

Next Wave, Commitment to Equity, Access and Inclusion



Next Wave extends on its 2026-29 Strategic Plan and makes an all-of-organisation commitment to equity, access and inclusion, and we are committed to enacting structural change by turning our beliefs into actions. Our commitment acknowledges the critical importance of providing equitable access to all participants and visitors, including people who identify as disabled, D/deaf or neurodiverse and acknowledges their contribution to our society as creatives and employees. This document consolidates and builds on progress made in previous Disability Action Plans, whilst expanding the scope.

Next Wave is committed to creating an organisation and program where equity, access and inclusion are embedded at every level. We recognise the structural barriers that limit participation in the arts, and we commit to dismantling these barriers through leadership, resourcing, and action.

This is a live document and is intended to be actively and regularly reviewed and updated.

Guiding Principles

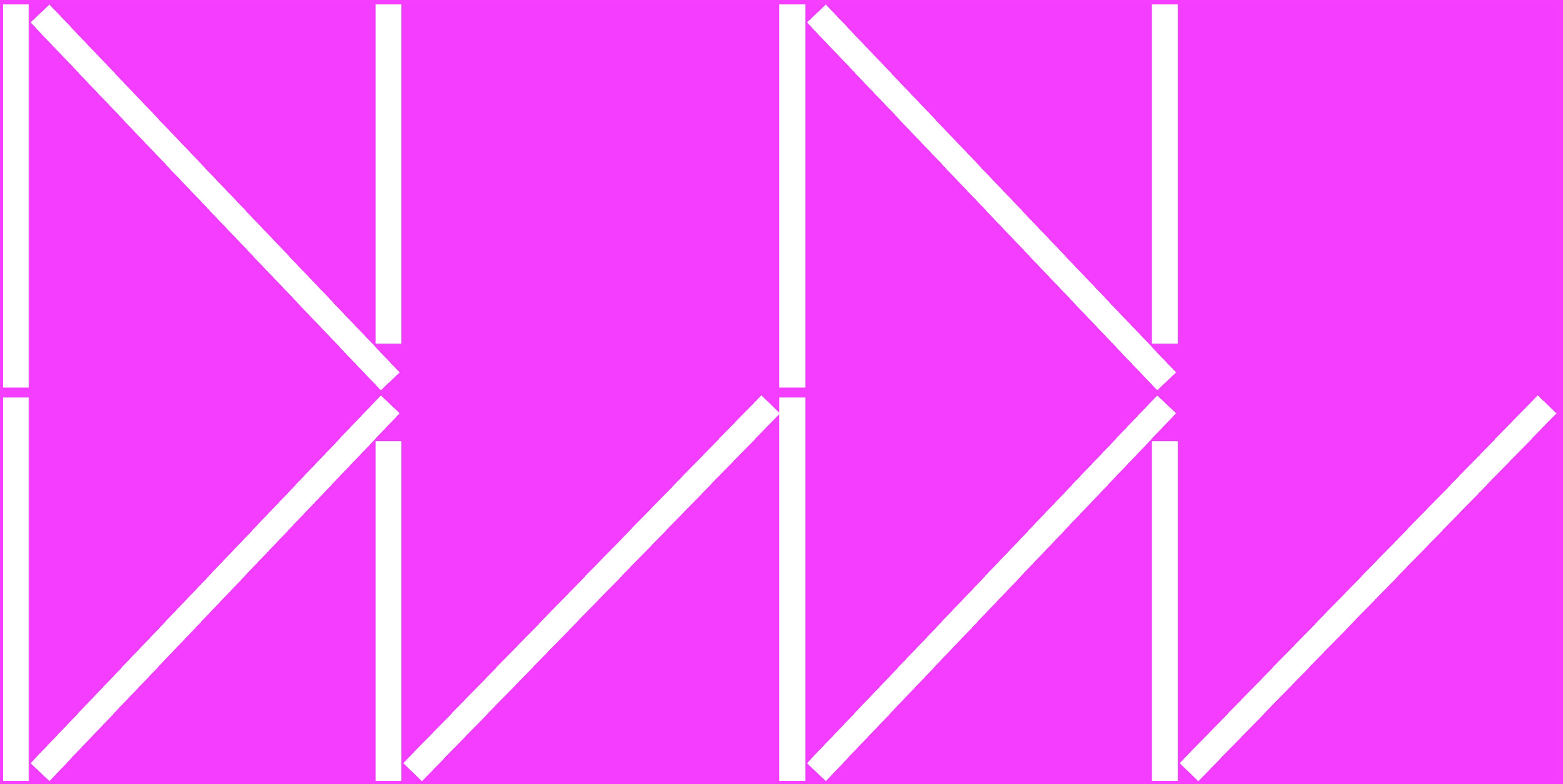
- **Equity:** Resources, opportunities and support are distributed in ways that address systemic inequity.
- **Access:** Our spaces, programs and communications will be accessible physically, financially and culturally.
- **Inclusion:** Next Wave fosters an environment where artists, staff, Board and audiences feel respected, represented and able to bring their full selves.
- **Self-determination:** We recognise First Nations sovereignty and prioritise First Peoples leadership and perspectives in all areas of our work.
- **Intersectionality:** We acknowledge that individuals experience overlapping forms of disadvantage and discrimination, and we commit to inclusive practices that recognise this.

Action	Outcomes	Implementation	Responsibility
Advocacy & Organisational Culture	A culture where everyone can participate, with equity and access embedded across all operations.	<ul style="list-style-type: none"> • Public advocacy for equity and inclusion through programming, communications, and sector engagement. • Regular staff/Board access training. • Ongoing allyship and accountability to Disabled, d/Deaf and neurodiverse communities. • Organisation-wide equity framework that includes class and socio-economic status as key barriers alongside disability, race, gender, sexuality, and culture. 	Board, CEO, All Staff – ongoing
Leadership & Governance	Diverse, accountable leadership reflecting the communities Next Wave serves. Decisions shaped by lived experience.	<ul style="list-style-type: none"> • Ensure Board & Advisory roles held by under-represented groups (including disability, First Nations, low-income backgrounds, culturally diverse, LGBTIQ+). • Ensure representation of Board members who identify as Disabled, Deaf or neurodiverse. • Provide remuneration, mentoring and access support for Board/Advisory members from equity backgrounds. • Governance succession planning embeds continuity of diverse leadership. 	Board, CEO – ongoing

<p>Employment & Workforce</p>	<p>A diverse, inclusive workplace where staff feel culturally safe and supported. Workforce reflects the communities served.</p>	<ul style="list-style-type: none"> • Inclusive recruitment practices: advertise roles via First Nations, disability, multicultural and community networks. • Ensure accessible recruitment processes (plain language, flexible interviews, access costs covered). • Inclusive recruitment panels with lived experience. • Provide flexible work arrangements and reasonable adjustments. • Regular cultural safety, anti-racism and access training. • Professional development pathways for staff from equity groups. 	<p>CEO, Board – ongoing</p>
<p>Programming & Artistic Development</p>	<p>Inclusive programs showcasing under-represented artists. Audiences experience broader perspectives.</p>	<ul style="list-style-type: none"> • Our program reflects strong artist representation by First Peoples artists and disabled, neurodiverse, culturally diverse, and LGBTIQ+ artists. • Include minimum one projects by artists with disability in each Kickstart cycle. • Artist callouts in multiple accessible formats, with access costs budgeted. • Fund and resource access services (Auslan, captions, tactile tours, relaxed performances). • Require all projects to include budget for access within projects, supported by resources and consultation. 	<p>Producing Team – ongoing</p>

<p>Venue & Access</p>	<p>Brunswick Mechanics is a welcoming, accessible venue for all visitors and artists.</p>	<ul style="list-style-type: none"> • Commit to universal design principles in events and building operations. • Budget access services (Auslan, captions, audio description) into all in-house events. • Work with council to implement access audits and proactive improvements to facilities. • Support hirers to deliver access services for their work. • Collect and act on visitor feedback to improve access. 	<p>CEO, Producing Team – ongoing</p>
<p>Community Engagement</p>	<p>Stronger connections with under-represented communities. Accessible communications and events.</p>	<ul style="list-style-type: none"> • Accessible marketing (alt text, captions, plain language, Auslan videos, multilingual materials where possible). • Develop engagement strategy for d/Deaf, disabled, working-class and multicultural communities. • Partnerships with peak bodies (Tibi, Arts Access Victoria, Description Victoria, multicultural orgs). • Student/youth engagement via schools, tertiary institutions, and grassroots groups. • Host community-focused events that remove financial barriers (e.g., free entry, pay-what-you-can). 	<p>CEO, Communications & Development Manager – ongoing</p>

Socio-economic Inclusion	Arts access not limited by income. Working-class and low-income artists and audiences are supported.	<ul style="list-style-type: none"> • Remove cost barriers: free/low-cost events, pay-what-you-can ticketing. • Provide artist fees upfront, travel/accommodation stipends, and no-cost rehearsal/workspace access as required. • Partnerships with community service organisations to reach low-income audiences. • Advocate sector-wide for fair artist pay and reduced financial precarity. 	CEO, GM, Board – ongoing
Accountability & Evaluation	Progress is measurable, transparent and responsive.	<ul style="list-style-type: none"> • Annual review of equity, access and inclusion goals as part of organisational reporting. • Consultation with equity groups and communities on outcomes and future needs. • Publish annual equity & inclusion commitment to ensure better transparency. 	All Board and Staff – ongoing



Our home

Brunswick Mechanics Institute
270 Sydney Road
Bulleke-bek (Brunswick)
Wurundjeri Country, VIC 3056

Get in touch

next@nextwave.org.au
nextwave.org.au

Join the community

Facebook: [@nextwavearts](https://www.facebook.com/nextwavearts)
Instagram: [@next_wave](https://www.instagram.com/next_wave)
LinkedIn: [@next-wave-arts](https://www.linkedin.com/company/next-wave-arts)