Ripple: Disability and Culturally Diverse Internship Program: 2027 Guidelines

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) in 2027.

This unique initiative is open to six (6) applicants who identify as both Disabled, d/Deaf and/or Neurodivergent as well as culturally and diverse*.

Ripple is a paid program running from **March-July 2027**. It includes:

- **4-weeks of Professional Development and Training**
  (6 hours per week x 4 weeks)
  Customised Disability and cultural diversity awareness workshops and professional development

- **Internship placement at a Cultural/Arts Institution in NSW**
  (15 hours per week for 10 weeks)

This 16-week program brings together emerging creatives, arts and cultural workers to build skills, connect with peers, and explore pathways into access and inclusion roles, including consultancy. It's designed to grow your practice and confidence to drive greater access and inclusion across the arts and cultural sector.

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

* Term Definitions

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

*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.

What does a 'Person with Disability' include?

Anyone with sensory or physical conditions, learning Disability, chronic illnesses, mental health conditions and/or is Neurodivergent. Note: self-diagnosis is valid and applicants do not need formal diagnosis to access this opportunity.

Program Timeline:

- **Training**: Tuesday 16 March - 9 April 2027
  6 hours per week x 4 weeks
- **Internship Placement**: Monday 12 April to Friday 18 June
  This is the standard internship placement .15 hours per week x 10 weeks.
- **Contingency Week (for rest and catching up on hours)**:
  Monday 21 June to Friday 25 June
- **Regroup and Reflection Week**: Monday 28 June to Thursday 2 July
  6 hours per week x 1 week
- **Graduation Event** Tuesday 6 July
  One day event, 4 hours.

Program structure

Training - Tuesday 16 March to 9 April 2027

Participants will undertake training for up to 6 hours per week for four (4) weeks, the program is curated to include training and professional development opportunities focused on orientation, preparation and support for placement. Training can be up to six (6) hours per week and will fall on Mondays, Tuesdays and/or Thursdays.

Training hours covers a combination of hybrid in person and online live workshops, presentations, prep, self-directed tasks, working on follow-up resources and rest. Exact timetable will be provided immediately upon acceptance offer.

Content

The training program has been curated to enhance professional development and focuses on accessibility, cultural safety and diversity. It will include the following workshops plus more:

- Accessible Arts workshops on Access Riders for Artists, and Creative Access
- Diversity Arts Australia workshops on Cultural safety and Trauma informed Cultural Practice
- First Nations Disability Cultural Safety training, delivered by Uncle Paul Calcott
- Trauma Informed Mental Health training
- Plus other workshops and talks delivered by leading Disabled and Culturally and Linguistically Diverse creatives and collectives across the arts

Payment

Participants will be paid for all training hours, $30 per hour plus paid the statutory superannuation rate for the 4 weeks of training. 6 hours x 4 weeks = 24 hours.

Internship Placement - Monday 12 April to Friday 18 June (standard dates)

This is an exciting opportunity to gain valuable insights into the kinds of organisations and work available in the arts and cultural sector, whilst forming connections as emerging creative sector workers.

The standard Internship period commences Monday 12 April to Friday 18 June and must be completed by the end of June 2027. Timeline and structure of placements may be flexible to needs of the participant. In-person interning is generally preferred, however hybrid placements can also be arranged in discussion between with the intern and Host Organisation.

What areas will the interns work in?

The internships will be in a variety of creative and technical areas depending on the arts and cultural organisation each intern is placed within. There will be opportunity to engage with a accessibility and inclusion practices within the Organisation. A work program will be developed based on the skills and interests of each participant, alongside the opportunities and requirements of the organisation.

See further in document for more on each Host Organisation's specifications.

Payment

The Internship is 15 hours of work per week, for 10 weeks, or equivalent hours. Participants will be paid $30 per hour plus paid the statutory superannuation rate. 15 hours x 10 weeks = 150 hours.

Regroup and Reflection - Monday 28 June to Thursday 1 July

After the cohort have completed their placements, they will be brought back together to reflect on their experiences as a group. They will have structured and informal opportunities to reflect and digest with Arts professionals from Diversity Arts and Accessible Arts, as well as work on their next steps post program.

Payment

Participants will be paid $30 per hour plus paid the statutory superannuation rate for the 1 week of reflection. 6 hours x 1 week = 6 hours.

Graduation Event - Tuesday 6 July

Graduation and end of program celebration event. In-person event, including paid travel to attend a Wrap Up Session and Graduation Ceremony in Sydney.

Participants will be paid $30 per hour plus paid the statutory superannuation rate for their time attending.

Eligibility Criteria

Applicants must:

- Identify as culturally diverse. This includes 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.
- Identify as d/Deaf, Disabled and/or Neurodivergent. Note: self-diagnosis is valid and applicants do not need formal diagnosis to access this opportunity.
- Be over 18 years of age at the time of application.
- Reside in New South Wales.
- Must be available during the above-mentioned dates

Assessment Criteria:

The applicant demonstrates...

- Previous engagement or presently seeking career opportunities in the arts and cultural sector.
- Experience at any level in the arts and/or cultural industry. We value lived experience as much as professional experience. You do not need formal qualifications in the arts or access consulting to apply.
- Applications are warmly encouraged from people with all levels of previous experience, including those new to the workforce.
- Interested in Disability, Neurodiversity and racial justice discourse
- proactive approach and commitment to completing the program.
- Interest and enthusiasm in arts and culture
- Ability to work effectively as part of a team and independently
- Competency in Microsoft Office applications & Zoom Meeting Platform
- Nurturing some form of creative/arts/crafts practice (desirable but not essential)

Partnering Host Organisations

Below is a list of our partnering organisations. Take note of their locations and visit their websites to learn more about the work that they do and how it may align with your goals and interest areas. While we will endeavour to accommodate preferences, all placements will be at the discretion of the participating arts organisations.

APRA AMCOS – Ultimo, Gadigal Land

APRA AMCOS is a member-owned organisation that represents over 119,000 songwriters, composers, and music publishers. They license organisations to play, perform, copy, record, or make available music, and then distribute the royalties to their members. APRA AMCOS ensures that music creators are fairly compensated for the use of their work, both locally and internationally.

Location: 16 Mountain Street, Ultimo, NSW (Online and In-Person possible)
Website: APRA AMCOS

Chau Chak Wing Museum – Camperdown, Gadigal Land

Located on Gadigal land, in the heart of the University of Sydney, the Chau Chak Wing Museum celebrates difference and inspires life-changing experiences through diverse exhibitions, engaging programs, and our care for the University's extensive collections. The Museum's collections traverse various cultures and periods, ranging from ancient civilisations such as Rome, Greece, and Egypt to the cultures of First Nations peoples worldwide, with natural history collections and works by prominent contemporary artists. Our outlook is global, emerging from a core understanding and acknowledgement that we are on unceded lands of Aboriginal and Torres Strait Islander peoples.

Location: Chau Chak Wing Museum, University Place, Camperdown, NSW (Online and In-Person internship possible)
Website: Chau Chak Wing Museum
Scope of internship work: Intern will be hosted by and work within the Curatorial team and be given the option to attend other teams within Chau Chak Wing Museum, depending on their interests and goals.
Ideal applicant may be: Someone interested in curation, collections management, galleries, art administration, history and biology.

CuriousWorks- Fairfield, Dharug Land

CuriousWorks exists at the intersection of contemporary multi-arts practice and community arts and cultural development. We work across art forms and disciplines, focusing on screen works, digital media, and emerging art forms. We nurture the ideas and the potential of art makers and future cultural leaders. We believe in ethical and self-determined storytelling, and the integrity of process; engaging deeply and meaningfully with artists, audiences, communities, and collaborators to produce and present new Australian work and cultural experiences that speak to the hyper-local of our home grounds in South West Sydney, and resonate far beyond.

Location: Fairfield City HQ, 17 Kenyon Street, Fairfield

CuriousWorks, Fairfield, NSW (Offering 1 day in person, half a day online per week over a longer period of 10 to 15 weeks and finishing by July 2027)

Website: CuriousWorks

Ideal applicant: This opportunity would be perfect for creatives based in Western Sydney with an interest in inclusive, community led cultural practice.

PHIVE, City of Parramatta-Dharug Land

PHIVE is the City of Parramatta's flagship civic, cultural and community hub, located in the heart of Parramatta. Sitting within Council's Community and Culture directorate, PHIVE is a living space for artistic practice, experimentation and public engagement. It hosts a year-round program of artist-led events, workshops, talks and community programs, creating opportunities for artists and cultural practitioners to connect with diverse audiences. PHIVE offers a unique environment to understand how creative practice operates within civic space, public programming and community-focused cultural work in Western Sydney.

Location: 5 Parramatta Square, Parramatta, NSW (Online and In-Person possible)

Website: PHIVE

Scope of internship work: The intern will be based within the Community Hubs team at PHIVE and will work closely with the Programming and Venues teams across Community Hubs.

Ideal applicant: This opportunity would be perfect for emerging practitioners based in Western Sydney

Sweatshop Literacy Movement- Fairfield, Dharug Land

Sweatshop is a literacy movement based in Western Sydney which is devoted to empowering culturally and linguistically diverse communities through reading, writing and critical thinking. Our movement provides research, training, mentoring and employment opportunities for emerging and established writers and arts practitioners from Indigenous and non-English speaking backgrounds. Sweatshop's annual program includes workshops and residencies in schools and universities throughout Australia and ongoing masterclasses in Western Sydney, which are facilitated by a collective of award-winning authors and artists. Sweatshop initiatives result in publications, films, podcasts, plays, performance readings, exhibitions and cultural seminars.

Location: PYT Fairfield, 19 Harris Street, Fairfield, NSW (online and in-person internship possible)

Website: Sweatshop

Ideal applicant: Writers, storytellers and those interested in publication, editing, and writing. The internship project centres writers from Arab and Jewish backgrounds, an applicant from these communities will be prioritised.

Think + DO Tank Foundation

Since 2013, think+DO Tank Foundation (TDTF) have been creating and leading ambitious arts and community development projects to boost the boundless literacies, linguistic ability, art-making and future-shaping powers of women in South Western and Western Sydney. Think+DO Tank Foundation utilises a deep expertise in social policy, an understanding built at eye-level , and the power of the arts, to enable the people we work with to strengthen their connections, and become agents for change in their own lives. Our vision is of proud, creative, connected multicultural communities that draw on the skills of their members to achieve shared goals.

Location: 40 Harris Street, Fairfield, NSW (Online and in-person internship possible)

Website: Think + DO Tank Foundation

UTP – Bankstown, Dharug Land

Utp is an experimental arts organisation in Western Sydney, supporting artists to make breakthrough works of scale. Each year, Utp's program is guided by a provocation responding to emerging social, cultural and political challenges of the moment. At UTP, we nurture artists long-term, championing those who challenge the status quo and reflect contemporary Australia's complexity.

Location: 5 Olympic Parade, Bankstown, NSW (Online and In-Person internship possible)

Website: UTP

Scope of internship work: the intern will be contributing to the production of an upcoming festival for 2027. The internship will be fitted to the goals of the intern, allowing them to learn and work across accessibility, comms strategy and delivery and producing support.

Verge Gallery- Camperdown, Gadigal Land

Verge Gallery is a not-for-profit arts space at the University of Sydney dedicated to the presentation of contemporary art practice. Verge Gallery's key focus is to present interdisciplinary exhibitions from leading and emerging arts practitioners while providing the University of Sydney students, academics and visitors an arena for critical dialogue and response. A space without borders, we encourage unique voices and viewpoints. Through exhibitions and public programs, Verge acts as a vehicle for learning and skill sharing. Situated in the Chippendale-Redfern-Darlington creative hub, Verge expands beyond its university setting to provide exhibitions and events that are relevant to the wider community.

Location: Jane Foss Russell Plaza, The University of Sydney, NSW (hybrid In-Person and Online internship possible)
Website: Verge
Ideal applicant: interest or experience in curation and programming

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Access

Accessible Arts and Diversity Arts will provide access support for the partnering organisations and program participants throughout the program. To ensure that each participant access needs are met, you will be asked by Accessible Arts to complete a section in your application regarding your access provisions. This helps us to ensure that you can fully engage in the program and get the most out of the training program and placement. Where appropriate, participants will be encouraged to use their NDIS package (if available) to support their participation in the program.

While our partner organisations will endeavour to meet participants' access needs, there may be some limitations in certain circumstances. We encourage applicants to reach out to Accessible Arts with any questions about access requirements before the application deadline.

How to Apply

Applicants will be asked to provide the following information:

- Contact Details
- Applicants must identify as being both d/Deaf Disabled and/or Neurodivergent AND Culturally and Linguistically Diverse (CaLD).
- An outline of any access requirements you might have.
- A CV and short bio – including examples of relevant work, volunteer, studies and/or qualifications
- List the top three organisations that you are interested in working with.
- Answer a variety of questions around your career goals, why this is an important opportunity for you, and about your interest in the Inclusion and Diversity space.

NOTE: In the application form, you will be asked to select your top three preferred organisations. While every effort will be made to match you with one of your top choices, applicants may not be paired with their first-listed organisation.

Application Form

You can apply online via Survey Monkey: **Click here to apply online**

Alternatively, you can fill out the Word Document Application Form (available on the Accessible Arts website) or PDF and email it to info@aarts.net.au or use these as a resource to help prepare your answers before applying online.

Other alternative formats such as audio, or video submissions are also 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 or scribe support please, get in touch and our team at info@aarts.net.au and we will contact you to discuss support options.

Applications Open Now

Applications close **Wednesday 16 December** at 11.30pm AEST.

Ripple Information Session

An open Ripple Information Session will be held online via Zoom on:

Monday 30 November, 4pm – 5pm

The session will be captioned and Auslan interpreted. The session will also be recorded and published.

Click here to register for the Online Information Session

The conversation will be led by Accessible Arts' Ripple Project Coordinator, Ava Lacoon, who will also provide insights and perspective as a past Ripple participant. They will be joined by Kevin Bathman from Diversity Arts Australia.

This session will cover:

- Information on the Ripple program: overview of Internship and Training Program
- How to apply
- Application questions
- Access
- Eligibility criteria

Application assessment

Applications will be assessed by a panel of Accessible Arts & Diversity Arts Australia staff, including people who identify as being either or both culturally diverse, d/Deaf, Disabled and/or Neurodivergent. The panel will consider how well the applicant aligns with the program, the partnering organisation, as well as their relevant work experience and commitment to the program. Partnering organisations will be consulted during the review process to ensure cultural safety and access requirements can be met for the program participants.

2027 Application Timeline and Key Dates:

- **Applications Open:** 17 November
- **Ripple Information Session:** Monday 30 November at 4pm
- **Applications Close:** Wednesday 16 December at 11:30pm (AEST)
- **Outcome Notifications:** Applicants will be notified of results February 2027

Marketing and Contract

Successful applicants will need to sign a contract that includes additional terms and conditions based on Accessible Arts and Diversity Arts' policies. Applicants must also give permission for Accessible Arts and Diversity Arts to promote and share the outcomes of the Ripple: Disability and Culturally Diverse Internship Program. This may include agreeing to participate in interviews, filming, and other social media opportunities for promotional purposes.

Working with Children's Check

Please note, all successful applicants will be asked to complete a Working with Children Check. The financial costs associated with these checks will be reimbursed by Accessible Arts. We do not require any Police Checks.

Payment

Each participant within the Ripple program will receive payment for attending training, placement, reflection and graduation. This payment will be paid fortnightly throughout the program. Participants will be informed of the payment schedule at the start of the program. Accessible Arts can offer the service of auspicing payments, to find out about Accessible Arts' Auspicing Policy click here.

Program Requirements

- **Program Completion:** Participants are required to complete the full program, including the 30 hours of training & reflection (up to 6 hours per week across 4 weeks), 150 hours of placement (15 hours per week for 10 weeks)
- **Regular Communication:** Maintain regular communication with Accessible Arts/Diversity Arts and the partnering organisation throughout the program.
- **Mid-Program Survey:** Submit a mid-program survey.
- **End-of-Program Survey:** Complete the end of the program survey.
- **Graduation:** attend final graduation and wrap up activities and event
- **Evaluation:** be available for post-program feedback opportunities, potentially in the form of a survey, or interview.
- **Documentation of Participation:** Provide at least one photo or reel showcasing your experience during the program.

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 at this link.

Enquiries

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

Accessible Arts:

Ava Lacoon (she/they) - Ripple Project Coordinator

Email: 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 (he/him) - Diversity Arts Project Coordinator

Email: kevin.bathman@diversityarts.org.au

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