**Next Wave,
Commitment to Sustainability**

Next Wave extends on its strategic plan and makes an all-of-organisation commitment to sustainability as outlined by the [United Nations Sustainable Development Goals](https://sdgs.un.org/goals). Sustainable development demands the prosperity of this planet and its peoples. Environmental justice cannot be achieved without marginalised populations regaining self-determination. Next Wave’s Commitment to Sustainability prioritises the nurturing of these communities through the redistribution of resources. We look to First Nations knowledge and its immeasurable expertise on ecology and the physical and spiritual connection to the environment.

While all Next Wave staff are encouraged to practice sustainable consumption individually, our Commitment to Sustainability addresses Next Wave’s corporate responsibility as an institution. We strive to engage partners, sponsors and funders whose ideologies align with ours. We work local, we prioritise small businesses, and we encourage our artists to do the same. We divest from companies that don’t share our ambition for climate action. We audit who we do business with. Our Commitment to Sustainability is not insular. Through it, we intend to activate long-lasting change with other organisations both within and outside of the arts sector.

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

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| Action | Outcome | Implementation |
| **On Country**Next Wave acknowledges that the sovereignty of the First Nations people on the lands and waterways on which we live and work has never been ceded. Next Wave commits to engaging in appropriate cultural business with local Indigenous groups when working in place. Next Wave acknowledges that First Nations relationship with waters, lands and its resources is crucial to cultural vitality and resilience. Next Wave acknowledges First Nations peoples have suffered as a consequence of non-Indigenous priorities in sustainability and environmental practices in Australia. We commit to embedding First Nations knowledges in our commitments to sustainability.   | All-of-organisation budget allocation to Cultural Business. All significant Next Wave events to begin with a Welcome to Country by a local community Elder. Where that is not possible, Next Wave staff begins event with an Acknowledgement of Country.  All internal staff meetings/gatherings to begin with an Acknowledgement of Country. All-of-organisation commitment to continued advocacy for increased investment in First Nations arts and cultural expression.  Continue to develop and present First Nations-led programming that supports First Nations cultural participation in arts and culture. Support Next Wave artists to include these considerations in their respective projects and their outcomes.  | Board, CEO/Executive Director, General Manager Ongoing   All Board and Staff Ongoing  All Board and Staff Ongoing   Producing team Ongoing  |
| **Advocacy**Next Wave commits to environmental justice through the self-determination of the Global Majority. All Board and staff to commit to fostering a culture of sustainability and environmental awareness within the organisation. Next Wave commits to its overt involvement in public campaigns on sustainability, climate action, and environmental justice.  | Collaborate with First Nations and community organisations that strive for environmental justice.  Solidify relationships with peak bodies and key advocates within the sector, both state-wide and nationally. Next Wave to share opportunities with staff and Board Members to attend events, seminars, lectures, and other community events that engage with writers, educators, and activists who work in climate action. .  | All Board and Staff Ongoing All Board and Staff Ongoing  All Board and Staff Ongoing  |
| **Divestment**Next Wave will empower and resource the action for environmental justice.Next Wave will direct funds and resources towards organisations that share our ambition for climate action.Next Wave will offset all carbon emissions ethically by maintaining our partnership with Treecreds. | Divest from banks, power companies, Superannuation companies etc. that don’t share our ambition for climate justice Partner and produce alongside organisations and collectives motivated by actual, tangible, systemic change. Offset all carbon emissions ethically by logging all travel and annually offsetting.  | CEO/Executive Director, General Manager, lead staff Ongoing  CEO/Executive Director, Producing team Ongoing  General Manager Ongoing  |
| **Brunswick Mechanics**Next Wave commits to creating a space that is mindful of its consumption and waste.  Next Wave will prioritise sustainable education through marketing for our hirers, guests, and artists. Next Wave will ensure that all hirers stand in solidarity with and support Wurundjeri people by respecting their position as the Traditional Custodians of the land on which the venue is built.   | Work with sustainable brands, locally sourced and eco-friendly vendors. Prioritise venue waste management (reduce, reuse, recycle). Shift to energy-efficient systems of venue management (i.e., lighting, heating).  Prioritise public transport options to lower emissions to and from the venue. Remove single-use items and prioritise paperless transactions.  | CEO/Executive Director, Producing team Ongoing General Manager, Venue Manager Ongoing General Manager, Venue Manager Ongoing CEO/Executive Director, General Manager, all lead staff Ongoing Venue Manager Ongoing  |
| **Office Culture**Next Wave commits to fostering an office culture that continually discusses matters on sustainability and environmental justice.  | Foster a space in which people feel safe to ask questions. Sharing readings and opening conversations between staff members on environmental justice.  | All Board and StaffOngoing  |
| **Programming**The work that Next Wave programs and promotes actively considers sustainable change.  | Engage artists and community organisations whose practice and mission actively consider environmental justice whether that be through redistributing resources, nurturing community, political action, or any other unmentioned approaches.    | Producing team Ongoing  |
| **Community Engagement**Next Wave commits to involving local organisations and communities in the work that we do. Next Wave commits to bolstering local organisations and communities.  | Prioritising local organisations and small businesses when looking for: * Partners
* Caterers
* Cross-promotion
* Products

 Prioritising funds and resources towards ethically minded projects and partnerships.  | CEO/Executive Director, Producing team Ongoing  |
| **Accountability**Next Wave commits to evaluate its involvement in/responsibility for sustainability and climate action. Ensuring community are consulted in the creation of work when appropriate. Review, refresh, and update Commitment to Sustainability actions. Report on Commitment to Sustainability through Annual Report.  | Annual review alongside overall organisation review against strategic plan and changing internal and external contexts.   | All Board and Staff Ongoing  |
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