**Next Wave,   
Commitment to Access & Inclusion**  
  
Next Wave extends on its Strategic Plan and makes an all-of-organisation commitment to inclusion, diversity, equity and accessibility, 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, 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. 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 First Nations people have higher rates of disability than non-Indigenous people across all age groups. (Australian Census) | 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 staff.  Ongoing    Producing team  Ongoing |
| **Advocacy**  Next Wave commits to an environment where everyone can participate in every encounter.    All Board and staff commit to fostering a culture of awareness and inclusion into the organisation.    All Board and staff commit to ongoing effort towards stronger allyship for Disabled, Deaf and neurodiverse communities. | Next Wave commits to an environment where everyone can participate in every encounter.    All Board and staff commit to fostering a culture of awareness and inclusion into the organisation.    All Board and staff commit to ongoing effort towards stronger allyship for Disabled, Deaf and neurodiverse communities. | CEO/Executive Director, General Manager lead all Board and staff  Ongoing; first cycle completed end 2021    CEO/Executive Director, General Manager lead all Board and staff  Ongoing    CEO/Executive Director, General Manager lead all Board and staff  Ongoing |
| **Venue** Next Wave commits to reducing barriers for people who identify as Disabled, Deaf or neurodiverse accessing programming, events, services and facilities at the venue.  Ensure a welcoming environment for all visitors including people with disability. Monitor visitors’ access-related feedback with a focus on continuous and proactive improvement. | Present programming and events demonstrating a philosophy of universal access. Document, implement and monitor access requirements and opportunities at Brunswick Mechanics with a focus on continuous and proactive improvement.    Support hirers in delivering – where applicable – access services related to their work.    Budget for access services included for Brunswick Mechanics produced events. | CEO/Executive Director, General Manager lead staff  Ongoing  Producing team lead front of house staff  Ongoing    Producing team  Ongoing    CEO/Executive Director, General Manager Ongoing |
| **Employment/HR** Next Wave commits to reducing barriers to people who identify as Disabled, Deaf or neurodiverse obtaining and maintaining employment.    Offer supportive and inclusive recruitment practices for First Nations applicants. Monitor recruitment processes to ensure inclusivity. Identify the physical and sensory requirements to perform roles and make reasonable adjustments as required.    Conduct internal and external reviews of work areas and make necessary adjustments.    Foster a culture of celebrating difference and inclusion by collaborating with artists, designers, writers, professionals that represent our diverse community including people who identify as Disabled, Deaf or neurodiverse. Represent our diverse community in programming. | At least 25% of Board composition to identify as Disabled, Deaf or neurodiverse, with succession and continuity embedded within appointments.    At least 25% of Artistic Directorate to people who identify as Disabled, Deaf or neurodiverse.    At least 25% of staff to people who identify as Disabled, Deaf or neurodiverse. | CEO/Executive Director, Chair  Ongoing    CEO/Executive Director, Senior Producer  Ongoing    CEO/Executive Director, General Manager  Ongoing |
| **Programming** Actively seek, research and connect with artists who identify as Disabled, Deaf or neurodiverse to ensure inclusivity in curated in Next Wave’s programs.    Support artists in creating work with access embedded in the experimentation of new work.    Support artists in delivering – where applicable – access services related to their work e.g. Artist-led tactile tours, Auslan interpreting, Assistive Listening, Audio Descriptions, Captioned Performances and Relaxed Performances.    Ensure call outs for artist applications offer materials in accessible formats. | Include 2 projects by artists with disability in the Kickstart program and increase engagement with artists who identify as Disabled, Deaf or neurodiverse across all programs.    Facilitate all Next Wave artists to budget for and seek access consultation in the research and development phases of their projects to influence their experimentation.    Require all Next Wave artists to budget for access services in their individual project budgets and provide resources for artists to embed access in projects. | Producing team  Ongoing |
| **Community Engagement** Next Wave is committed to widely share and promote accessible events, services and resources with the community.    Develop audience development strategy around communities of people who identify as Disabled, Deaf or neurodiverse.    Maintain the accessibility of all organisational communication, publicity and marketing collateral, including use of access symbols, audio guides and alternative formats. | Establish partnership agreement with peak body organisations and service providers (Arts Access Victoria, Description Victoria) for ongoing shared activity, engagement and consultation.    Evaluate Audience satisfaction with materials and response garnered through audience surveys. | CEO/Executive Director, General Manager  Ongoing      Communications and Development Manager  Ongoing |
| **Accountability** Next Wave commits to evaluate inclusion and participation of people who identify as Disabled, Deaf or neurodiverse in programming, events, services and employment.    Ensuring community are consulted in the creation of work when appropriate. | Annual review alongside overall organisation review against strategic plan and changing internal and external contexts. | All Board and Staff Ongoing |
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