

# Ripple- Disability and Culturally Diverse Internship Program: 2026 Alternate Word Application form

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## About the Program

The Ripple: Disability and Culturally Diverse Internship Program, run by Accessible Arts in partnership with Diversity Arts Australia, will take place across New South Wales (NSW) and Australian Capital Territory (ACT) in 2026. This unique initiative is open to eight (8) applicants who identify as both culturally diverse\* AND d/Deaf, Disabled\* and/or Neurodivergent.

The term 'culturally diverse' is inclusive of people who identify as culturally and linguistically diverse (CaLD), and/or culturally and racially marginalised (CaRM), People of Colour, Black people, and people from migrant and refugee backgrounds.

**A Person with Disability** includes anyone with sensory or physical conditions, learning Disability, chronic illnesses, mental health conditions or who is Neurodivergent.

Ripple is a paid program running from June-September 2026 that includes an internship, 1:1 mentorship and professional development training.

We value lived experience as much as professional experience. You do not need formal qualifications in the arts or access consulting to apply.

Please fill out the application form and the required attachments and send it to Accessible Arts via email: [info@aarts.net.au](mailto:info@aarts.net.au)

## Access support

**Do you need support to complete this application?**

Alternative formats such as audio submission, or video submissions are accepted with prior approval. Please reach out to Accessible Arts before submitting the application in an alternative format to ensure your application is received.

If you need support to complete this application, through translation or language support please get in touch and our team will contact you to discuss options.

## Enquiries

If you have any questions about your application or the Ripple Program, please email Accessible Arts or Diversity Arts:

### **Accessible Arts – Ava Lagoon, Ripple Project Coordinator**

**Email:** [info@aarts.net.au](mailto:info@aarts.net.au)

**Phone:** (02) 9251 6499

Our team is available 10am - 5pm on Tuesdays and Thursdays for phone enquires.

### **Diversity Arts - Kevin Bathman, Diversity Arts Project Coordinator**

**Email:** [kevin.bathman@diversityarts.org.au](mailto:kevin.bathman@diversityarts.org.au)

**Phone:** (02) 8821 9169

## Privacy information:

Accessible Arts respects every participant's right to privacy. We collect and use the minimum amount of personal information needed for us to ensure we provide you with a quality service. Accessible Arts will always endeavour to manage your information in ways that protect your privacy. You can read Accessible Art's privacy statement & policy here <https://aarts.net.au/privacy-policy/>

**\*Note:** Language around 'culturally and linguistically diverse' communities, and 'culturally and racially marginalised' communities is not entirely accurate nor adequate. People may self-identify with one, both or neither of these terms. However,

we use these terms in line with Diversity Council Australia's [guide on inclusive language in the workplace](#).

**Submission deadline is 11:30 pm 27 April 2026**

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The following questions help us understand who the program is reaching and how we can provide appropriate support. Your responses will only be used for program access, selection and reporting purposes.

**1. Contact information:**

(Please type your response here)

- Name
- Address
- State
- Email address
- Phone number/ WhatsApp (optional)

**2. Are you over the age of 18?**

(Please highlight your response)

Yes

No

**3. This program is for people who identify as BOTH:**

- Culturally and Linguistically Diverse (CaLD) and racially marginalised

AND

- d/Deaf, Disabled and/or Neurodivergent

The term “culturally diverse” here is inclusive of people who identify as culturally and linguistically diverse (CaLD), migrant, refugee, and/or culturally and racially marginalised.

Disability includes anyone with sensory or physical conditions, learning disability, chronic illnesses, mental health conditions or who is neurodivergent. Here is a Disability language guide for more information <https://pwd.org.au/wp-content/uploads/2025/12/PWDA-Language-Guide.docx>

**Do you identify as both culturally diverse and d/Deaf, Disabled and or Neurodivergent (as described above)?**

(Please highlight your response)

Yes

No

Prefer not to say

Other (please write your answer here)

**4. Do you also identify with any of the following**

NOTE: Some people reclaim terms like "crip"\* and “sick”. You are welcome to use the language that best reflects your identity. \*You can read more about what this identity means here, <https://callingupjustice.com/crip/>

(Please highlight your response, select all options that apply)

d/Deaf or Hard of Hearing

Person with chronic illness or pain

Person with mental health conditions

Neurodivergent

Crip\*



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Sick

Yes, but prefer not to specify on this form

Other: (write answer here)

**5. Do you identify with any of the following:**

(Please highlight your response, select all options that apply)

Aboriginal

Torres Strait Islander

First Nations

LGBTQIA+

Person living in regional NSW

Person living in the ACT

Person from a refugee background

Person under 25 years old

**6. What pronouns would you like to use during the program?** More information on pronouns and why they are important here

[https://www.minus18.org.au/articles/what-are-pronouns-and-why-are-they-important/?srsltid=AfmBOoo6oMo278n24MddOE34jH\\_uxljXk7u9-xb7W1wL5\\_yQy6Bh13k9](https://www.minus18.org.au/articles/what-are-pronouns-and-why-are-they-important/?srsltid=AfmBOoo6oMo278n24MddOE34jH_uxljXk7u9-xb7W1wL5_yQy6Bh13k9)

(Please type your response here)

**7. Access Requirements** – You are welcome to share any access or support requirements that would help you participate fully in the program. These might relate to (but are not limited to) physical access, environment, communication, or support people. You can also discuss this with us later if you prefer.

You are not required to disclose your Disability/s.

(Please type your response here. You can provide a link to your access rider here or attach it separately to your email application.)

8. **Tell us more about yourself and your creative practice.** You can insert your bio, be as specific as you'd like; or you could answer in a few words. You can include links here to your Instagram, website, portfolio or link to a Dropbox or Google drive folder where we can see your work. If using Drop Box or Google Drive please make sure the sharing permissions are correct. Please limit answer to 300 words max.

(Please type your response here. If you have a website or portfolio, you can provide link below or attach a copy separately to your email application.)

9. This program is to help people who are both d/Deaf, Disabled and/or Neurodivergent as well as Culturally Diverse, to build skills towards being professional Access, Diversity and Inclusion consultants in the arts and culture sector. **Why is improving access and inclusion in arts and creative sectors important to you? Include any experience you have in arts, culture, advocacy, or community work.** This can include informal or lived experience. Please limit your answer to 200 words max.

(Please type your response here)

10. **What challenges do people who are both culturally diverse and d/Deaf, Disabled and/or Neurodivergent experience?** Please limit your answer to 150 words max.

(Please type your response here)

11. **What are your desired outcomes for participating in this program? Please list up to three goals.** Please limit your answer to 150 words max.

(Please type your response here)

**12. Give us an example of how you work collaboratively and independently?** Please limit your answer to 100 words max.

(Please type your response here)

**13. Can you commit your time for the workshop trainings falling across the two periods June 9<sup>th</sup>- June 26<sup>th</sup> and 31<sup>st</sup> August-10<sup>th</sup> September.** Understanding this will be up to a max 8 hours per week (a combination of online live workshops, prep, self-directed tasks and follow-up resources). Exact timetable will be provided immediately upon acceptance offer.

(Please highlight your response)

Yes

No

(if answered no) type comment here:

**14. Identify the Host Organisations that you are interested in working with. You may select up to three (3) organisations. The Ripple Application Guide (link) provides more information on the placements and their offerings.**

Please note that while we will endeavour to accommodate preferences, placements may be at the discretion of the participating arts organisations.

(Please highlight your three options)

**APRA AMCOS**, Ultimo NSW (Online and In-Person internship possible)

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



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**Blue Mountains City Council- Blue Mountains Cultural Centre, Blue Mountains**

**Theatre**, Katoomba NSW (Online and In-Person internship possible. In person attendance on site is preferable. **Access information:** Wenworth Falls School of Arts is not a fully accessible venue (heritage building) with stairs down to dressing rooms and on to stage. However, office space can be provided at the Blue Mountains Theatre or Blue Mountains Cultural Centre which are both accessible venues.)

<https://bluemountainculturalcentre.com.au/>

**Chau Chak Wing Museum**, Camperdown NSW (Online and In-Person internship possible) <https://www.sydney.edu.au/museum/>

**Urban Theatre Projects**, Bankstown NSW (Online and In-Person internship possible) <https://utp.org.au/>

**Performing lines**, Everleigh NSW (Online and In-Person internship possible. **Access information:** building is not a fully accessible venue, with a single flight of stairs to the office space. Kitchen and accessible bathrooms are on office level.)

<https://performinglines.org.au/>

**PHIVE, City of Paramatta**, Parramatta NSW (Online and In-Person internship possible) <https://cityofparramatta.nsw.gov.au/phive>

**Tuggeranong Arts Centre**, Greenway ACT (Online and In-Person internship possible) <https://tuggeranongarts.com/>

**16. Why did you choose these three Host Organisations, and how would they help you reach your goals?** (Please limit your answer to 300 words max)

(Please type your response here)

**17.** Every participant will be matched with a mentor in the arts and creative sector, who identifies as either or both culturally diverse and d/Deaf or Disabled. You will receive four individual sessions with the mentor during the program. **What are you looking for in a mentor?** (200 words or less)

**18. Can you commit 2 full-days a week (or equivalent) between 29th June- 29th August for your placement?** (note: this is the standard internship period, flexibility is possible, but internship must be complete by Monday 7<sup>th</sup> September)

(Please highlight your response)

Yes

No: type comment here:

**19. If you hope to attend the internship with your host organisation in person, will you be able to cover your own travel cost during the internship period 29th June- 29th August (standard internship period dates).**

(Please highlight your response)

Yes

No- if no, please contact Accessible Arts to talk about alternative arrangements, or please type your response here

**20. Would you able to travel to Sydney on Tuesday the 9<sup>th</sup> of June** for an in-person orientation at the Accessible Arts Office, The Arts Exchange, Level 3/10 Hickson Rd, The Rocks NSW (approx. 10am-4pm)? Travel arrangements and expenses would be covered.

(Please highlight your response)

Yes

No

21. Are you available to travel to Sydney on **Monday September 14<sup>th</sup>** to attend an in-person graduation in Sydney? Travel arrangements and expenses would be covered.

(Please highlight your response)

Yes

No

**I confirm the information provided is accurate and I understand Accessible Arts and Diversity Arts Australia may contact me regarding this application.**

(Please highlight your response)

Yes

END OF APPLICATION