



Accessible Arts NSW

Strategic Plan

2025 – 2028





Accessible Arts acknowledges Aboriginal and Torres Strait Islander peoples as the First Peoples of Australia. We pay our respect to Elders past, present and future as the Traditional Custodians of the lands where we work and create.

We acknowledge the important role that art and storytelling has played on these lands for thousands of years and recognise the creative practice of the oldest continuing culture in the world, recognising their immense contributions to the arts and cultural landscape. This acknowledgement serves as a reminder of our ongoing responsibility to promote reconciliation, celebrate diversity, and to work towards a future of mutual respect, understanding and shared opportunities.

We look forward to continuously building meaningful contribution towards a new future for all First Nations Peoples.

Proudly disability-led, Accessible Arts is the peak arts & disability organisation in NSW.

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

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Executive Summary

Accessible Arts is the peak arts and disability organisation in NSW, with nearly four decades of experience advancing the rights of people with disability or who are d/Deaf in the arts. Since its inception, Accessible Arts has worked to ensure that the arts and culture sector is inclusive, equitable and accessible for everyone. Our core mission is to empower people with disability to develop sustainable careers as artists, arts workers, and audiences. Over the next four years, we aim to expand our impact by delivering innovative state-wide programs, strengthening partnerships, and further advancing sector-wide change to ensure greater accessibility and representation in the NSW arts and cultural ecology.

Accessible Arts is committed to driving sector development, career advancement and best practice leadership in accessibility. Our strategic initiatives will include a wide range of programs such as mentorships, artist residencies, professional development, industry education and advocacy. By fostering partnerships with arts organisations, government agencies and tertiary institutions, we will help NSW arts and cultural organisations better engage people with disability through training, consultancy and access audits. We will also continue to develop and lead programs that provide much-needed pathways for professional growth, career progression and leadership for artists with disability. This will include expanding our disability-led training offerings, hosting multi-scale forums and facilitating

networking events to ensure that the arts sector is equipped to engage people with disability in a meaningful and inclusive way.

One of the primary issues Accessible Arts addresses is the significant underrepresentation of people with disability in the arts sector. While people with disability or who are d/Deaf make up 21.4% of the Australian population¹, they only account for 9% of professional artists² and earn, on average, 42% less than their non-disabled peers³. In response, Accessible Arts is committed to influencing industry and government to create more accessible arts programming, services and policies. Through advocacy, collaboration and education, we seek to reduce the financial and structural barriers that limit opportunities for people with disability, while fostering a more vibrant, diverse and inclusive arts community in NSW.

Our strategic focus for 2025-2028 is to **advance the visibility and representation of artists with disability or who are d/Deaf while promoting inclusive practices across the sector**. This will include the continued development of key programs such as the *Ripple Internship Program* for artists with disability from culturally and linguistically diverse backgrounds, and *Next Level Creative Mentorships*, which provide career development opportunities for artists with disability across a range of creative disciplines. Accessible Arts will also prioritise

1 [*Disability, Ageing and Carers, Australia: Summary of Findings, 2022*](#)

2 [*Disability, Ageing and Carers, Australia: Summary of Findings, 2022*](#)

3 Throsby D & Petetskaya K 2017, [*Making Art Work: An Economic Study of Professional Artists in Australia*](#), Australia Council for the Arts.

initiatives that engage regional and Western Sydney communities, ensuring that people with disability have access to opportunities, no matter where they live. By partnering with major arts organisations like Bundanon Trust, Art Gallery of NSW, and Sydney Opera House, we will increase the reach and impact of our programs and further build the capacity of arts organisations to meaningfully engage with people with disability.

A critical component of Accessible Arts' work is **ensuring access to our programs and services**. Access costs for delivering programs have increased significantly in recent years. For example, the cost of providing the *Access Ideas and Insights* hybrid event series, which has reached over 2,600 attendees, has risen dramatically, from \$5,000 in 2020 to an estimated \$40,000 in 2024. Similarly, the broader access costs for our programs have grown from \$33,309 in 2020 to \$100,236 in 2024—an increase of 300%. Providing access is essential to ensuring that our programs are open to everyone, but these rising costs present a significant financial challenge. While we have absorbed these costs in the past, the ongoing financial strain makes it increasingly difficult to continue providing pivotal high-quality accessible services without additional funding.

To address our financial challenges, Accessible Arts is seeking an increase in core funding from Create NSW. Our current core funding of \$270,000 per year has remained unchanged since 2015, despite rising operational costs and increased demand for our services. If adjusted for inflation, this funding would be approximately \$350,000 by 2025. Without

an increase in core funding, Accessible Arts risks being unable to meet the growing demand for inclusive programs, support services and capacity-building initiatives. A funding increase of \$280,000 to \$551,000 annually would allow Accessible Arts to meet sector demand, upscale its operations, deliver more impactful programs and continue providing vital services to people with disability across the state.

In addition to the requested increase in core funding, Accessible Arts will pursue opportunities to diversify its revenue streams. We will expand our fee-for-service and training offerings, leveraging our expertise to generate additional income. This will include launching new programs and increasing our entrepreneurial efforts to support artists and arts workers with disability. We will also seek additional project funding from federal and local governments to support our growing internship and mentorship programs, ensuring that artists with disability have access to meaningful career pathways. Furthermore, we will continue to partner with arts organisations across the state to reduce costs and maximise reach, including collaborations with organisations such as Merrigong Theatre Company, Diversity Arts Australia and the Bundanon Trust Residency Program.

Accessible Arts is also focused on building financial reserves to ensure the long-term sustainability of the organisation. By increasing our financial stability, we can continue to support the growing number of artists with disability, deliver high-quality programs and expand our reach across the state. To this end, we are committed to increasing and diversifying our philanthropic

funding through sponsorships, foundations and donations. In doing so, we aim to create a sustainable funding model that ensures our continued success and ability to meet the demonstrated needs of our community.

Over the next four years, Accessible Arts will continue to provide critical support to over 1,480 artists with disability through employment, mentoring and professional development opportunities. We will deliver 20 Bundanon Residencies, 40 Createability Internships and 20 Next Level Creative Mentorships, as well as expand our Ripple Internship Program to support paid internships for culturally and linguistically diverse individuals with disability.

Additionally, we will offer new disability-led training workshops, host 16 Access Ideas and Insights hybrid events, and develop new resources to help arts organisations better engage with people with disability. These programs will significantly expand opportunities for people with disability in the arts, while helping to build a more inclusive and diverse arts community in NSW.

Accessible Arts will also continue to foster **authentic leadership** in the arts and cultural sector. We are a proudly **disability-led organisation**, with a leadership team and board majority composed of people with disability. To ensure that our work remains relevant and responsive to the needs of the community, we will regularly consult with artists with disability and key stakeholders to gather feedback and review our programs. This commitment to continuous improvement will ensure that we maintain high standards of accessibility and inclusion in all of our initiatives.

Accessible Arts is proud to be part of a newly formed **national consortium**, selected as Creative Australia's National Disability Arts Services Delivery Partner for the next four years. This collaboration ensures that the voices of NSW audiences, artists, and arts workers are heard, while advancing greater accessibility within the Australian arts sector. Accessible Arts has partnered with Arts Access (VIC), Access2Arts (SA), Access Arts (QLD), Incite Arts (NT), Arts Access (NT), and DADAA Ltd (WA) to drive collective action and strengthen accessibility and inclusivity within Australia's arts and cultural landscape. As Creative Australia's National Disability Arts Services Delivery Partner, we are committed to fostering a more inclusive and equitable arts and cultural environment for all Australians.

In summary, the next four years represent a critical period for Accessible Arts as we work to address the financial and structural barriers that continue to limit opportunities for people with disability in the arts. With an increase in core funding, we will expand our programs, build stronger partnerships, and ensure that artists with disability have access to the resources and opportunities they need to thrive. We are confident that, with the support of the NSW Government, we can continue to lead the way in creating a more inclusive, accessible and diverse arts sector that reflects the rich diversity of our state.

Our Mission

We advance the rights of, and opportunities for, people with disability or who are d/Deaf to develop and sustain professional careers in the arts and have equitable access to arts and culture across NSW through a multitude of disability-led programs, services and partnerships.

Our Vision

Equity and excellence in arts, culture and disability.

Our Values

Equity, Excellence, Diversity, Creativity and Partnership.



Our Values in Action

Equity

Human rights are not just about equality or treating everyone the same. Human rights are also about equity, which allows for beneficial treatment for some people so they can enjoy their human rights equally with others. This is an important principle of social justice and is the foundation of our strategic approach. Many people with disability do not receive the same access to opportunities, experiences, services and facilities across NSW's arts and cultural sector. Everything we do is about shifting that balance in favour of fairness.

Excellence

While we acknowledge and celebrate the therapeutic value of creative pursuits for many people with disability, our primary focus as an organisation is on professional arts practice. This involves empowering arts practitioners with disability to strive for excellence within commercial creative industries and encouraging commercial creative industries to strive for excellence in relation to access for audiences with disability. We also acknowledge that in relation to creative practice, excellence can be a subjective measure and so we seek to enable diverse creative visions in all kinds of professional contexts.

Diversity

Diversity is a defining feature of both the arts and disability and so we value and celebrate the diverse talent, skill, creativity, ability, identity and life experience of people with disability. We work to enable as many people as possible to participate in NSW's creative industries and cultural activities.

Creativity

Original ideas, new perspectives and innovative approaches are intrinsic to advancing arts and culture. We recognise that creativity and imagination come in many different forms and can serve many different purposes, and so we work to provide as many opportunities as possible for the creativity of our community members to shine.

Partnership

To achieve lasting and transformational change, we work in partnership with a range of organisations, agencies and individuals across the NSW arts and cultural sector. We seek out collaborators who share our vision and values, and work together in strategic and innovative ways to accomplish our organisational aims and deliver the best possible outcomes for the people and communities we serve.



Areas of Operation

1. Sector Development and Engagement

Strengthen the capacity for the NSW arts and cultural sector to meaningfully and sustainably engage with audiences and practitioners with disability or who are d/Deaf, contributing to a more vibrant, equitable and cohesive arts ecology.

- Increase inclusion and equity across the diverse regions, identities and experiences within NSW arts and culture through the development of new partnerships and relationships with organisations and tertiary institutions who engage with diverse artists and audiences including First Nations, Western Sydney, Regional NSW, and the next generation.
- Increase sector engagement through the sharing of innovative ideas and best practice examples that advance access and inclusion within the arts for artists, arts workers and audiences with disability.
- Increase the level of engagement with government to inform and influence government policies and decisions around advancing and supporting the arts.
- Increase arts and cultural organisations' knowledge, confidence and capacity to better engage and increase participation of artists and audiences with disability (E.g. within programs, performances, exhibitions and events.)

- Lead, develop and leverage new partnerships and relationships with arts and cultural organisations to build deeper capacity and greater understanding in accessibility and inclusion.

2. Career Advancement

Support increased opportunities for meaningful capacity building, career progression and leadership for NSW artists and arts workers with disability or who are d/Deaf across all levels of the diverse spectrum of arts and cultural activities.

- Increase opportunities for capacity building of artists and arts workers with disability or who are d/Deaf.
- Increase career pathways for artists with disability or who are d/Deaf through programs and initiatives, delivered in partnership with arts and culture organisations across NSW and for all career stages.
- Increase opportunities for visibility and meaningful representation of artists, arts workers and leaders with disability or who are d/Deaf across all parts of industry, reflecting diverse identities and a range of experience.

3. Authentic Leadership

Provide authentic sector leadership by being an effective disability-led organisation demonstrating best practice accessibility and inclusion.

- Ensure continuous improvement in the provision of access and inclusion leadership by undertaking regular consultation and feedback on all Accessible Arts programs, events, consultations, training workshops and partnerships.
- Expand diversity representation while retaining current disability-led representation in CEO, Chair and more than 50% across board.

- Increase staff capacity through providing professional development opportunities.
- Establish a paid Advisory Panel to advise on continuous improvement in the provision of access and inclusion through quarterly paid Accessible Arts Advisory Panels of artists with disability.
- Financial sustainability and growth.



Audience and Sector Development

For nearly four decades, Accessible Arts has been a leading force in shaping and advancing the intersection of arts, culture and disability in NSW.

Through our demonstrably effective approaches to sector development and engagement, career advancement and sector leadership, Accessible Arts plays a key role in strengthening the distinctive impact of disability on the NSW arts and cultural ecology.

Our unique leadership is critical. Artists and arts workers with disability are often unable to develop their careers in the same way as their non-disabled counterparts due to discrimination, negative attitudes, and physical, social, economic and technological barriers. Through accessible programs, services and partnerships, Accessible Arts empowers thousands of NSW artists and arts workers across all creative disciplines to produce and facilitate unique, powerful and important work which advances their careers and transforms how our society experiences the arts. Through championing the work and impact of artists with disability in NSW, we accelerate much-needed increased representation and help build diverse audiences throughout NSW as well as nationally and internationally.

As a sector leader and disability-led organisation, Accessible Arts demonstrates and supports best practice access and inclusion across diverse existing and emerging artforms throughout broad and inclusive communities. We've developed an unparalleled reputation through our forward-thinking and innovative approaches to leading and promoting access and equity.

Our quarterly Access Ideas and Insights events support the NSW arts and culture sector through accessibly facilitating the high-profile exchange of industry knowledge and innovative ideas. This wide-reaching platform promotes best practice examples of accessibility and equity in order to boost capacity across the NSW arts and cultural sector. Since beginning this series in 2022, we've held 7 events over 2 years, extending our reach and impact to increasing online and in person audiences at each event. There is demonstrated strong demand for this series to continue and Accessible Arts is committed to hosting forums in regional NSW and Western Sydney venues. We will also expand to facilitate satellite sites in these areas to further build diverse community engagement.

Over 2600 people have attended the Access Ideas and Insights series to date and we've covered topics relevant for artists, arts workers, arts organisations and avid supporters of arts and culture. The hybrid facilitation of this popular series attracts attendees from across Australia as well as internationally. Importantly, via event surveys, 97.7% of attendees have reported improved knowledge of access and inclusion as a result of our Access Ideas and Insights events.

We provide significant sector support through the development and distribution of practical case studies, best practice guides and accessible templates in order to enhance awareness, increase understanding and upskill industry to confidently cater to and reflect diverse artists, audiences and communities.

As NSW's leading disability, access and inclusion training provider for the Arts and Culture sector, our industry-specific training has been developed in consultation with, and is delivered by, artists and arts workers with disability. Last year alone, we upskilled 2133 people with and without disability, working within the broad NSW arts and cultural sector, across 84 disability-led training sessions.

Responding to sector demand, our comprehensive suite of courses includes Disability Confidence Training, Accessible Festivals and Events, Accessible Exhibition Design, Accessible Marketing, Screen Industry Access and Inclusion Masterclasses, Music Industry Access and Inclusion Masterclass Program, Creative Access, Access Rider Workshop for Artists and Arts Workers, and Access Rider Workshop for Organisations.

Our expert consultancy services support organisations to build deeper capacity and greater understanding of accessibility and inclusion. We work in partnership with organisations to identify and reduce or remove barriers and enhance user

experience. This is achieved through facilitating Walk and Talk Access Audits, Digital Accessibility Audits, Document Reviews, Disability Inclusion Action Plans and accessible content management services.

Accessible Arts partners with leading arts and cultural organisations across NSW to deliver a multitude of disability-led programs, services and partnerships which support emerging and established artists across all artforms and contribute to increased visibility and meaningful representation. This includes but is not limited to: Next Level Creative Mentorships, Artist Residencies at Bundanon Trust Estate, Createability Internship Program, the Access Ideas and Insights hybrid event series, Advance Your Career professional development quarterly series, Equip: Leadership Toolkit program and Ripple: Disability and Culturally Diverse Internship Program. These unique initiatives upskill artists and arts workers with disability as well as support arts and cultural organisations to increase their knowledge, confidence and capacity to better engage and contribute to a more vibrant, equitable and cohesive arts ecology.





“Collaborating with Accessible Arts to create a new disability inclusion action plan for the NFSA was a truly enriching experience. Throughout the entire process staff demonstrated utmost professionalism, maintaining an open and responsive approach to addressing questions, supporting collaboration with multiple stakeholders and providing authentic feedback. The Disability Confidence Training run by Accessible Arts left a lasting impact on our project team, and our facilitator expertly tailored the session to suit our specific context. We are looking forward to maintaining our relationship with Accessible Arts, leveraging their expertise in guiding inclusive practices within the arts sector to support our future initiatives.”

- **Alyssa Coursey**,
Disability Inclusion Action Plan 2024-27 Project Manager,
National Film and Sound Archive of Australia

Key Statistics

People with disability

1.75 million people residing in NSW are estimated as having disability.⁴

21.45% of the Australian population report living with a disability.⁵

People with disability experience **higher rates of unemployment.**

7.5% of Australians are unemployed **compared to 3.1%** of the general Australian population.⁶

45% of people with disability in Australia **live near or below the poverty line, more than double the OECD average of 22%**, highlighting significant economic inequality.⁷

Artists with disability

Artists with disability **earn on average 42% less** than their counterparts.⁸

Artists with disability experience **higher levels of unemployment.**

1/3 of artists with disability are unemployed compared to 1/4 of artists without disability.⁹

Artists with disability experience **numerous barriers** within the arts resulting in **only 9% of professional artists identifying as disabled**, despite 21% of Australians identifying as people with disability.¹⁰

4 ABS - *Disability, Ageing and Carers, Australia: Summary of Findings*

5 ABS - *Disability, Ageing and Carers, Australia: Summary of Finding*

6 ABS - *Disability, Ageing and Carers, Australia: Summary of Findings*

7 AHRC - *Economic and social costs of employment discrimination against Australians with disability*

8 Creative Australia - *Making Art Work: An Economic Study of Professional Artists in Australia*

9 Creative Australia- *Making Art Work: An Economic Study of Professional Artists in Australia*

10 Creative Australia- *Arts and Disability: A Research Summary*

2024 Accessible Arts

355 individual artists with disability employed, supported or mentored by Accessible Arts

140 events produced or supported

3850 event participants

20 arts organisations provided with **consulting**

87 training sessions delivered

1,700 training participants upskilled

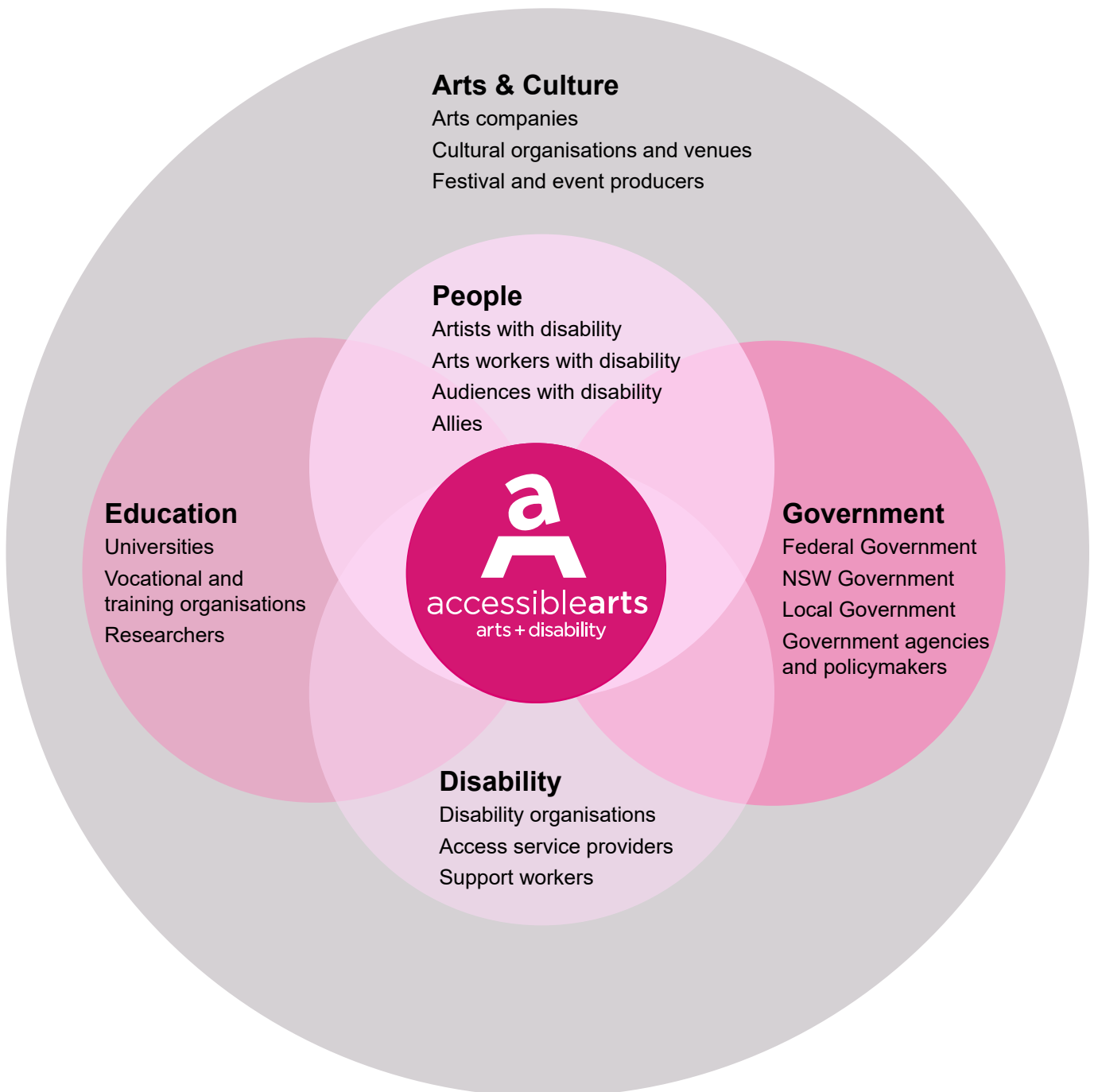
20,533 followers on social media

404.5k social media reach with 75.5k through organic campaigns

5,642 engaged subscribers to monthly EDMs



Our Stakeholders



We provide a range of programs and services focusing on sector development and engagement, career advancement and authentic sector leadership.

- Creative Initiatives
- Internships & Mentorships
- Artist Residencies
- Professional Development Workshops
- Leadership Development Programs
- Industry Education & Advocacy
- Community & Industry Forums
- Networking Events
- Advisory Services

Summary of Achievements



For close to four decades, Accessible Arts has been a leading force in shaping and advancing the intersection of arts, culture and disability in NSW. We work with and for the arts and cultural community to accelerate and celebrate the diverse professional, cultural and social impacts of arts and disability in NSW. Through our various approaches to career advancement, audience development and community engagement, we play a key role in magnifying and amplifying the diverse, dynamic and distinctive impact of disability on NSW's creative industries and cultural activities.

Achievements since 2020 include:

Ripple: Disability and Culturally Diverse Internship Program

Supported 16 paid internships for people with disability who identify as culturally and linguistically diverse. Interns received industry training and valuable work experience while supporting organisations to improve access to arts, culture and community events for underrepresented communities. We delivered this program in partnership with Diversity Arts Australia, UTP, Brand X, the Art Gallery of NSW, 4A Centre for Contemporary Asian Art, Lismore Regional Gallery, APRAAMCOS, Shopfront Arts, Screen Australia, Story Factory, the Museum of Australian Democracy and the National Portrait Gallery.

Next Level Creative Mentorships

Supported 16 dancers, musicians, playwrights and directors with disability to take their creative project ideas to the next level through mentorships with leading organisations across NSW. We partnered with Bangarra Dance Theatre, Griffin Theatre Company, Belvoir St Theatre, Merrigong Theatre Company, PYT Fairfield, Hothouse Theatre, Sydney Opera House, Penrith Performing and Visual Arts, Sydney Theatre Company, PACT Centre for Emerging Artists, Darlinghurst Theatre, Riverside Parramatta Theatres, Musica Viva Australia, Northern Rivers Performing Arts and Sydney Dance Company to deliver this unique program.

“The opportunity to work with Accessible Arts through the *Next Level* Mentorship program gave our company the chance to share our creative and organisational practices with young artists with disability, as well as support our own aims for a more equitable and inclusive organisation.”

- **Shane Carroll**,
Education and Accessibility,
Bangarra Dance Theatre

“The Mentorship was critical for connecting me to a contemporary arts organisation. The opportunity to be more rigorous in upskilling has meant my work has more propulsion behind it.”

- **Bedelia Lowrenčev**,
Next Level Creative Mentorship participant

Screen Industry Access and Inclusion Masterclass Program

This disability-led program boosts understanding and confidence for employers and upskills screen practitioners with disability to acquire industry knowledge and develop access riders. We partnered with Screen Producers Australia, Screenworks and the Australian Film Television and Radio School to present this Masterclass program at Screen Forever (Australia's Premiere Screen Industry Event) the Regional to Global Screen Forum and A.C.E. Arts and Cultural Exchange, as well as online.

Front and Centre Women's Leadership Program

In partnership with Albany Lane Consulting, we supported 26 women and non-binary people with disability through a 10-month career coaching and professional development program designed to increase the representation of women with disability in leadership positions in creative industries.

Equip – Leadership Toolkit

Delivering a national program to build confidence and capacity for 16 women and non-binary people with disability to develop skills and connect with mentors and experienced leaders as they work towards becoming influential leaders in the arts. We worked in partnership with Creative Plus Business, Arts Law Centre of Australia and Sage Clinical Psychology to deliver this unparalleled program.

Artist Residencies

In partnership with Bundanon Trust Estate and Sydney Olympic Park, we supported 22 artists, musicians and writers with disability through valuable week-long and month-long residencies.

ArtScreen

Supported 8 artists with disability or who are d/Deaf to undertake mentorships and develop compelling new video artworks which were screened at the Museum of Contemporary Art Australia. We worked in partnership Bus Stop Films, A.C.E. Arts and Cultural Exchange and People with Disability Australia.



Are You Pulling My Leg?

In partnership with Crips and Creeps and Arts on Tour, we co-produced a hilarious comedy event showcasing 14 comedians with disability. Since it's sell-out premiere as part of Vivid Sydney in 2022, it's toured nationally to present 17 performances across 5 states including Brisbane Powerhouse, Wagga Wagga Civic Theatre, Glen Street Theatre, Blue Mountains Theatre and Community Hub, Darwin Entertainment Centre, Riverside Theatres Parramatta, Bondi Pavilion Theatre, Hamilton Performing Arts Centre, Red Earth Arts Precinct Karratha, the Capitol Theatre Tamworth, and the Cowra Comedy Festival, Laycock Street Theatre, and Undercover Artist Festival.

“Partnering to deliver the national tour of *Are You Pulling My Leg?* was a major highlight of our year. The impact of a show like this for regional communities is huge, and it wouldn't have happened without Accessible Arts stepping into a producing role.”

- **Antonia Seymour**,
Executive Director, Arts on Tour

Access Ideas and Insights Hybrid Event Series

Delivered quarterly innovative, engaging and topical discussions pioneering best practice hybrid access and inclusion through facilitating equitable two-way engagement. By connecting diverse audiences with the latest ideas, insights and innovations, Accessible Arts is leading the sector in accelerating the professional, cultural and



social impacts of arts and disability in NSW. This series has been presented in partnership with leading NSW arts and cultural institutions including the Sydney Opera House, the Museum of Contemporary Art Australia, the Art Gallery of NSW, Bell Shakespeare, Artspace and Sydney Theatre Company.

Createability

In partnership with Create NSW, we supported 40 internships at leading NSW-based arts, screen and cultural organisations to develop strong career pathways for people with disability.

Sound On

Supported 10 musicians with disability to develop their careers following the devastating impact of the COVID-19 pandemic on the music industry. These projects included music created using eye-controlled music software, a new EP from a punk rock band of musicians with intellectual disability, and songs co-created by hospitalised young people and musicians with chronic illness.



Disability-Led Training

Accessible Arts is the leading disability, access and inclusion training provider for the Arts and Culture sector across NSW. Over the past four years, we have upskilled 4153 people across 206 training sessions to NSW arts and cultural companies, and have developed 9 comprehensive new workshops to support and upskill organisations and artists.

Consulting Services

Since 2020, we have provided expert disability-led consultancy for 125 arts and cultural organisations including the development of Disability Inclusion Action Plans for National Film and Sound Archives, National Archives of Australia, Tuggeranong Arts Centre, Newcastle Writers Festival, National Gallery of Australia, Australian Film Television and Radio School, Gosford Regional Gallery, National Portrait Gallery and Queer Screen.

“The museum recently formalised our 2024-2027 Disability Inclusion Action Plan (DIAP) in a significant step towards creating a more inclusive museum experience for all. The development of this plan was made possible by working in close collaboration with Accessible Arts who so beautifully led us through the process of extensive consultation with internal and external stakeholders and staff via training, surveys and focus groups. Accessible Arts were a delight to work with and they also opened a whole world to us of artist led innovation and expertise through their services and networking opportunities.”

- **Sharon Babbage**,
Governance Officer,
Australian National Maritime Museum

Future Programs and Projects

Over the next 4 years, we will continue to be an innovative sector leader, providing unparalleled support for the arts sector and valuable opportunities for people with disability. We'll do this through continuing to respond to sector demand and delivering a comprehensive suite of state-wide programs and services which contribute to a more diverse, inclusive, accessible and equitable arts and cultural sector in NSW.

Sector Development and Engagement

- Deliver 16 x Access Ideas and Insights hybrid events with at least 4 sessions with a Western Sydney or Regional NSW focus - expected audience of 9500
- Establish 16 x Access Ideas and Insights Satellite Sites in partnership with arts organisations across NSW for expected audience reach of 420
- Research, develop and distribute case studies, best practice guides and accessible templates - estimated 8 new documents developed and distributed to 520 arts organisations
- Aim to deliver 344 disability-led training sessions to upskill 7415 people
- Develop 2 new disability-led training workshops for creative industries
- Develop a Music Industry Access and Inclusion Masterclass for artists and organisations, in consultation with a Music Access Advisory Group, with shareable resources including an accessibility resource manual, Best Practice Guide and Music Access Checklist
- Aim to develop 126 new partnerships with arts and cultural organisations, government agencies and tertiary institutions across NSW
- Aim to deliver 92 customised consultancy services, including diverse Disability Inclusion Action Plans, access audits and digital accessibility reviews
- Increase engagement with government to inform and influence policies - submit 8 contributions to formal policy and processes

Career Advancement

- Over 1480 artists with disability employed, supported or mentored
- 20 x Bundanon Residencies for artists, writers and musicians with disability
- 20 x Next Level Creative Mentorships with leading NSW arts organisations for dancers, musicians, playwrights and directors with disability
- 8 x Paid RIPPLE Internships for people with disability who also identify as culturally and linguistically diverse
- 16 x Advance Your Career sessions dedicated to supporting arts practitioners with disability - estimated 940 participants
- 40 x Createability Internships at leading NSW-based arts, screen and cultural organisations
- 6 x Creative Initiative Mentorships with a focus on engaging community and exploring creative access
- 4 x accessible performances of 'Are You Pulling My Leg?' showcasing leading comedians with disability
- 23 x artists with disability profiled at Access Ideas and Insights events
- 120 x artists with disability profiled through e-news, social media or website
- 2 x new disability-led productions, performances, exhibitions or programs
- Promotion of 78 paid work opportunities for artists and arts workers with disability

Authentic Leadership

- Ensure continuous improvement in the provision of access and inclusion leadership by undertaking regular consultation and feedback on all Accessible Arts programs, events, consultations, training workshops and partnerships.
- Establish 8 paid positions for advisors with disability or who are d/Deaf to contribute to Quarterly Advisory Panels conducted to ensure continuous improvement in the provision of access and inclusion throughout the provision of all Accessible Arts services.
- Expand diversity representation while retaining current disability-led representation in CEO, Chairperson and more than 50% across board.
- Increase staff capacity through providing professional development opportunities
- Ensure financial sustainability and growth through increasing and diversifying income through grants, fee for service and ticketed events
- Increase and diversify philanthropic funds income through sponsorship and donation strategy

S.W.O.T. Analysis

Strengths (Internal)

Physical Resources

Our reputation, specialist knowledge and strong partnerships across the sector enables access to venues which enhances program delivery and reduces costs. Our safety and security protocols ensure a safe environment for all.

Staffing

Our team of experts has decades of experience allowing our success. Our team are artists and professionals across many industries harnessing exceptional outcomes.

Program Delivery

As NSW's peak arts and disability organisation, we are uniquely placed to deliver programs to the community which create positive and long-lasting outcomes. Our robust and deep networks with industry and community allows for efficiency and cost saving. We are renowned for consistent high-quality programs, services and events.

Training and Consultancy Services

We have developed industry-specific, highly regarded training and education programs, along with fee-for-service offerings, to support the NSW arts and cultural sector.

Governance

Our streamlined governance structure facilitates quick decision-making and adaptability. Our Board has clearly defined roles and responsibilities, promoting accountability and strengthening leadership. We foster close relationships with stakeholders, enhancing community engagement and support. The Board is committed and passionate and reflects a diverse range of lived experiences in disability, artistic practice and representation from disability and arts organisations, including a variety of regional, metropolitan and culturally linguistic perspectives. This diversity enables the Board to leverage their unique skills and networks to secure resources and drive mission-oriented initiatives, reinforcing the organisations strong credibility and effectiveness.

Finances

We are financially robust. We have worked with our embedded outsourced financial support team for over five years allowing for reduced costs and headcount with exceptional support.

Weaknesses (Internal)

Staffing

Our turnover is low and our rate of return for employees high, however our team is small. The loss of even one team member would impact on objective delivery.

Program Delivery

Our reliance on funding for core and project activities could lead to a mismatch between available resources and the demand for services.

Governance

Reliance on Board Members for expertise or leadership can create vulnerabilities if they become unavailable.

Finances

The increasing costs of providing programs means our budgets cannot cover all the needs of participants and external parties. Access costs continue to rise and with limited supply this can mean budgets are stretched and other project funding must be realigned.

Opportunities (External)

Location

Our location within The Arts Exchange provides us to direct and frequent access to other arts organisations, allowing for collaboration and synergies.

Key Stakeholders

recent stakeholder surveys indicate that 75% of our stakeholders in 2024 are satisfied.

Cultural Shift

There is a growing awareness and commitment to disability-related access and inclusion within the arts, culture and screen sectors, leading to additional training, fee for service and project engagement by both organisations and individual artists with disability.

National Consortium

Strengthened partnerships with state arts and disability organisations nationwide create additional opportunities for us to engage in the national dialogue.

Funders / Finance

Various funding opportunities can support initiatives that promote access and inclusion, enhance community engagement and foster collaboration within the arts and disability sectors.



Threats (External)

Location

Due to the excellent location of The Arts Exchange, potential increases in rent would mean we would need to consider a move which would create disruption, incur additional costs and impact on staffing.

Funders / Finance

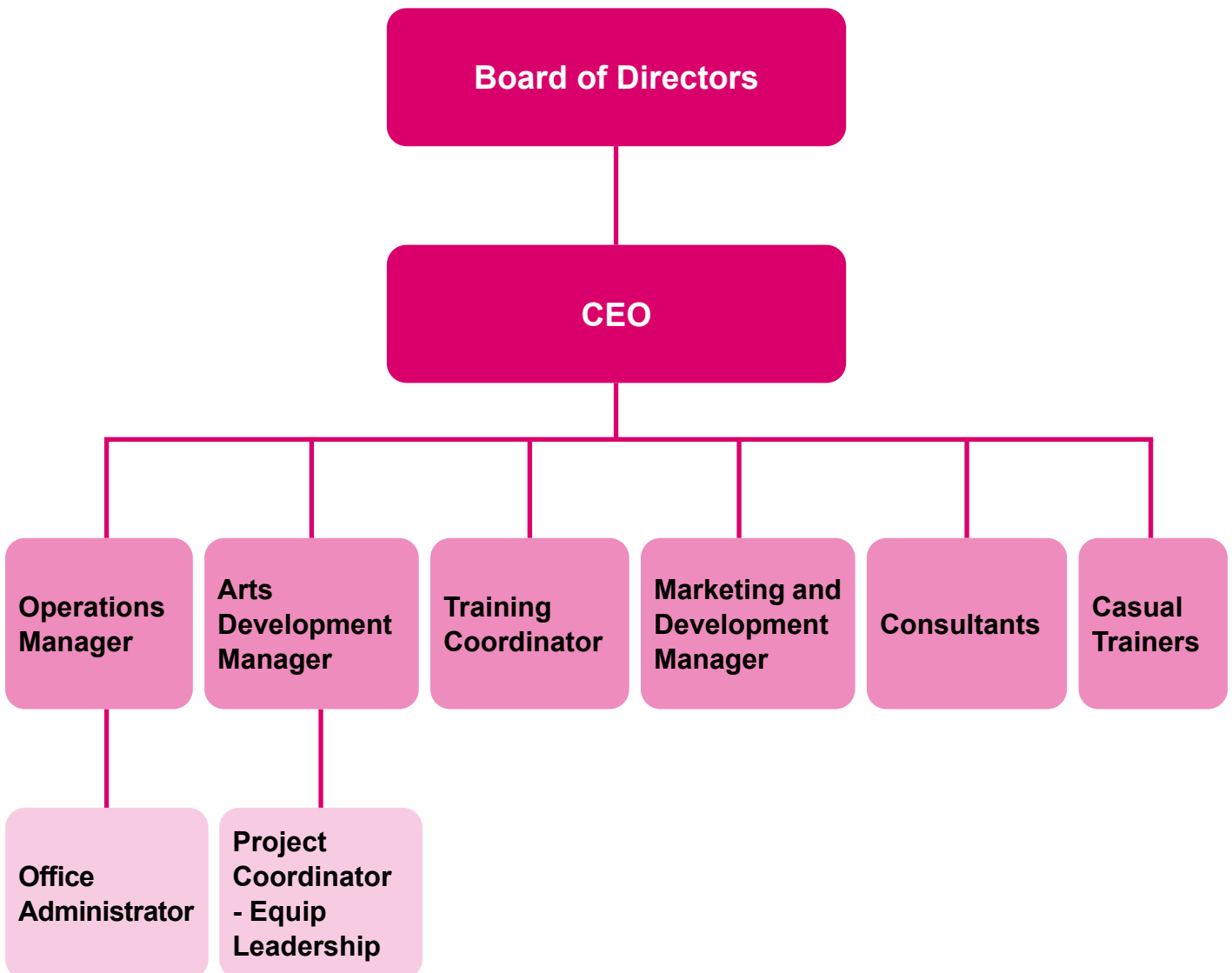
Changes to funding structures and removal of funding streams means less funding for core mission and vision. Changes to funding processes require additional administration resources to be dedicated to grant applications and pulled from program delivery. Reductions in funding opportunities mean less services for artists and the community. Furthermore, economic challenges affecting the NSW arts and cultural sector may result in reduced engagement in Accessible Arts' fee-for-service initiatives.

Increased Competition

More organisations vying for the same funding and participant engagement can strain resources.

Governance

Organisational Chart November 2024





Key Roles and Responsibilities

The Accessible Arts Board

The Accessible Arts Board includes a Chairperson, Deputy, Treasurer and six Directors who are responsible for driving the strategic direction and working with leadership to enable Accessible Arts to obtain the resources, funds and personnel necessary to implement our objectives. Meeting bimonthly, the board consists of professionals and experts from the arts and business sectors with skills in consulting, finance, management, governance, risks, law and HR.

Our Team

We are dedicated and passionate, known for making a significant impact despite our size. Everyone contributes valuable knowledge, skills and experience to further our mission.

CEO

Our CEO, Liz Martin, oversees operations, provides strategic guidance to the Board and promotes our work while collaborating with stakeholders to shape its future direction. With over 25 years' experience in the arts and disability sectors, Liz is a leading specialist in disability-related access and inclusion, an award-winning musician and is driven by a commitment to creating authentically representative, diverse and accessible arts and cultural sectors. Currently, Liz is on the Create NSW's Community and Cultural Development Board and the Sydney Festival Access Committee and has previously held positions as Deputy Chair of Arts Access Australia and a member of Create NSW's Contemporary Music Board.

Operations Manager

Our Operations Manager, Libby Forsyth, is responsible for Access, Finance, Information Technology, Human Resources, Office Management and Operations. This is a strategic role for Accessible Arts focusing on employment, employee wellbeing, organisation strategy and operations. With over 22 years' experience working in Not for Profits across a variety of industries, Libby brings a wealth of knowledge and experience to the newly created role of Operations Manager. Libby specialises in Human Resources, Industrial Relations and Operations with extensive experience in event, people and program Management. Libby is a qualified economist, trainer and assessor practising pottery in her spare time.

Arts Development Manager

Our Arts Development Manager, Amy Claire Mills, is responsible for developing and delivering a comprehensive program of activities. This vital role enhances opportunities for people with disability to engage in quality creative activities as practitioners and audiences across all art forms. Amy is informed by her own practice as a disabled textiles artist, curator and access consultant who focuses on access, inclusion, and representation. Her immersive textile installations explore identity and challenge the narratives surrounding disability, promoting new vocabularies of softness, empathy, and care.

Marketing and Development Manager

Our Marketing & Development Manager, Rachel Musgrove, is responsible for overseeing marketing, communications and development functions to promote and diversify audiences for core programs. With more than 20 years' experience in the arts and culture sector, Rachel manages all channels, developing promotional content, securing funding partnerships and implementing fundraising opportunities to support our strategic goals. Rachel is a playwright and theatre maker, whose diverse writing includes comical children's books and academic essays and has served as a script editor for a leading play publisher in London.

Training Coordinator

Our Training Coordinator, Michelle Tear, is responsible for the coordination of our training programs including bespoke, in house and public courses. This role supports our casual trainers who deliver our workshops and trainings. Michelle is an accomplished arts events and project manager, disability consultant and visual artist dedicated to enhancing inclusivity and diversity within the arts sector. At the heart of her extensive managerial and educational roles in not-for-profit arts and music events is her commitment to fostering a vibrant and accessible arts community.

Office Administrator

Our Office Administrator, Daniel Jaramillo, is responsible for the day-to-day operations of the office. Daniel manages access needs for training, events and programs. A graduate of Sydney University in philosophy and cultural studies, Daniel has contributed over 150 reviews of concerts, albums, art, and films to various publications and community radio stations since 2016, demonstrating his expertise in critically engaging with popular culture and ethical issues.

Experts

We engage experts and professionals as and when needed to meet our objectives and help support program delivery. Our consultants, trainers and project coordinators are experts in their areas and help support our core team with outcomes and project activities.

Complaint Management

We recognise that stakeholder complaint management is important and a valuable tool for improvement and monitoring. We recognise the importance of the right to make a complaint and to have those complaints dealt with in an appropriate manner.

Induction Processes

All employees complete orientation and induction process on commencement with payroll onboarding, policies, procedures and other essential staffing conditions and information. Managers meet regularly with new employees to ensure roles and responsibilities are understood and expectations are set and managed. All employees are sent employee check in surveys at regular intervals throughout the first six months of their employment in the lead up for the end of probation. This process allows for information about induction to be gathered, issues identified, and performance reviewed in a timely manner.

Modern Workplace Conditions

Our team is covered by the National Employment Standards, Social, Community, Home Care and Disability Services Industry Award and Clerks Private Sector Award. All requirements under the Fair Work Act 2009, Work Health and Safety Act 2011 (NSW), and the Anti-Discrimination Act 1977 No 48 are met and exceeded for all employees including permanent, casual and consultants. Our employment and engagement agreements are newly revised and meet all recent changes to the Fair Work Act. We take discrimination, bullying, harassment and equal opportunity employment very seriously. We have policies and procedures to address these areas and other policies relating to travel, remote working, social media use, confidentiality, privacy, leave and more.

Risk Management

At the core of our strategy is that we have an innovative approach, utilising accessible tools and techniques that build our capability. Risk management is not about collecting a list of risks, recording them and assuming that they will take care of themselves. Managing risk is about identifying the most critical issues that have the potential to stop us and our mission and making sure that we connect actions and activity across Accessible Arts to actively manage those risks.

Accessible Arts manages risk through our Risk Register which captures and records risks, including key causes, expected impact and future actions underway to build, implement and operationalise new controls. Accessible Arts uses a Strategic Risk Register which captures the most critical risks that Accessible Arts is managing at any given time. This list is not designed as a hierarchical list of risks as all risks are equally important to manage and reduce.



Governance

Risk Name	Current Controls	Risk Treatment Plan	Owner
Unauthorised use or access to Accessible Arts intellectual property, branding or collateral	<ol style="list-style-type: none"> 1. Effective contract management 2. Provision of training & reference materials 3. Strong orientation & onboarding system 4. Monitoring performance 5. Third party workers included in culture 	<ol style="list-style-type: none"> 1. Regular review of induction & onboarding processes 2. Monitoring & supervision of performance of third parties 	CEO & Board

Likelihood: 3 Consequence: 3 Current Risk Rating: **Medium**

WHS

Risk Name	Current Controls	Risk Treatment Plan	Owner
Significant injury, illness or incident (physical or psychosocial) involving an employee, contractor, consultant or customer	<ol style="list-style-type: none"> 1. Policies & contracts externally reviewed 2. WHS Policy reviewed & compliant 3. Adequate insurances 4. Employees trained & provided guidance materials 5. WH&S reporting & discussion fortnightly 6. Compliance calendar to the FARS Committee & Board 7. Weekly staff check-ins 8. Flexible work locations & hours 9. Employment Assistance Program 10. Operations Manager Employed 	<ol style="list-style-type: none"> 1. Workforce capacity increased through additional permanent, contract, casual or consultancy roles as needed 2. Improved benefits for team to improve retention 	Operations Manager, CEO & Board

Likelihood: 2 Consequence: 2 Current Risk Rating: **Low**

Operational

Risk Name	Current Controls	Risk Treatment Plan	Owner
Core services & projects can not be delivered due to operations capability & shortfall in budget	<ol style="list-style-type: none"> 1. Pipeline of future work managed 2. People Strategy supports professional development, provides a safe & positive environment & provides generous employee benefits 3. Individualised professional development pathways 4. Effective succession & workforce planning 5. Agile resourcing model comprising a mix of permanent, part-time & casual staff 6. Monitoring & reporting of performance of strategic goals through monthly meeting with Chairperson & once-in-two months meeting with FARS 7. Maintaining industry & partner relationships 8. Increase in fee for service & training to maximise revenue generating opportunities 9. Ensure timely completing of current programs & meeting expectations 	<ol style="list-style-type: none"> 1. Align future work with resources available 2. Increase employee capacity through permanent, casual or consultancy roles 3. Improving benefits for current employees to improve retention 4. Develop structured learning program 	Operations Manager, CEO & Board

Likelihood: 4 **Consequence:** 4 **Current Risk Rating:** High

Risk Name	Current Controls	Risk Treatment Plan	Owner
Unauthorised release of confidential, private or privileged information	<ol style="list-style-type: none"> 1. Unique user ID/passwords 2. Continuous monitoring of cyber security risks 3. 2FA enforced across devices & applications 	<ol style="list-style-type: none"> 1. Password Manager 2. Cyber Security Grant application 	Operations Manager, CEO & Board

Likelihood: 3 **Consequence:** 3 **Current Risk Rating:** Medium

Risk Name	Current Controls	Risk Treatment Plan	Owner
An external disruptive event	<ol style="list-style-type: none"> 1. Adequate & up to date insurance coverage 2. Monitoring of potentially impactful external events 	<ol style="list-style-type: none"> 1. Continue to monitor impactful external events 	Board

Likelihood: 2 Consequence: 3 Current Risk Rating: **Medium**

Financial

Risk Name	Current Controls	Risk Treatment Plan	Owner
External or internal fraud or other theft of finances &/or information	<ol style="list-style-type: none"> 1. Regular monitoring & reporting of performance of strategic goals through monthly meeting with Chairman & bi-monthly meeting with FARS 2. Engagement of external CFO to oversee financial management 3. Maintain strong industry & partner relationships 4. Increase number of fee for service & training offers to maximise revenue 	<ol style="list-style-type: none"> 1. Implement Whistle Blower Policy 2. Update Fraud Management Policy 	Operations Manager

Likelihood: 2 Consequence: 2 Current Risk Rating: **Low**

Risk Name	Current Controls	Risk Treatment Plan	Owner
Accessible Arts does not receive planned funding	<ol style="list-style-type: none"> 1. Timely & accurate reporting of program performance 2. Detailed marketing of services & programs 3. Diversifying sources of fundings through increase programs grants applications 4. Strong relationship management with funders, Create NSW & other partners 5. Growing training & fee for service income streams, donor circle income & NDIS participants 6. Robust & effective budgeting processes 	<ol style="list-style-type: none"> 1. Further improve relationships with Create NSW through regular, informal catch-ups with key contacts 	CEO

Likelihood: 3 Consequence: 5 Current Risk Rating: **High**

Legislation

Risk Name	Current Controls	Risk Treatment Plan	Owner
Notifiable Data Breach	<ol style="list-style-type: none"> 1. Unique user ID & passwords 2. Limit employee access to CRM system 3. 2FA enforced within CRM 	<ol style="list-style-type: none"> 1. Continue to monitor 2FA on CRM 2. Hold only essential information in CRM 	Marketing Manager, CEO & Board

Likelihood: 2 Consequence: 4 Current Risk Rating: **Medium**

Strategic Goals and Indicators

Sector Development and Engagement

Strengthen the capacity for the NSW arts and cultural sector to meaningfully and sustainably engage with audiences and practitioners with disability or who are d/Deaf, contributing to a more vibrant, equitable and cohesive arts ecology.

- 1. Increase sector engagement through the sharing of innovative ideas and best practice examples that advance access and inclusion within the arts for artists, arts workers and audiences with disability.**

How it will be measured	Current year	2025	2026	2027	2028
Increase in number of audience members at quarterly Access Ideas and Insights events	1800 attendees per year	2000 attendees per year	2250 attendees per year	2500 attendees per year	2750 attendees per year
Increase networking and peer to peer sharing opportunities through establishing quarterly Access Ideas and Insights satellite sites in partnership with arts and cultural organisations across NSW (regional and Western Sydney)	New program development for 2025	Scope venues and potential partnerships	120 attendees per year	140 attendees per year	160 attendees per year
Research, develop and distribute case studies, best practice guides and accessible templates, in response to demonstrated need to support continuous advances across the NSW arts and cultural sector	2 new or revised guides/templates distributed to 100 arts organisations	2 new or revised guides/templates distributed to 100 arts organisations	2 new or revised guides/templates distributed to 120 arts organisations	2 new or revised guides/templates distributed to 140 arts organisations	2 new or revised guides/templates distributed to 160 arts organisations

2. Further develop arts and cultural organisations’ knowledge, confidence and capacity to better engage and increase participation of artists and audiences with disability (E.g. within programs, performances, exhibitions and events.)

How it will be measured	Current year	2025	2026	2027	2028
Increase number of disability-led training sessions delivered	87 disability-led training sessions delivered	80 disability-led training sessions delivered	84 disability-led training sessions delivered	88 disability-led training sessions delivered	92 disability-led training sessions delivered
Increase number of attendees of training sessions overall	1,700 attendees per year	1,760 attendees per year	1,820 attendees per year	1,885 attendees per year	1,950 attendees per year
Number of new disability-led training workshops developed in response to demonstrated sector need/demand	1 new training workshop developed	1 new training workshop developed	Additional training topics scoped via survey	1 new training workshop developed	Additional training topics scoped via survey

3. Lead, develop and leverage new partnerships and relationships with arts and cultural organisations to build deeper capacity and greater understanding in accessibility and inclusion.

How it will be measured	Current year	2025	2026	2027	2028
Number of new partnerships	40 partnerships	40 partnerships	41 partnerships	42 partnerships	43 partnerships
Increase number of consultancies	20 disability-led consultancy services delivered	20 disability-led consultancy services delivered	22 disability-led consultancy services delivered	24 disability-led consultancy services delivered	26 disability-led consultancy services delivered

“The Bundanon Artist Residency is a really practical way of helping artists with disability create work or activate ideas that will make a unique contribution to art and culture.”

- **Angie Goto**,
Artist (Bundanon Residency)

4. Further develop inclusion and equity across the diverse regions, identities and experiences within NSW arts and culture through the development of new partnerships and relationships with organisations and tertiary institutions who engage with diverse artists and audiences including First Nations, Western Sydney, Regional NSW, and the next generation.

How it will be measured	Current year	2025	2026	2027	2028
Present Access Ideas and Insights with Western Sydney or Regional NSW focus	New program development for 2025	1 session with a Western Sydney or Regional NSW focus	1 session with a Western Sydney or Regional NSW focus	1 session with a Western Sydney or Regional NSW focus	1 session with a Western Sydney or Regional NSW focus
Increase number of training sessions delivered to regional NSW and Western Sydney organisations	3 training sessions delivered to regional NSW or Western Sydney	3 training sessions delivered to regional NSW or Western Sydney	4 training sessions delivered to regional NSW or Western Sydney	5 training sessions delivered to regional NSW or Western Sydney	6 training sessions delivered to regional NSW or Western Sydney
Develop strategic partnerships and consultancies with organisations representative of diversity including First Nations, regional NSW, CaLD, LGBT+, etc	Broker / maintain 4 partnerships or consultancies with organisations representative of diversity	Broker / maintain 5 partnerships or consultancies with organisations representative of diversity	Broker / maintain 5 partnerships or consultancies with organisations representative of diversity	Broker / maintain 6 partnerships or consultancies with organisations representative of diversity	Broker / maintain 6 partnerships or consultancies with organisations representative of diversity
Develop or maintain number of engagements with tertiary institutions	1 engagement with tertiary institution	1 engagement with tertiary institution	1 engagement with tertiary institution	1 engagement with tertiary institution	1 engagement with tertiary institution
Increase number of tertiary institute participants and tertiary institutions	15 participants from tertiary institution	20 participants from tertiary institution	20 participants from tertiary institution	20 participants from tertiary institution	20 participants from tertiary institution

5. Increase the level of engagement with government to inform and influence government policies and decisions around supporting the arts, etc.

How it will be measured	Current year	2025	2026	2027	2028
Regular engagement with Create NSW and Minister for the Arts	Biannual meeting with Create NSW and/or Minister	Quarterly meeting with Create NSW and/or Minister	Quarterly meeting with Create NSW and/or Minister	Quarterly meeting with Create NSW and/or Minister	Quarterly meeting with Create NSW and/or Minister
Contributions to formal policy and submission opportunities and processes, etc	2 contributions	2 contributions	2 contributions	2 contributions	2 contributions

Career Advancement

Support increased opportunities for meaningful capacity building, career progression and leadership for NSW artists and arts workers with disability or who are d/Deaf across all levels of the diverse spectrum of arts and cultural activities.

1. Increase opportunities for capacity building of artists and arts workers with disability or who are d/Deaf.

How it will be measured	Current year	2025	2026	2027	2028
Increase in number of participants at quarterly Advance Your Career sessions	220 participants per year	220 participants per year	230 participants per year	240 participants per year	250 participants per year

2. Increase career pathways for artists with disability or who are d/Deaf through programs and initiatives, delivered in partnership with arts and culture organisations across NSW and for all career stages.

How it will be measured	Current year	2025	2026	2027	2028
Bundanon Trust Artist Residencies	5 Artist Residencies	5 Artist Residencies	5 Artist Residencies	5 Artist Residencies	5 Artist Residencies
Createability Internship Program	10 Paid Internships	10 Paid Internships	10 Paid Internships	10 Paid Internships	10 Paid Internships
Creative Initiative Mentorship Program	New program development for 2025	Scope potential venue partners and mentors	2 Creative Initiative Mentorships	2 Creative Initiative Mentorships	2 Creative Initiative Mentorships

How it will be measured	Current year	2025	2026	2027	2028
Next Level Creative Mentorship Program	5 Creative Mentorships	5 Creative Mentorships	5 Creative Mentorships	5 Creative Mentorships	5 Creative Mentorships
Ripple: Disability and Culturally Diverse Internship Program	8 Paid Internships	8 Paid Internships			
Increase number of artists with disability employed, supported or mentored by Accessible Arts	355 Artists	355 Artists	365 Artists	375 Artists	385 Artists

3. Increase opportunities for visibility and meaningful representation of artists, arts workers and leaders with disability or who are d/Deaf across all parts of industry, reflecting diverse identities and range of experience.

How it will be measured	Current year	2025	2026	2027	2028
Increase the number of artists with disability or who are d/Deaf profiled within Access Ideas and Insights	5 Artists Profiled	5 Artists Profiled	5 Artists Profiled	6 Artists Profiled	7 Artists Profiled
Increase representation of First Nations artists with disability or who are d/Deaf across events and programs developed by Accessible Arts	2% of all programs	3% of all programs	3% of all programs	4% of all programs	4% of all programs
Increase the number of organisations we engage with for programs, services, consultation and training in order to increase representation of arts practitioners with disability at events, performances, festivals, conferences and exhibitions across NSW	100 organisations we engage with across all services, training and consultation	100 organisations we engage with across all services, training and consultation	110 organisations we engage with across all services, training and consultation	110 organisations we engage with across all services, training and consultation	110 organisations we engage with across all services, training and consultation

How it will be measured	Current year	2025	2026	2027	2028
Generate new disability-led productions, performances, exhibitions or programs, developed in partnership with NSW arts and culture organisations	1 new disability-led development or production partnership, Are You Pulling My Leg?		1 new disability-led development or production partnership		1 new disability-led development or production partnership
Increase visibility of artists with disability or who are d/Deaf	30 artists with disability promoted through social media, e-news and website	30 artists with disability promoted through social media, e-news and website	30 artists with disability promoted through social media, e-news and website	30 artists with disability promoted through social media, e-news and website	30 artists with disability promoted through social media, e-news and website
Increase promotion of paid work opportunities for artists and arts workers with disability	15 paid work opportunities for people with disability promoted via website and social media	15 paid work opportunities for people with disability promoted via website and social media	18 paid work opportunities for people with disability promoted via website and social media	21 paid work opportunities for people with disability promoted via website and social media	24 paid work opportunities for people with disability promoted via website and social media

Authentic Leadership

Provide authentic sector leadership by being an effective disability-led organisation demonstrating best practice accessibility and inclusion.

- 1. Ensure continuous improvement in the provision of access and inclusion leadership by undertaking regular consultation and feedback on all Accessible Arts programs, events, consultations, training workshops and partnerships.**

How it will be measured	Current year	2025	2026	2027	2028
Increasing level of satisfaction indicated via sector consultation conducted biennially	At least 75% of survey respondents rating Accessible Arts leadership as either Very Good or Excellent		At least 80% of survey respondents rating Accessible Arts leadership as either Very Good or Excellent		At least 80% of survey respondents rating Accessible Arts leadership as either Very Good or Excellent

How it will be measured	Current year	2025	2026	2027	2028
Increasing level of satisfaction indicated via feedback provided for events, consultations, training workshops and partnerships	At least 75% of survey respondents rating service as either Very Good or Excellent	At least 80% of survey respondents rating service as either Very Good or Excellent	At least 80% of survey respondents rating service as either Very Good or Excellent	At least 80% of survey respondents rating service as either Very Good or Excellent	At least 80% of survey respondents rating service as either Very Good or Excellent

2. Establish a paid Advisory Panel to advise on continuous improvement in the provision of access and inclusion through quarterly paid Accessible Arts Advisory Panels of artists with disability.

How it will be measured	2025	2026	2027	2028
Establish 8 paid positions for advisors with disability or who are d/Deaf to contribute to quarterly Advisory Panels conducted to ensure continuous improvement in the provision of access and inclusion throughout the provision of all Accessible Arts services	Call out and application process	Employ 8 Advisory Panel Members	Employ 8 Advisory Panel Members	Employ 8 Advisory Panel Members

3. Expand diversity representation while retaining current disability-led representation in CEO, Chair and more than 50% across board.

How it will be measured	2025	2026	2027	2028
Expand diversity representation on Board to include Western Sydney, regional NSW and First Nations members	Minimum of 30%	Minimum of 30%	Minimum of 44%	Minimum of 44%
Retain more than 50% disability representation across the Board	Higher than 50%	Higher than 50%	Higher than 50%	Higher than 50%
Develop observer Board positions	1 Position	1 Position	1 Position	1 Position

4. Increase staff capacity through providing professional development opportunities.

How it will be measured	2025	2026	2027	2028
Annual Performance Reviews for each staff member to identify and undertake relevant professional development opportunities (mentoring, courses, conferences etc)	A minimum of 1 professional development opportunity offered to each staff member	A minimum of 1 professional development opportunity offered to each staff member	A minimum of 1 professional development opportunity offered to each staff member	A minimum of 1 professional development opportunity offered to each staff member

5. Financial sustainability and growth.

How it will be measured	2025	2026	2027	2028
Increase and diversify grant income through increased applications	5% increase	5% increase	5% increase	5% increase
Increase and diversify earned income through fee for service and ticket donation strategy	5% increase	5% increase	5% increase	5% increase
Increase and diversify philanthropic funds income through sponsorship and donation strategy	5% increase	5% increase	5% increase	5% increase



Financial Report

Financial Context

Since 2020, the arts and cultural sector in NSW has faced significant challenges, including the impacts of COVID-19 and the ongoing cost-of-living crisis. These issues have led to reduced audiences, rising operational costs, and tighter budgets, limiting many organisations, including Accessible Arts, in their ability to allocate resources for essential services.

While demand for our fee-for-service work grew steadily from 2020 to 2023, 2024 has seen a sharp decline in participation due to financial constraints faced by both existing and prospective participants.

Artists with disability continue to experience financial inequities, earning on average 42% less than their non-disabled peers¹¹, facing higher unemployment, and encountering significant barriers to accessing opportunities. Most cannot afford the services Accessible Arts provides, placing an additional financial burden on us as we strive to offer free, accessible, high-quality professional development opportunities across NSW.

Ongoing challenges such as rising operational costs, increased service demand and limited revenue diversification have left Accessible Arts in an unsustainable financial position. While our dedicated team continues to deliver high-quality services despite constrained budgets, these financial pressures are hindering our ability to recruit and retain skilled staff. This poses a significant risk to our capacity to expand and

effectively meet the needs of the NSW arts and cultural sector.

Looking ahead to 2025 and beyond, Accessible Arts faces significant financial challenges. To ensure our sustainability and meet growing demand, we urgently require increased investment from our principal funder, the State Government. This support is essential to strengthen accessibility, equity and opportunity for artists with disability across the sector.

Key Financial Challenges

1. Rising Operational and Access Costs

Since 2020, Accessible Arts has absorbed a 300% increase in access costs, from \$33,309 in 2020 to \$100,236 in 2024. These rising costs are necessary to ensure accessibility, but they are unsustainable without additional funding.

2. Increased Demand for Services

Despite financial constraints, demand for our services has surged, with participation in our training programs increasing by 338% between 2021 and 2023. Without adequate funding, we risk being unable to meet this growing need.

3. Financial Disparities for Artists with Disability

Artists with disability continue to face systemic financial inequities, earning

11 Throsby D & Petetskaya K 2017, *Making Art Work: An Economic Study of Professional Artists in Australia*, Australia Council for the Arts.

on average 42% less than their non-disabled peers and experiencing higher levels of unemployment¹². Most cannot afford Accessible Arts' services, which means the organisation must shoulder these costs to continue providing essential professional development opportunities.

4. Stagnant Core Funding

Accessible Arts' core funding has remained unchanged at \$270,000 since 2015. Had it been indexed for inflation, we would be receiving over \$350,000 in 2025. The current funding levels are inadequate to support the growing demand for our programs and the rising costs of operation.

5. Economic Impact on the Sector

The ongoing cost of living crisis and tightening budgets have made it increasingly difficult for arts organisations and individuals to afford our services. While Accessible Arts subsidises these costs, the financial strain is unsustainable. This highlights the urgent need for increased government investment to ensure continued access to vital programs.

6. Commitment to Sustainability and Growth

For Accessible Arts to continue expanding our impact and ensure long-term sustainability, we urgently require increased funding from our principal funder. Without it, our ability to recruit and retain skilled staff will be jeopardized, putting our programs and our commitment to accessibility and inclusivity at risk.

Rising Operational Costs and Increased Demand

Accessible Arts has absorbed significant cost increases in recent years, particularly in access costs, and continuing to absorb these rising expenses is unsustainable. With limited opportunities to diversify revenue, particularly in the current economic climate, these financial constraints limit our ability to expand and scale our impact.

Concurrently, there is a growing societal awareness of diversity, inclusion and accessibility. This shift has led to heightened demand for Accessible Arts' services from arts and culture organisations, artists and arts workers.

1. In recent years, arts and cultural organisations have sought to upskill their staff, improve cultural competency, and enhance access and inclusion. However, many face financial constraints that limit their ability to invest in training. This has led to difficult decisions about which staff can be trained. Accessible Arts helps alleviate some of these costs to support the sector's goals, but this commitment puts pressure on our resources and staff capacity.
2. This cultural shift has also led to a rise in the number of artists identifying as disabled. According to Creative Australia's 2024 *Creating Value: National Arts Participation Survey*¹³, the percentage of artists identifying as disabled has increased and as a result, Accessible Arts is seeing a sharp rise in demand for services, with some program

12 Throsby D & Petetskaya K 2017, [Artists as Workers: An Economic Study of Professional Artists in Australia](#).

13 Throsby D & Petetskaya K 2017, [Artists as Workers: An Economic Study of Professional Artists in Australia](#).

applications up by 175% (Bundanon Trust Artist Residency Partnership) and 280% (Advance Your Career Professional Development Series).

3. Additional project funding opportunities (for example, from Department of Social Services, Departments of the Prime Minister and Cabinet, and the City of Sydney) has meant that Accessible Arts has been able to partially respond to increasing sector demand by establishing internships, mentorships and leadership programs, working in partnership with numerous arts and cultural organisations across the state, with the two-fold benefit of providing accessible pathways for artists and arts workers with disability and upskilling host organisations through dedicated training programs and support.

Significant Access Costs

As the peak arts and disability organisation in NSW, Accessible Arts is proudly disability-led and employs over 30 artists with disability as permanent staff, casual trainers, consultants and advisors.

We are committed to creating accessible workplaces and programs for all, providing authentic sector leadership through demonstrating best practice accessibility and inclusivity. Our Access Ideas and Insights Series, for example, is offered both in-person and on an accessible online platform. This initiative includes features such as captioning, Auslan interpretation and customised visual stories, and it is provided free of charge to ensure everyone can participate.

However, there are significant costs associated with providing access. While some expenses can be adjusted, access costs are often fixed and cannot be easily modified.

Since 2020, access costs have increased from \$33,309 in 2020 to \$100,236 in 2024, an increase of \$66,927 or 300%. The expenses to deliver the Access Ideas and Insights Series in both accessible online and in-person formats have escalated from a modest \$5,000 with an annual audience of 180 to \$40,000 with an annual audience of 2,000. While the demand for our services continues to grow, so too do the costs associated with ensuring access.

Year	Access Costs
2020	\$33,309
2021	\$38,857
2022	\$33,428
2023	\$84,449
2024	\$100,236*

* Not inclusive of additional production costs for accessible live-streamed events.

Actual Vs Indexed

Accessible Arts' core funding has remained static since 2015, while inflation has significantly eroded its value. Below is a comparison of core funding against CPI-adjusted figures to highlight the gap.

CPI adjusted	Core Funding	CPI	Core Funding CPI Adjusted
2015	\$270,000	-	-
2016	\$270,000	1.3%	\$274,000
2017	\$270,000	1.9%	\$279,000
2018	\$270,000	1.9%	\$284,000
2019	\$270,000	1.6%	\$289,000
2020	\$270,000	0.8%	\$291,000
2021	\$270,000	2.9%	\$299,000
2022	\$270,000	6.6%	\$319,000
2023	\$270,000	5.6%	\$337,000
2024	\$270,000	3.2%*	\$348,000
2025	\$270,000	3.2%*	\$359,000
2026	\$270,000	3.2%*	\$371,000

CPI figures extracted from [Reserve Bank of Australia Website](#).

* Based on the 2024 figures, as the 2025 and 2026 data is not yet available.

Create NSW Project Funding

Since 2020, Accessible Arts has expanded its reach and capacity through steadily increasing Create NSW Project Funding. This funding has enabled us to deliver numerous internships and mentorships for artists with disability across NSW, as well as build partnerships with arts and cultural organisations to enhance their capacity to engage effectively with artists with disability.

Project Funding	2020	2021	2022	2023	2024
Project Funding Create NSW	\$65,000	\$250,000*	\$122,000	\$176,000	\$196,000

* Inclusive of \$175K in Rescue and Restart COVID-19 funding

Financial Performance Metrics

The following tables outline the financial performance of Accessible Arts from 2020 to 2024, highlighting trends in reserves and income sources:

Reserves	2020	2021	2022	2023	2024 forecast
Reserves	\$218,092	\$222,404	\$308,980	\$397,244	\$411,705
Total Revenue	\$688,397	\$847,398	\$1,064,642	\$1,315,243	\$1,307,730
Reserve Ratio	32%	26%	29%	30%	32%

Income	2020	2021	2022	2023	2024 forecast
Total Grant Funding	\$419,250	\$537,000	\$730,403	\$881,790	\$928,907
Create NSW Core Funding	\$270,000	\$270,000	\$270,000	\$270,000	\$270,000
Earned Income	\$53,304	\$175,320	\$215,122	\$332,201	\$290,000
Earned Income to Create NSW Funding Ratio	20%	65%	80%	123%	107%

Key Financial Strategies (2025-2028)

1. Core Funding Increase

We are seeking an additional \$280,000 annually in core funding from Create NSW, including \$95,000 for CPI indexation and \$165,000 in median project funding.

2. Fee for Service and Training

Expand fee-for-service offerings through new programs and increased reach to generate additional income.

3. Project Funding

Seek additional funding from federal and local government sources to expand internship and mentorship opportunities for artists with disability.

4. Partnerships

Continue building partnerships with organisations such as Bundanon Trust, Art Gallery of NSW, Sydney Opera House, and Diversity Arts Australia to share resources, reduce costs and expand our impact.

5. Build Reserves

Increase reserves to ensure financial stability and support future program delivery.



Impact of Additional Create NSW Investment

A core funding level of \$551,000 per year from Create NSW will enable Accessible Arts to significantly expand its impact, delivering critical programs that support artists with disability and foster greater accessibility, equity and diversity in the arts and culture sector. We will:

- Engage 10,000 audience members through quarterly hybrid Access Ideas and Insights events
- Train 7,415 arts workers in access and inclusion
- Develop two new disability-led training workshops in response to sector demand
- Support 620 arts and cultural organisations with training, partnerships, and consultations
- Deliver 18 regional NSW and Western Sydney training sessions
- Upskill 940 artists with disability via our Advance Your Career series
- Provide 20 artist residencies, 20 Next Level Creative Mentorships and 8 Ripple Disability and Culturally Diverse Internship Program
- Support 1,480 artists with disability through employment, mentoring and/or training opportunities
- Deliver 2 new disability-led productions, performances, exhibitions or programs

Without this funding increase, we will struggle to meet these goals, resulting in reduced deliverables and growing challenges in meeting increased demand (see table following).

Impact of Additional Create NSW Investment on Deliverables and Participation

Activity	Total participation with additional Create NSW funding	Total participation without additional Create NSW funding	Notes
Artists with disability or who are d/Deaf supported through employment and professional development opportunities.	1,480	880	Without increased funding, we cannot deliver mentorship/ internship programs and will need to reduce the Advance Your Career Series due to access costs and financial strain.
Artists Residencies	20	0	Residencies are not feasible without additional funding due to increased administration and access costs.
Next Level Creative Mentorships	20	0	Mentorships would cease without additional investment, previously funded by Create NSW Project Funding.
Creative Initiative Mentorship Program	4	0	This program would end without funding, as it was previously supported by Create NSW Project Funding as ArtScreen.
Disability-led production	2	0	Not possible without additional investment.
Paid Accessible Arts Advisors	32	0	Not possible without additional investment.
Access Ideas and Insights Audience	10,000	2,400	Without additional investment, live-streaming will end, reducing regional access and engagement. Previously funded by City of Sydney and unlikely to continue.
Satellite Sites – Access Ideas and Insights Audience	360	0	Not possible without additional financial investment.

Activity	Total participation with additional Create NSW funding	Total participation without additional Create NSW funding	Notes
Number of partnerships with NSW arts and cultural organisations	166	48	Reduced funding will limit partnership programs like Next Level Creative Mentorships and Bundanon artist residencies, cutting state-wide partnerships.
NSW arts and cultural organisations supported through training, partnerships and consultations	620	420	Reduced funding will cut the number of training sessions, consultations and partnership reach.
Number of new disability-led training workshops developed in response to sector demand	2	0	Without increased investment, we cannot expand the Training Coordinator's hours, limiting our capacity to develop new workshops.

Accessible Arts is at a critical juncture. To continue supporting artists with disability and advancing accessibility across NSW, we need immediate and sustained investment. The increased funding will allow us to expand our services, reach more people, and continue providing vital programs that support inclusivity, equity and diversity within the NSW arts sector.

“The Sydney Opera House establishes long-standing relationships with industry partners, like-minded organisations who drive innovation and development in the major art forms. This is key to maintaining our world-class status. As the peak arts and disability organisation in New South Wales, we have successfully partnered with Accessible Arts on programs that influence cultural change, create career pathways, showcase diversity of works by artists with disability on our stages and inform our staff on best practice. Their impact on the sector is wide ranging and there is a vital need for their services.”

- **Janelle Ryan,**
Accessibility Operations Manager, Sydney Opera House

Marketing and Communications

Accessible Arts is uniquely positioned as an industry leader in supporting a more accessible, equitable and diverse arts and cultural sector throughout NSW.

We promote our events, programs and services to over 20K social media followers and 5700 EDM subscribers. Our communications strategy optimises effectiveness through monthly EDMs to our full database as well as direct targeted campaigns to segmented audiences for various events and programs. We work with over 1350 media, government, arts and disability organisation contacts to

effectively promote our events, programs and opportunities.

We are acutely aware of the need to ensure all marketing and communications activities are accessible for broad audiences with varying access requirements. All of our marketing channels demonstrate best practise accessibility such as Plain English, Web Content Accessibility, Image Descriptions and screen readability. We develop, implement and systematically review the effectiveness of our campaigns to expand our reach, enhance effectiveness and ensure return on investment.



Audience Segment	Communications Channel	Strategic Purpose	Frequency	Analysis & Review
EDM Subscribers	E-news	Update engaged subscribers with details on latest news and upcoming events; Improve access to knowledge and networking for people with disability	Monthly	Review send report to analyse and optimise campaigns
Social Media Followers (Organic)	Instagram, Facebook	Promote Accessible Arts opportunities, programs and events	Weekly	Analyse engagement, registrations, sales and/or applications in response
Social Media Followers (Organic)	Instagram, Facebook	Promote wider sector opportunities for people with disability, accessible programs and events	Approximately 4-9 times weekly in response to sector demand	Support sector in promoting accessible events and opportunities – analyse engagement and provide further support as required
Social Media Followers and Targeted Audiences (Paid campaign)	Instagram, Facebook, Messenger	Promote Accessible Arts events, programs and opportunities	Aligned with launch or announcement. Approx 10–16 campaigns/year	Analyse engagement, registrations, sales and/or applications in response
Arts Organisations	Direct Email	Promote Access Ideas and Insights + Satellite sites	Quarterly	Analyse registrations
Artists and Arts Workers	Direct Email	Promote Access Ideas and Insights + Satellite sites	Quarterly	Analyse registrations
EDM Subscribers	Solus E-news	Promote Access Ideas and Insights + Satellite sites	Quarterly	Analyse engagement, registrations and donations in response
Media and Disability Organisations	Media Release	Promote opportunities such as artist residencies, mentorships, internships and special events	Aligned with project launch or opportunity announcement. Approx quarterly	Monitor interviews requests and publicity

Create NSW Priorities



Accessibility and Equity

Accessible Arts is proud to be a disability-led organisation. As the peak body for arts and disability in NSW, ensuring participation, access and inclusion for people with disability is at the centre of everything we do. We work with and for the NSW arts and cultural community to accelerate and celebrate the diverse professional, cultural and social impacts of arts and disability throughout NSW. Examples include:

Access Ideas and Insights

We provide equitable and inclusive access for people with disability or who are d/Deaf through facilitating topical quarterly Access Ideas and Insights panels discussions and engaging Q&A's. These popular events take place at leading arts and cultural venues across NSW and are also livestreamed, demonstrating best practise digital accessibility. This accessible series facilitates equitable and simultaneous access to real-time discussions and Q&A's for live and online audiences and panellists with disability or who are d/Deaf. Each event has been highly attended by both online and

live audiences, and there has been strong engagement in the lead up to the events as well as afterwards through networking opportunities, continued online engagement and accessible recordings. This series encourages the sharing of knowledge and resources, supporting the arts and cultural sector to put learnings into practice and work cohesively towards enhanced access and inclusion for artists, audiences and arts workers with disability.

Disability-Led Training

Accessible Arts is the leading disability, access and inclusion training provider for the Arts and Culture sector across NSW. Our specialised workshops are designed for arts and cultural organisations, festivals, venues, not-for-profit organisations and government agencies to better connect with and support people with disability. With over 38 years' experience in helping organisations improve accessibility, we understand the specific challenges and opportunities arts organisations encounter and provide practical and achievable solutions.

Internships, Mentorships and Residencies

We partner with leading artists and arts organisations to provide on-the-job opportunities for artists and arts workers with disability to improve their knowledge, skills and networks by undertaking short-term creative and professional placements. Through providing unique internships with leading arts and cultural institutions, valuable mentorships with experienced industry leaders and renowned residencies for artists, musicians and writers with disability or who are d/Deaf, we support the career and creative development of underrepresented arts practitioners. Accessible Arts increases employment opportunities for people with disability through upskilling participants in these programs as well as employing Trainers and Program Coordinators with disability to deliver these initiatives. Furthermore, the arts organisations we partner with in delivering internships, mentorships and residencies benefit from receiving ongoing support and customised accessibility training through Accessible Arts. This is designed to enhance disability confidence and awareness and upskill organisations to more confidently identify and remove access barriers which in turn creates more diverse, equitable and inclusive workplaces.

Access Riders for Organisations

Our new workshop has been designed to support the sector through creating inclusive workplaces where everyone can feel that they belong. Working with people with disability requires understanding of varying access requirements and knowledge on how to implement reasonable adjustments. This training covers legislation, access riders, reasonable adjustments, funding, access responsibilities and recruitment processes.

Next Generation of Creatives and Audiences

Every year, we empower thousands of artists, arts workers and audiences across all creative disciplines, transforming how our society experiences the arts. We are committed to supporting career pathways and meaningful opportunities for people with disability who are d/Deaf to develop and sustain professional careers in the arts and have equitable access to arts and culture across NSW.

Next Level Creative Mentorships

This program supports writers, musicians, dancers, choreographers, actors, directors and producers with disability or who are d/Deaf to take their project ideas to the next level. Program participants are matched with experienced mentors from arts and cultural organisations best suited to support their professional and project development. Emerging artists receive one-to-one mentorships and unique training opportunities designed to provide guidance and build industry knowledge and networks.

Advance Your Career

Our free and accessible Advance Your Career series provides a range of professional development opportunities for artists and arts workers with disability. We facilitate quarterly expert workshops which cover a multitude of practical topics to support the development of professional knowledge, skills and networks.

Creative Access

Accessible Arts is uncovering new ground at the forefront of Creative Access. Our

new training explores creative access in the creation of new work and its potential to transform the way we create and engage with art for all audiences. We encourage thinking beyond traditional models where access is added-on to existing work, and consider how to creatively engage diverse audiences in a meaningful way through both traditional and technological access solutions in creative work.

Createability Internship Program

This unique partnership between Create NSW, Accessible Arts and a range of major arts, music and screen organisations facilitates internships across variety of creative and technical areas including marketing, curating, production, front of house, arts administration, public programs, writing, producing and editing. The Createability Internship Program is proving that well-supported internships lead to ongoing change and improved employment opportunities for arts workers with disability or who are d/Deaf. The internships provide professional development opportunities for creatives, while supporting host organisations to create accessible pathways to employment, training and support for the next generation of creatives with disability.

Broad and Inclusive Communities and Content

Accessible Arts is committed to supporting broad and inclusive communities which reflect the diversity of NSW. Diversity is a defining feature of both the arts and disability and so we value and celebrate the diverse talent, skill, creativity, ability, identity and life experience of people with disability. Accordingly, we work to enable

as many people with disability as possible to create work for and participate in NSW's creative industries and cultural activities. Our commitment is further reflected through the diversity of the Accessible Arts Board and team members.

Ripple: Disability and Culturally Diverse Internship Program

This program is a partnership between Accessible Arts, Diversity Arts Australia and a range of arts and cultural organisations across NSW and the ACT which provides unique professional internship opportunities for people with disability who also identify as culturally and linguistically diverse. Through paid internships, participants receive customised training, ongoing creative sector networking support and valuable hands-on work experience. This initiative embraces two-way learning for interns as well as hosting organisations, which benefits and improves access to arts, culture and community events for people with disability from under-represented culturally diverse backgrounds.

Access Ideas and Insights

We cover a broad and inclusive range of topics and platform a wide diversity of speakers and MC's through our innovative Access Ideas and Insights forums. These events uniquely support the sector to deliver broad and inclusive content through sharing knowledge and resources relevant for existing and traditional artforms as well as new and emerging digital and experimental artforms and practice. Recent topics include The Future of Disability Storytelling, Accessible Curation, Accessible Tech and The Future of Art.

Western Sydney and Regional NSW

Accessible Arts is acutely aware of our role in advancing the rights of and supporting opportunities for artists, audiences and arts workers with disability from all across NSW.

Access Ideas and Insights

Through this demonstrably successful series, we are able to platform speakers and topics relevant to wide-ranging Western Sydney and Regional NSW audiences and arts organisations. We are committed to presenting at least one of these events each year with a Western Sydney or Regional focus. Furthermore, from 2026 onwards we will screen each of these quarterly events at satellite sites in partnership with arts and cultural organisations across Western Sydney and Regional NSW, increasing networking and peer-to-peer sharing opportunities at supported satellite sites. This series is well known for supporting industry in building knowledge, confidence and capacity for enhanced access and inclusion.

Valuable Partnerships

To achieve transformational change, we work in partnership with a range of organisations and individuals from Western Sydney and Regional NSW. We seek out collaborators who share our vision and values, and we work together in strategic and innovative ways to deliver the best possible outcomes. Through our Next Level Creative Mentorship program, we've worked with mentees and mentors through PYT Fairfield, Murrumbidgee Theatre Company, Hothouse Theatre, Northern Rivers Performing Arts, Penrith Performing and Visual Arts and Riverside Theatres Parramatta.

Bundanon Trust Artist Residencies

The Bundanon Trust is a beautiful rural property located on the idyllic Shoalhaven River, and the Bundanon Trust Artist-in-Residence program is the largest of its kind in Australia, making it highly sought after by artists nationally. Each year, Accessible Arts partners with Bundanon to present a valuable week-long residency program specifically for artists with disability or who are d/Deaf. These residencies have been important stepping stones in the creative and career development of many successful Australian artists with disability.





“Accessible Arts deepened our understanding of ‘access’, not only towards ensuring our organisation’s physical accessibility but also its readiness to engage people through diverse methods of communication. Their Access Ideas and Insights event, hosted at Artspace, showed us how meaningful changes could be seamlessly integrated into daily operations, inspiring our team to create an inclusive space for audiences both onsite and online.”

- **Michelle Newton,**
Interim Executive Director, Artspace

“Merrigong is a proud supporter of the Next Level program. It has provided us with a unique and invaluable opportunity to work with two very different high calibre and committed artists such as Christopher Bryant and Joshua Anderson and to support them to develop bold new works through dedicated time, artistic support and space.”

- **Anne-Louise Rentell,**
Director – Strangeways Ensemble,
Merrigong Theatre Company

Our Partners

Partnering Organisations

- 4A Centre for Contemporary Asian Art
- A.C.E. Arts and Cultural Exchange
- Albany Lane Consulting
- APRAAMCOS
- Arts on Tour
- Art Gallery of NSW
- Arts Law Centre of Australia
- Artspace
- Australian Film Television and Radio School
- Bangarra Dance Theatre
- Brand X
- Bell Shakespeare
- Belvoir St Theatre
- Blue Mountains Theatre and Community Hub
- Bondi Pavilion Theatre
- Brisbane Powerhouse
- Bundanon Trust Estate
- Bus Stop Films
- Capitol Theatre Tamworth
- Creative Plus Business
- Crips and Creeps
- Darwin Entertainment Centre
- Diversity Arts Australia
- Glen Street Theatre
- Griffin Theatre Company
- Hamilton Performing Arts Centre
- Lismore Regional Gallery
- Livecrowd
- Merrigong Theatre Company
- Museum of Australian Democracy
- Museum of Contemporary Art Australia
- Musica Viva Australia
- National Portrait Gallery
- Northern Rivers Performing Arts
- PACT Centre for Emerging Artists
- Penrith Performing and Visual Arts
- People with Disability Australia
- Pyrus Event Services
- Red Earth Arts Precinct Karratha
- Riverside Parramatta Theatres
- Sage Clinical Psychology
- Screen Australia
- Screen Producers Australia
- Screenworks
- Shopfront Arts
- Story Factory
- Sydney Dance Company
- Sydney Opera House
- Sydney Olympic Park Authority
- Sydney Theatre Company
- Vivid Ideas Sydney
- Wagga Wagga Civic Theatre
- UTP



Ongoing Funders

Principal Funder: Create NSW



- City of Sydney
- Commonwealth Government – Department of Social Services
- Creative Australia
- Playing Australia
- Screen NSW
- Sound NSW
- Women NSW, The Cabinet Office



Accessible Arts Board

- Jaci Armstrong, Chairperson
- Kate Lidbetter, Deputy Chairperson
- Vishwas Singh CA, Treasurer
- Alex Jones, Director
- David Kay, Director
- Emily Dash, Director
- Fiona Winning, Director
- Alice Anderson, Director
- Ursula King, Director

Accessible Arts Team

- Liz Martin, CEO
- Libby Forsyth, Operations Manager
- Amy Claire Mills, Arts Development Manager
- Rachel Musgrove, Marketing and Development Manager
- Daniel Jaramillo, Office Administrator
- Michelle Tear, Training and Project Coordinator
- Bedelia Lowrenčev, Project Coordinator, Equip: Leadership Toolkit 2024

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Page 20: Madeleine Stewart, *Are You Pulling My Leg?* August 2024. Photo by Rob Studdert.

Page 21: 2024 Accessible Arts and Bundanon Trust Artists in Residence. Photo by Paul Jones.

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Page 27: Access Ideas and Insights - Reimagining Performing Arts and Disability, February 2023. Photo by Dieter Knierim.

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Page 32: Access Ideas and Insights - The Future of Disability Storytelling, July 2024. Photo by Dieter Knierim.

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Page 53: Bell Shakespeare stage reading, 2023. Photo by Amy Claire Mills.

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Page 58: Michelle Teear, Bundanon Artist Residency, 2021. Photo supplied by the artist.

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