

The image features a solid yellow background. Overlaid on this are several thick, magenta-colored lines. One line runs diagonally from the top-left towards the center. Another line runs vertically through the center. A third line runs diagonally from the bottom-left towards the center. A fourth line runs diagonally from the bottom-right towards the center. The text 'Next Wave, Commitment to Access and Inclusion' is centered in the upper half of the image, written in a black, serif font. The text is partially overlaid by the magenta lines.

Next Wave,
Commitment to
Access and
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.

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.	Board, CEO/Executive Director, General Manager <i>Ongoing</i>
	Continue to develop and present First Nations-led programming that supports First Nations cultural participation in arts and culture.	All staff. <i>Ongoing</i>
	Support Next Wave artists to include these considerations in their respective projects and their outcomes.	Producing team <i>Ongoing</i>
Advocacy		
Next Wave commits to an environment where everyone can participate in every encounter.	Next Wave commits to an environment where everyone can participate in every encounter.	CEO/Executive Director, General Manager lead all Board and staff <i>Ongoing</i> ; first cycle completed end 2021
All Board and staff commit to fostering a culture of awareness and inclusion into the organisation.	All Board and staff commit to fostering a culture of awareness and inclusion into the organisation.	CEO/Executive Director, General Manager lead all Board and staff <i>Ongoing</i>
All Board and staff commit to ongoing effort towards stronger allyship for Disabled, Deaf and neurodiverse communities.	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 <i>Ongoing</i>

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.

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.

Producing team
Ongoing

Support artists in creating work with access embedded in the experimentation of new work.

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.

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.

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.

Ensure call outs for artist applications offer materials in accessible formats.

Community Engagement

Next Wave is committed to widely share and promote accessible events, services and resources with the community.

Establish partnership agreement with peak body organisations and service providers (Arts Access Victoria, Description Victoria) for ongoing shared activity, engagement and consultation.

CEO/Executive Director, General Manager
Ongoing

Develop audience development strategy around communities of people who identify as Disabled, Deaf or neurodiverse.

Evaluate Audience satisfaction with materials and response garnered through audience surveys.

Communications and Development Manager
Ongoing

Maintain the accessibility of all organisational communication, publicity and marketing collateral, including use of access symbols, audio guides and alternative formats.

Accountability

Next Wave commits to evaluate inclusion and participation of people who identify as Disabled, Deaf or neurodiverse in programming, events, services and employment.

Annual review alongside overall organisation review against strategic plan and changing internal and external contexts.

All Board and Staff
Ongoing

Ensuring community are consulted in the creation of work when appropriate.
