2018 and ongoing	Continue to maintain fortnightly meetings
8. Video social story developed for website – a video journey to Arts House showing accessible entries, pathways and public transport.	Creative Marketing	Scope project and obtain quotes Jun 2020 Draft video outline by Sep and film Oct – for publishing by Dec Review timelines pending lockdown	Video to be reviewed by a small group of consultants and provide feedback prior to finalised version Nov 2020. Feedback provided by visitor surveys once venue reopens in 2021.

Focus Area: Apply principles of access and inclusion to the creative program

Actions	Team Responsible	Implementation Timeline	Outcome and Evaluation
<p>1. Access Project Consultation led by contractor Will McRostie (Description Victoria) alongside a range of Deaf, disabled and or neurodiverse people for all CultureLAB and projects in development with lead Artists. Recommendations provided 2 weeks after consult, and ongoing discussions with Producers.</p> <p>Consultation aim is to discuss integrated access from start of creative development as well as appropriate access services and target audiences.</p>	<p>Creative Description Victoria Independent Contractors</p>	<p>11 Consults – completed Nov/Dec 2019</p> <p>3 Consults & 1 Artist Workshop – completed Mar/Apr 2020</p> <p>3 Consults – to be completed May 2020</p> <p>15 Consults – to be completed 2021</p>	<p>Increase artists understanding of aesthetic access and services during the development of new work.</p> <p>Feedback sought and review process with service providers by-Dec 2020 to integrate into 2021 consultations.</p> <p>Report on number of consults that have occurred by end of this plan.</p>
<p>2. Project Specific Access Consultants are identified from initial consult process led by Description Victoria, and costed in project budgets or additional funding applied for. Projects aim to target 1 or 2 groups and embed consultation process in development to presentation stage.</p>	<p>Creative</p>	<p>Ongoing – level of consult determined by project budget and Arts House Creative and individual project budget</p>	<p>Continue consults.</p> <p>Report on number of consults that have occurred by end of this plan.</p>

Focus Area: Apply principles of access and inclusion to the creative program

Actions	Team Responsible	Implementation Timeline	Outcome and Evaluation
<p>3. Increase programming opportunities for Disability led projects, curatorial and development avenues in the Creative Program.</p>	<p>Creative</p>	<p>Implement as part of 2021 call outs and artist opportunities</p>	<p>EOI applications to capture metric data indicating if lead artist/s or members of the team self-identify as Deaf, disabled and/or neurodiverse.</p> <p>Direct invitations to Deaf, disabled and neurodiverse artists to participate and/or lead projects. Commit approximately 20% of creative budget to Deaf, disabled and neurodiverse artists in the Program.</p> <p>Report on budget and number of self-identified artists engaged by the end of this plan.</p>
<p>4. Trial festival-wide approach to accessibility and inclusion through BLEED with service providers and consultation, including – the website review and design process, the services provided, the resources developed and speakers involved in BLEED Echo public program.</p>	<p>Creative Description Victoria</p>	<p>Consultation process commenced – April 2020</p> <p>All 8 events in BLEED echo public program include Deaf, disabled and or neurodiverse people</p>	<p>Ensure curated accessible pathways for audiences and Auslan and Captioning service available for public programs.</p> <p>Feedback provided by consults and integrated into website.</p> <p>Access audit on website and secret shoppers provide feedback on experience of events.</p> <p>Evaluation report to provide recommendations for website and events.</p>

Focus Area: Apply principles of access and inclusion to the creative program

Actions	Team Responsible	Implementation Timeline	Outcome and Evaluation
<p>5. Creation of Artist Guide to access and inclusion distributed to all artists in development who undertake the consultation session. Maintain and update.</p>	<p>Creative</p>	<p>Ongoing – created June 2019</p> <p>Consult engaged by Dec 2020</p> <p>Review complete by Feb 2021</p>	<p>Increase artists understanding of aesthetic access and services during the development of new work, research and project examples.</p> <p>Engage a consultant or Advisory Group to review artist guide.</p>
<p>6. Investigate Relaxed Venues research, approach and feasibility. Set-up meetings with consultants to explore this approach from 2021.</p>	<p>Creative Production</p>	<p>Start research Jan 2021. Consult with a range of neurodiverse community members and organisation (AMAZE, A-tistic and Re-framing Autism) to explore relaxed venues options.</p>	<p>Develop strategy to implement change to offer relaxed performances by Jul 2021.</p>
<p>7. Regular discussions with the arts, Deaf, disabled and or neurodiverse sector (local, national and international) to research and consider new approaches to access and inclusion within programming – e.g. Battersea Arts Centre, LGI, Next Wave, Arts Access Victoria, Rawcus</p>	<p>Creative</p>	<p>Ongoing – meetings have occurred quarterly. Mid 2020</p>	<p>Relationships formalised and strengthened with peak bodies such as Arts Access Victoria.</p> <p>Up to 5 meetings per year.</p> <p>All recorded and shared with Arts House team via team meetings.</p>