

# Accessible Arts

Equity and excellence in arts, culture and disability



# 2022

# Annual Report



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We acknowledge the traditional owners of the land on which we work across NSW and pay our respects to Elders past, present and emerging.



We acknowledge the support of our principal funder the NSW Government through Create NSW.



## Chairperson's Message

Optimism is a key attribute to the success of Accessible Arts!

Against the odds, the organisation has thrived and consolidated its activities, particularly with strong creative partnerships with Create NSW, Art Gallery of New South Wales, Museum of Contemporary Art Australia, Sydney Festival, University of Technology Sydney, Sydney Opera House, Bundanon Trust and Bell Shakespeare.

As you would expect there have been changes in the broader Arts world, a consolidation and recovery from a post-COVID era, and a revamp of NDIS. This naturally resulted in Accessible Arts having to be flexible and at the same time maintaining strategic goals to provide services to the disability and arts communities.

May I again congratulate our small team for their energy, creativity, passion and commitment during another challenging year. Liz Martin has exhibited outstanding leadership under difficult circumstances and she is to be congratulated for her visionary approach.

As an organisation, we have developed mechanisms to attract philanthropic support and this is an ongoing challenge and task.

May I again close and thank you for your support, guidance and encouragement to Accessible Arts.

We are indeed fortunate to have a diverse and hardworking Board who have provided a disciplined strategic approach, with the best interests of Accessible Arts in mind.

My sincere appreciation to my Board colleagues and to Liz Martin and her dedicated team.

**Andrew Buchanan**  
Chairperson



## CEO's Message

2022 was certainly a dynamic year and I would like to thank all of the individuals and organisations who supported our great work. I'm so proud of the collaborative work we achieve and the lasting change our programs contribute towards.

We delivered eight successful internships for under-represented arts workers through the inaugural Disability and Culturally Diverse Internship, with thanks to our valued partners: Diversity Arts Australia, Lismore Regional Gallery, Art Gallery of NSW, Shopfront Arts, APRA AMCOS, Scree Australia, Story Factory, Museum of Australian Democracy and the National Portrait Gallery.

The second cohort of our Front and Centre Arts Leadership program for Women completed a 10-month program designed to increase representation in leadership positions, in partnership with Albany Lane Consulting.

Five Next Level Creative Mentorships were completed with thanks to our partners Musica Viva, Sydney Theatre Company, Darlinghurst Theatre Company, Northern Rivers Performing Arts and PACT.

Our consultancy services played a significant role in educating and upskilling industry in supporting people with disability to participate equitably as artists, audiences and visitors. In 2022, these services included comprehensive Disability Inclusion Action Plans for Art Gallery of NSW, Queer Screen, Georges River Council, the National Portrait Gallery and Gosford Regional Gallery.

Our expert advisors also completed Walk and Talks for Monkey Baa Theatre Company, Blacktown Arts, the Maritime Museum, the Sculpture Garden, the National Portrait Gallery, UnContained Festival Georges River Council, Newtheatricals, Gosford Regional Gallery and the Art Gallery of NSW.

The 2022 event series was extremely successful, proving to provide connection, support and stability through initiatives including our Advance Your Career series and our quarterly industry panels. We partnered with organisation including Bundanon Trust, Arts Access Victoria, APRA AMCOS and Vivid Ideas and expanded to new areas such as co-producing live comedy and developing a National Songwriting Program.

It is through our valued donors, supporters, partners and allies that we are able to advance the intersection of arts, culture and disability in NSW. Thank you.

**Liz Martin**  
CEO



# About Us

Accessible Arts is NSW's peak organisation for arts, culture and disability.

## Our Mission

We advance the rights of, and opportunities for, people with disability and/or who are Deaf to develop and sustain professional careers in the arts and have equitable access to arts and culture across NSW.

## Our Vision

Equity and excellence in arts, culture and disability.



## Our Values

Equity



Excellence



Diversity



Creativity



Partnership



## Our Stakeholders



### People

- Arts practitioners with disability
- Audiences with disability
- Families and friends of people with disability



### Arts & Culture

- Arts companies
- Cultural organisations and venues
- Festival and event producers



### Disability

- Disability organisations
- NDIS
- Carers and support workers



### Government

- NSW Government
- Local Governments
- Government agencies and policymakers



### Education

- Universities
- Vocational and training organisations
- Researchers

## Our Programs & Services



### Career Advancement

- Development and Production Initiatives
- Internships/Mentorships
- Artist Residencies
- Professional Development Workshops
- Leadership Development Programs
- Industry Advocacy
- Online and In-Person Networking Events
- Advisory services



### Audience Development

- Industry Engagement
- Industry Education
- Industry Advocacy
- Training Workshops
- Consulting Services
- Stakeholder Sector Engagement
- Sector Program Evaluation
- Sector Program Innovation



### Community Engagement

- Arts Activated Conference
- Artist Q&As
- Community Education
- Community Liaison
- Community representation (In Cross Government Forums)
- Stakeholder Consultation
- Online and In-Person Networking Events
- Media and Comms

# Our Team

## Management

Liz Martin	CEO
Marika Perrow	Arts Development Manager
Rachel Musgrove	Marketing & Communications Manager
Daniel Jaramillo	Office Administrator
Dale Hollingsworth	Financial Consultant
Nat Thomas	Training & Project Coordinator (Jan - Oct)
Michelle Tear	Training & Project Coordinator (Nov - Dec)
Anthea Williams	Project Manager ArtScreen (Jan - June)
Robyn Reynolds	Project Manager ArtScreen (July- Dec)
Eugenie Lee	Project Manager - CALD Internships

## Board

Andrew Buchanan	Chairperson
Kate Lidbetter	Secretary
	Co-Deputy Chairperson
Jaci Armstrong	Co-Deputy Chairperson
Hasan Godhrawala	Treasurer
Michael Dagistino	Director
Alex Jones	Director
David Kay	Director
Emily Dash	Director

## Trainers

Morwenna Collett, Bec Hogan, Eugenie Lee, Bedelia Lowrenčev, Carly Marchment Supple, Bridie McKim, Fiona McMurphy, Amy Claire Mills, Rhiannon Pegler, Kerri Shying, Madeliene Stewart, Michelle Tear, Nat Thomas and Anthea Williams.

## Advisors

Al Azmi, Antoinette Barbouttis, Shawnah Cady, Faye Chamberlain, Glen Churchmouse, Shelley Clarke, Marion Conrow, Alex Craig, Emily Dash, Hannah Diviney, Robert Duffield, Athena Goard, Dan Graham, Casey Grey, Gum Gao, Ben Harris, Casey Heffernan, Lindy Hou, Maree Jenner, Christine Johnson, Jessica Kenjun Xu, Liz Lea, Danielle Maas, Madeleine Lidbetter, Randa Magdi, Sigrid MacDonald, Kate Matairavula, Aaron Aryadharma Matheson, Rebecca McCormack, Cobie Moore, Laura Osweiler, Fi Peel, Roseann Papalimperis, Marisa Pasicznik Ross, Gillian Pollack, Rebecca Scrioli, Aleya Silva, Natasha Stawyskyi, Stephanie Sullivan, Shona Thomas, M (Sunny) Sunflower, Sara Twigg-Patterson, Sally Waterford, Jeff Wood and Bianca Willoughby.

# Key Stats 2022

**155**

individual arts practitioners with disability employed, supported or mentored



**2143**

event participants



**22**

events produced or supported



**46**

arts organisations provided with consulting services



**27.7K**

website visitors



**46**

training sessions delivered



**17.5K**

social media followers



**740**

training participants



**283K**

social media reach



**3.8**

Accessible Arts Staff (Full-time equivalent)



# Career Advancement

## **Artist Residencies**

We partnered with Bundanon Trust to support 10 visual artists, writers and musicians with week-long residencies. The Bundanon Artist-in-Residence program is the largest of its kind in Australia, making it highly sought after by artists nationally. We also partnered with Sydney Olympic Park Authority to provide a 4-week residency for an artist with disability.

## **Front and Centre Women's Leadership Program**

This 10-month professional development and career coaching program for women with disability working in the arts and cultural sector was extended to support people from New South Wales, the ACT and Victoria. Twelve talented participants were provided specialised industry training and valuable networking opportunities. This program has been designed to address the lack of representation for women with disability in arts leadership roles.

## **ArtScreen 2022**

This innovative video art project enabled two artists to develop new works which explored the idea of creative access. The artworks were screened at the MCA with captioning, Auslan interpretation and audio description. ArtScreen broadens engagement with the distinctive insights and skills of artists with disability through unique and compelling works which make an important contribution to the diversity of cultural expression.

## **Next Level Creative Mentorships**

Five talented artists received valuable one-to-one support with leading arts organisations to help take their project ideas to the Next Level. We partnered with Riverside Theatre Parramatta, Sydney Theatre Company, Northern Rivers Performing Arts, Darlinghurst Theatre Company and PACT to deliver this innovative program.

## **Disability and Culturally Diverse Internship Program**

Eight people with disability who also identify as culturally and linguistically diverse completed internships at leading arts organisations across NSW and the ACT. We partnered with Diversity Arts Australia and the Art Gallery of NSW, Lismore Regional Gallery, Screen Australia, APRA AMCOS, Shopfront Arts, Story Factory, the Museum of Australian Democracy and the National Portrait Gallery.

## **Createability**

We partnered with Create NSW to support Createability, an internship program designed to upskill screen practitioners with disability and provide support to develop strong career pathways.

## **National Songwriting Program**

We led a nationwide EOI campaign for musicians with disability or who are d/Deaf to design the a national songwriting program, run in partnership with Arts Access Victoria and APRA AMCOS.

# Audience Development

In 2022, we continued to provide accessible online events and services while also returning to some much-anticipated live events. We were acutely aware of the need to facilitate continued connection with audiences as best we could, especially those in remote areas across NSW. Our online training and events proved extremely valuable and we have responded to audience demand though continuing to provide the majority of our programs and services online in order to facilitate increased access.

## Access Ideas and Insights - Quarterly Panel Discussions

We developed an Access Ideas and Insights panel discussion series (previously known as ATAGs) and presented four insightful events, partnering with diverse organisations and artists to share ideas, learnings and expertise. These included:

- Access Ideas and Insights: Performing Arts - exploring access and institutional change
- UK Perspectives on Art and Disability - an international exchange exploring access, representation and opportunities for artists and audiences with disability
- Access Ideas and Insights: Film Industry - discussing Back to Back Theatre Company's provocative film debut in partnership with the Sydney Film Festival
- Innovations in Creative Access - artists showcase their successes of 2022 in a conversation about innovating accessibility for artists and audiences

## Accessible Comedy Event

We co-produced an inclusive and accessible comedy show as part of Vivid Ideas 2022. Showcasing some of Australia's funniest comedians with disability or chronic illness, this unique comedy event offered hilarious insights into disability, providing a comfortable space to laugh, educate and advocate for access. The show then toured to Wollongong.



## ArtScreen Artist Q&A

We presented a Q&A at the Museum of Contemporary Art with ArtScreen artists Dani Pearce and Demon Derriere. This insightful session enabled the artists to extend their creative impact, developing and deepening audience engagement with, and appreciation of, unique and compelling works exploring concepts around creative digital accessibility.

# Community Engagement

Providing opportunities to share information and ideas that will help advance arts and disability in NSW remained a key focus for Accessible Arts in 2022. We conducted an extensive, confidential Sector Consultation Survey in order to gain insights to help us best support the arts and cultural sector. Our commitment to supporting the creativity and careers of arts practitioners with disability comprised both online and in-person events. Highlights included:

## **In Conversation: The Accessible Writer**

This in-person discussion panel explored the reality and pathways for writers with disability or who are d/Deaf, presented as part of the Sydney Writers' Festival.

## **In-Conversation: Access All Areas**

This online and uncensored conversation with professional comedians with disability discussed the hilarious intersection of life, disability and chronic illness.

## **Artists Rights Workshop**

Together with Arts Law, we explored artists' rights and explained how artists can protect their work, discussing where and how artists can seek help with regards to their rights.

## **Know Your Worth**

This online webinar outlined the minimum standards for artist fees and wages from the National Association for the Visual Arts (NAVA) Code of Practice and provided guidance on how to set up an ABN and generate invoices as a professional artist.

## **Small Business Fundamentals**

This free workshop led by expert trainers from Settlement Services International facilitated valuable connections and explored effective business partnerships.

## **Bundanon Residency Information Session**

This online information session provided details about the residency program and the application process, outlining how to prepare a strong application and what people can expect from this opportunity.



# Testimonials

## Career Advancement

It was so amazing to have my own studio and the beautiful quiet space surrounded by nature was so inspiring! Thank you so much for this wonderful opportunity!

*Emma Price, Bundanon Resident Artist*

'There is something really special that happens when you interact with someone. I've been watching actors rehearse and watching stage design and watching directors' work. I'm watching the mechanics of the company and production - being in contact with the work being made in this way and being around creation helps creation. That, and having the mental space to work on the concept in depth. This is such a gift because this is something that I don't usually have access to.'

*Hanna Cormick, Next Level Creative Mentorship Participant*

## Audience Development

"Thank you so much for such a fabulous and hilarious session. It was such a hit and the audience obviously enjoyed it thoroughly! Thanks so much for being part of Vivid Ideas and bringing such great content to the program."

*Kate Williams, Producer, Vivid Ideas*

"It is absolutely imperative to provide a platform like this for artists/filmmakers like me. A platform in which the work is not only acknowledged but also given context alongside the artists voice."

*2022 ArtScreen Artist Dani Pearce (referencing the Artist Q&A)*

## Training Services

"Please keep these workshops running so more people can learn and understand how to make events more accessible. It is important to highlight that accessibility is achievable."

"Filled with practical advice and instruction, this workshop is great for anyone who needs an entry-level introduction to online accessibility. Strongly recommend all digital marketers participate!"

"Thank you for sharing and providing such a valuable space for us to learn and grow."

"Thanks so much. I found it really insightful, and it will assist me in being better at accommodating and support people with disability."

## **Image descriptions and credits:**

Cover: Artist Luke Abdallah painting using a mop brush on a large canvas during his Bundanon residency; a group photo from the 2022 Front and Centre Graduation (photo by Dieter Knierim); comedian Jamal Abdul performing at Vivid Ideas.

Page 2: A photo from the Walk and Talk Tour for the Un[contained] Festival in Kogarah run by Georges River Council. Six people stand inside an art installation made of LED lights on a street surrounded by buildings.

Page 3: Headshot of Accessible Arts Chairperson, Andrew Buchanan.

Page 4: Headshot of Accessible Arts CEO, Liz Martin.

Page 5: Musician Breanna Jones playing music during her Bundanon residency, group photo of comedians from Vivid Ideas event featuring John Robles, Lily Starr, Bec Charlwood, Madeleine Stewart, Jamal Abdul and Robyn Reynolds; support worker Zac Fenn hangs artworks created during the 2022 Bundanon residency.

Page 8: Photo taken from the back of a full auditorium at the ArtScreen 2022 Q&A. Photo by Dieter Knierim.

Page 10: Madeleine Stewart performing to a crowd; group photo from 2022 ArtScreen Artist Q&A featuring selected artists Dani Pearce and Demon Derriere alongside project producers; close up of John Robles performing comedy. All photos by Dieter Knierim.

Page 11: Library Siesta musicians playing during the 2022 Bundanon residency; group photo of graduates from the 2022 Disability and Culturally Diverse Internship Program at an exhibition at the Art Gallery of NSW; a large audience watching a screening of ArtScreen 2022 artworks.



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