

Australian Centre for
Contemporary Art
ACCA Equity Action
Plan 2020–2022

ACCA acknowledges the Wurundjeri people of the Kulin Nation as sovereign custodians of the land on which we work and welcome visitors, who have cared for Country and culture over millennia, and continue to do so. We extend our respect to ancestors and Elders past, present and emerging, and to all First Nations people.

ACCA EQUITY ACTION PLAN 2020–22

Doing Art Differently – Consult, learn, action, embed, adapt and model

Introduction

ACCA's long-term commitment to access, diversity and inclusion is supported, amplified and formally outlined in this Equity Action Plan. This Plan aligns with the aims of ACCA's *Strategic Plan 2020-24*, as well as ACCA's priority to work collectively to embrace and promote access, inclusion and diversity initiatives across the organisation.

ACCA gratefully acknowledges Creative Victoria for providing the opportunity to develop this Plan through Diversity Arts Australia's 'Fair Play' program – a two-year equity and inclusion capacity building program that seeks to address barriers to participation by underrepresented groups in Victoria's creative industries and aims to make transformative change at individual, institutional and structural levels. Focusing on practices, policies and procedures that contribute to both the internal culture and external focus of organisations, a key goal of the Fair Play program is:

To address the root causes that lead to inequities and exclusion, and to empower individuals and organisations with the knowledge, resources and support to advance equity and inclusion.

Vision

Doing art differently – to challenge, connect and resonate – ACCA plays an inspirational and critical role investing in our artistic and wider communities, leading the cultural conversation and setting the agenda for contemporary art.

ACCA is the go-to place to engage with art now. It is a platform for artists to make new, risk-taking and experimental work that challenges our thinking, encourages new perspectives, and resonates and connects with our communities. It is a centre for the exchange of ideas, to reflect and inspire positive change in people and communities.

This Equity Action Plan is designed to proactively embed the ideals of equity and access within this ambition and is closely aligned with ACCA's *Strategic Plan 2020-24*. It seeks to embrace and promote access, inclusion and diversity initiatives across our artistic program, community engagement, staffing, policy and operations, as well as audience engagement strategies.

Values

ACCA is committed to:

- Working with diverse artists and creating exhibitions that are inclusive and accessible; in which audiences feel safe and empowered to engage with important art and ideas of our time
- Building on its record of leading the cultural conversation through public and education programs that encourage community engagement, debate, meaningful participation, cultural belonging and exchange
- Recognising ACCA's role not only as a centre for our own activities but equally as a platform for artists, audiences, colleagues and collaborators
- Being inclusive, open and welcoming, to connecting artists and audiences, and to conducting our business with professionalism, integrity and generosity
- Pursuing excellence and best practice across all facets of our organisation:
 - from our core business of commissioning contemporary artists and exhibition-making, to industry collaboration, community engagement and participation
 - staff development and wellbeing
 - governance and financial sustainability
 - and reflecting the diversity of the people we work with as we implement our policies and programs

Our Equity Action Plan recognises the significance of the people who contribute to all levels of our organisation, and

to everything that we do, from our board and staff to our artists and collaborators, volunteers and visitors. It identifies the importance of supporting our team to thrive, the role of professional development and mentorship, and the significant benefits these opportunities bring not only to the wider visual arts sector but also to the community at large.

The Plan also acknowledges the difference between offering access – whether to ACCA’s physical or expanded, digital space – and ensuring inclusion so that everyone feels welcome to enter and engage, participate and belong.

GUIDING PRINCIPLES

This Plan has been informed by four Guiding Principles that expand on ACCA's values, and ensure impacts are seen across the organisation:

- **Access | Identifying and removing physical and perceived barriers across ACCA building, programming and digital spaces**

This Plan also acknowledges the difference between offering access – whether to ACCA's physical or expanded, digital space – and ensuring inclusion so that everyone feels welcome to enter and to engage. We are committed to actively working to remove barriers to access for our audiences and promote a workplace that values and respects diversity and in which all staff can be supported to thrive. Promoting diverse perspectives, ensuring free, open and accessible programs for all audiences, and embedding culturally diverse practitioners and communities in our organisation and programs, are key priorities for ACCA.

- **Leadership | Demonstrating best practice through transparent processes, programs and opportunities for employment and training**

This Plan recognises the significance of the people who contribute to all levels of our organisation, and to everything that we do, from our board and staff to our artists and collaborators, volunteers and visitors. It identifies the importance of supporting our team to thrive, the role of professional development and mentorship, and the significant benefits these opportunities bring not only to the wider visual arts sector but also to the community at large.

- **Engagement | Ensuring equity and inclusion throughout programming of exhibitions, education, public programs, activities and audience engagement initiatives**

ACCA is committed to building on its record of leading the cultural conversation through artistic, public and education programs that encourage community engagement as well as engaging debate and challenging ideas. ACCA recognises its role not only as a centre for our own activities but equally as a platform for the voices of curators, artists, audiences, colleagues and collaborators, and as a place of meaningful participation, cultural belonging and exchange.

- **Embedding and Evaluating | Developing policy, models and processes, as well as frameworks for reporting, feedback and change**

This Plan acknowledges the importance of developing clear organisational structures and frameworks through which equity, access and inclusion initiatives may be embedded and continually prioritised throughout all of ACCA's activities now and into the future. ACCA also recognises the need for such policies, models and processes to be continually discussed, reflected upon, analysed and re-assessed in order that they may evolve, improve and strengthen overtime.

This Plan has also been informed by ACCA's overarching operational values of being challenging and inspiring; inclusive, open and welcoming; conducting our business with professionalism, integrity and generosity; and engaging in all operations in a collegiate and critical manner.

OUTCOMES | SHORT-TERM & LONG-TERM GOALS

The six focused Outcomes below have been collectively identified by the ACCA team through the Fair Play Program and provide clear direction for the Equity Action Plan, as each detailed Action contributes to the broader Outcome:

1. Advancing First Nations practice

ACCA is committed to investing in and advancing First Nations art and cultural practices, and supporting First Nations people at all levels of the organisation and programming. ACCA seeks to constantly improve on cultural awareness and cultural competence to ensure cultural safety for all First Nations people engaging with the organisation and our activities.

ACCA recognises that Aboriginal and Torres Strait Islander people are the first and rightful sovereign custodians of the Australian continent, with laws, customs and cultural practices which have continued for millennia.

We recognise First Nations sovereignty, custodianship and inherent connection to the land and Country, and support the idea that – as expressed in the *Uluru Statement from the Heart* – this ancient sovereignty ‘can shine through as a fuller expression of Australia’s nationhood’.

ACCA acknowledges the Wurundjeri people of the Kulin Nations as the sovereign custodians of the land on which ACCA is located and welcomes visitors.

2. Ongoing and reciprocal relationships

ACCA is aware of the importance of respectful engagement, allyship and inclusion in order to ensure authentic representation and consultation across all areas – to never assume barriers and avoid making decisions on behalf of people. ACCA seeks to ensure that all aspects of the organisation reflect a commitment to create a welcoming environment with greater cultural diversity and inclusion, anchored by meaningful consultation and self-determination. In particular and based on the Fair Play audit results, ACCA seeks to focus on developing relationships with CALD communities from 2020-2022 and to working together to ensure that language is accessible and diverse engagement prioritised.

3. An accessible and inclusive building

ACCA understands the importance of our iconic architecture and our physical site at the heart of the Melbourne Arts Precinct, and we are committed to enhancing the accessibility of our building, facilities and developments in the precinct, as well as addressing barriers and expanding the reach and capacity to encourage broad participation in programming within and beyond the walls.

4. A culturally safe environment where all visitors are welcomed and respected

ACCA seeks to better reflect and support the needs and interests of the diverse practitioners, communities and perspectives that contribute to our organisation, programming and audiences by promoting principles of equity and inclusion throughout our activities. In particular and based on the Fair

Play audit results, ACCA seeks to focus on developing ways to welcome CALD communities from 2020-22.

5. A respectful and inclusive workplace which reflects our diverse communities

ACCA seeks to embed principles of respect, access, inclusion and equity in our policies and processes; create safe, rewarding and enriching workplaces; improve recruitment and retention; and support professional development and mentorship pathways in order that our team feels supported to thrive.

6. A framework for collecting, analysing and acting on feedback

ACCA has committed to developing an impact evaluation framework to measure the success of our goals and ensure that we continue to consult and collect feedback, analyse and learn from these conversations, and adapt and embed improvements, so that our actions remain relevant to current issues concerning access, equity and inclusion and so that ACCA may also model best practice. This evaluation framework will be applied across a range of areas to measure impact.

RESOURCES

Legislation, Reviews and key documents

Australian Human Rights Commission Act 1986

Age Discrimination Act 2004

Racial Discrimination Act 1975

Fair Work Act 2009

Sex Discrimination Act 1984

Federal Disability Discrimination Act 1992 (D.D.A)

United Nations Convention of the Rights of Persons with Disabilities (CRPD)

The Disability Inclusion Act 2014 and the Disability Inclusion Regulation 2014

Disability (Access to Premises – Buildings) Standards, 2010

National Arts & Disability Strategy, 2009

[Creative Victoria's First Peoples Action Plan for the Creative Industries](#)

[DHHS Aboriginal and Torres Strait Islander Cultural Safety Framework Part 1](#)

[DHHS Aboriginal and Torres Strait Islander Cultural Safety Framework Part 2](#)

[Australia Council's Protocols For Using First Nations Cultural And Intellectual Property In The Arts](#)

Wurundjeri Woi Wurrung Cultural Heritage Education Training

<https://www.wurundjeri.com.au/>

Reconciliation and Beyond Training

<http://www.boonwurrung.org/>

Access and Disability Action Plan Training

www.visionaustralia.org/services

Websites

<http://diversityarts.org.au/project/fair-play/>

<https://artsaccess.com.au/our-vision-mission-and-values/>

<http://diversityarts.org.au/app/uploads/Shifting-the-Balance-DARTS-small.pdf>

<https://www.multiculturalarts.com.au/>

<https://www.statedisabilityplan.vic.gov.au/>

<https://www.statedisabilityplan.vic.gov.au/victorian-autism-plan>

https://visualarts.net.au/media/uploads/files/Clear_Expectations_Guidelines_FA_Digital.pdf

<https://creative.vic.gov.au/major-initiatives/firstpeoples>

<https://creative.vic.gov.au/resources/Respectful-Workplaces>

[Australian Centre for Contemporary Art Equity Action Plan](#)