Multicultural Arts Victoria (MAV)

Equity Planning in Culture (EPiC)
Cultural Diversity Action Plan Training

Context

The following overview forms the preliminary scoping of a proposed project around the facilitation of cultural competencies for the creative arts sector.

Objectives

➢ *Build the capacity of organisations to achieve cultural equity*
➢ *Take a proactive approach to employment, participation, equality and leadership*
➢ *Identify and remove the systemic causes of discrimination*
➢ *Implement a planning framework to move from conversation to action*

A key feature of the program is the provision of training and leadership opportunities for artists and cultural practitioners from cultural diverse backgrounds to engage in the design and delivery of a set of Cultural Equity Action Plan Training modules

Target groups (clients)

This program is designed specifically for leaders and key decision makers within the following groups:

➢ *Arts and Cultural Organisations (Creative Industries)*
➢ *Public Organisations*
➢ *Community groups and agencies*
➢ *Government (local, state and federal)*
➢ *Corporate Organisations*

Product

The training products include content that is relevant for training stakeholder organisations in the creative industries; and can be adapted for application to a broader set of public and private agencies.

The product also provides an evolving training and employment platform for artists and cultural practitioners from cultural diverse backgrounds to learn skills, contribute to the breadth and depth of content and promote the product in a range of creative industries and general contexts.

Modules

Module One (4-hour workshop) - Overview

➢ Definitions of cultural equity
➢ Profile of diversity in Australia
➢ Diversity policy context
➢ Rights and obligations (social contract)
➢ Values and benefits of cultural equity action planning in leadership
➢ Barriers to equity
➢ Strategic planning for cultural equity (including 10 tips for diversifying your arts)

Module Two (3-hour workshop) – Planning Stage 1

➢ Recap on Module One
➢ Key pillars for action (identifying priority areas)
  • *Attitudes*
  • *Inclusion and participation (internal and external)*
➢ Introducing Cultural Protocols Framework
➢ Reflection

Module Three (3-hour workshop – 4-5 weeks later) Planning Stage 2

➢ Recap on Modules One & Two
➢ Key pillars for action (creating actions for your organisation)
  • *Access*
  • *Employment*
➢ Equity Planning Framework for Cultural Organisation
➢ Reflection
➢ Evaluation

Module Four (3-hour workshop: online or in person – after 8 weeks) - Follow-up

➢ Shared progress reports on strategic planning for cultural equity
➢ Building support for this work across stakeholder groups
➢ Reflection
➢ Evaluation

Roll-out

The program invites representatives with key decision-making roles in their respective organisations (up to 20 individuals per intake) to attend. In order to ensure that the framework is adopted at the highest level in the organisation the CEO or equivalent is asked to sign off on the set of workshops.

Ideally, key influencers will attend the workshops. For example; a local government organisation would recommend the following staff attend:

• Manager Arts and Cultural Team
• Community Development Team
• Gallery Director or Senior Curator
• Venue Manager
• Marketing and Communications Manager
• Councillor
• CEO

For example, a small arts company would recommend the following staff attend:

• Artistic Director (or equivalent)
• General Manager (or equivalent)
• Marketing and Communications Manager
• Programmers/Producers
• Board Member/s

The program facilitators include one experienced arts manager/facilitator; one artist/academic; and an assistant to manage the room and technical aspects of delivery.

The program has a key arts and cultural core to the delivery with artists and cultural leaders drawing upon their own experience as part of their presentation.

The modules may be delivered over a number days with weeks between sessions and a set of planning tasks to be undertaken in the interim period.

The program is delivered in conversational style with a set of slides and videos tailored to suit the participating cohort.

From time to time small break-out groups reflect on personal experiences, issues and possibilities within their respective organisation to effect change.

The participants will be invited to network on ideas and for a follow up session to swap notes on the process for action plan implementation.

Additional resources

Additional resources will be made available on a special link on Multicultural Arts Victoria's website. The resources include:
- *Instructional videos*
- *Case study examples*
- *Innovative solutions to effecting change*
- *Readings and references*
- *Relevant policy*

EPiC Model
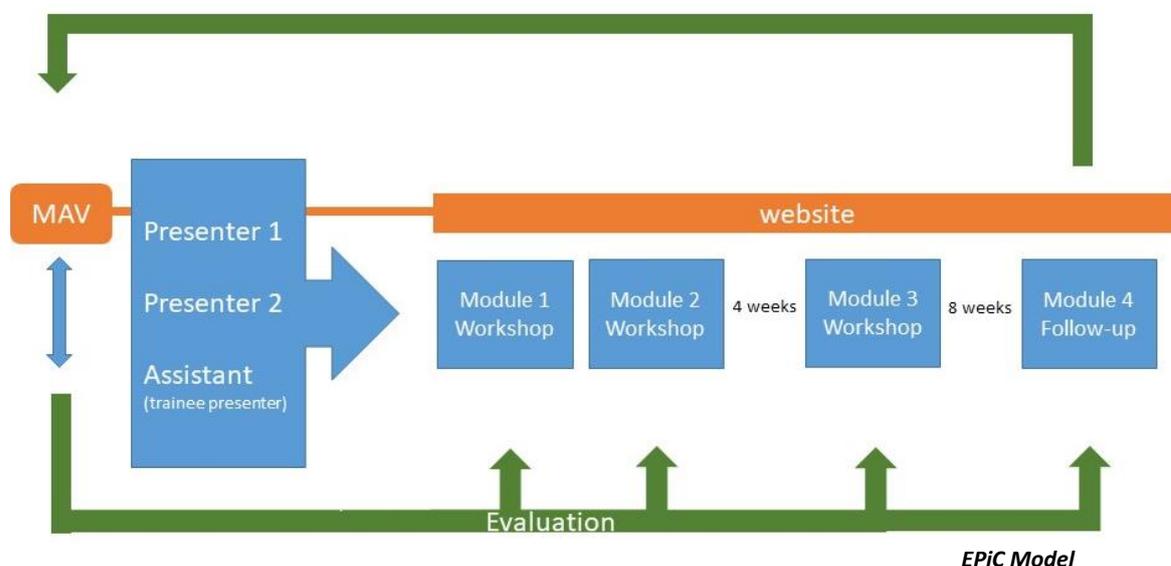
Cost

➢ **Module 1**: Small to medium organisation with < $3M turnover = $5,000 or $250pp
➢ **Modules 1 and 2**: Small to medium organisation with < $3M turnover = $9,000 or $450pp
➢ **Modules 1, 2 and 3**: Small to medium organisation with < $3M turnover = $12,000 or $600pp
➢ **Modules 1, 2, 3 and 4**: Small to medium organisation with < $3M turnover = $15,000 or $750pp

Small organisations may combine to save costs and utilise the opportunity to network.

Facilitators

Experienced Presenters

1. Veronica Pardo (see bio below)
2. Dr. Priya Srinivasen (see bio below)

Assistant

MAV staff/trainee/assistant

Timeline TBD

Date	Action	Group

Evaluation

- Evaluation (Andy Miller)
- Measures against objectives (TBD)

Veronica Pardo is the CEO of Multicultural Arts Victoria, the state's leading organisation on diversity in the arts. She comes to the role after 10 years as Executive Director of Arts Access Victoria, with a focus on cultural participation by people with disability and those experiencing mental health issues. Veronica is an experienced leader who has led an ambitious agenda of social and artistic transformation in the creative industries, working alongside people who have been marginalised through their identity as the 'other'. She has spearheaded campaigns relating to social justice, equity and the inclusion of all people in arts and culture, as audiences and cultural innovators. Veronica has held senior roles in the non-government sector and academia, leading significant research projects aimed at embedding meaningful and lasting change, towards equality. Veronica is an experienced trainer, with a Master of Arts in Education. She is a first generation migrant born in Uruguay, South America.

Dr. Priya Srinivasan is an independent artist/choreographer/writer who lives and works in the lands of the Wurundjeri and Boonwurrung people in Narrm/Melbourne combining theory and practice to work towards social justice issues through art. Her performances prioritize feminist decolonization processes making visible minority women's histories. Her experimental postcolonial work rooted in South Asian classical dance practice has been presented in major festivals and venues internationally. Her intercultural collaborative work with First Nations artists "Churning Waters" toured India for Australia Fest. She has curated and choreographed several projects in partnership with Hermitage Museum Amsterdam, Berlin Wall Memorial, Rockbund Art Museum Shanghai, Creative Victoria, DFAT, Australian High Commission, MAV, Bunjl Place and Dancehouse. She is Co-Director of the South Asian Arts Pathways Program and co-Artistic director of Sangam: Performing Arts Festival of South Asia and Diaspora, enabling a single platform for classical, contemporary and experimental forms in partnership with MAV and supported by Creative Victoria. She has a Phd in Performance Studies from Northwestern University, obtained tenure and worked as an Associate Professor at University of California, Riverside, Visiting Professor at Leiden University, Netherlands and at the Alfred Deakin Institute in Melbourne. She is also the award winning author of Sweating Saris: Indian Dance as Transnational Labour.