

Next Wave, Commitment to First Nations Peoples

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Next Wave extends on its Strategic Plan and makes an all-of-organisation commitment to First Nations people in so-called Australia and beyond. Our commitment draws on principles outlined in United Nations Declaration on the Rights of Indigenous Peoples, the Australia Council for the Arts: Indigenous Protocols and the Victorian Aboriginal Affairs Framework 2018–23. This is a live document and is intended to be actively and regularly reviewed and updated.

Action	Outcome	Implementation
On Country		
Next Wave acknowledges the sovereignty of the First Nations people on the lands and waterways on which we live and work.	All-of-organisation budget allocation to Cultural Business to include Welcome to Country and Smoking Ceremony	Board, CEO/Executive Director, General Manager <i>Ongoing</i>
At significant events, Next Wave will invite an Elder from the local community to undertake a Welcome to Country.	All significant Next Wave public events to begin with an Acknowledgement of Country. All internal staff meetings / gatherings to begin with an Acknowledgement of Country.	All Board and staff. <i>Ongoing</i> All Board and staff. <i>Ongoing</i>
Acknowledgement of Country will be provided by Next Wave staff at all Next Wave public events. Both applies to online events.	Support Next Wave artists to include these considerations in their respective projects and their outcomes.	Producing team <i>Ongoing</i>
A Culture of Safety		
Next Wave commits to an environment where First Nations people can bring their full selves to every encounter.	All-of-organisation approach to training with Garuwa. Training cycles to be reviewed as new Board or staff members commence.	CEO/Executive Director, General Manager lead all Board and staff <i>Ongoing</i> ; first cycle completed end 2021
All of Board and staff commit to developing a critical language, understanding and practice of decolonisation, race, privilege, power and whiteness, and cultural safety.	Next Wave to share opportunities with Staff and Board Members to attend events, seminars, lectures and other community events that engage with First Nations academics, writers, educators and activists.	CEO/Executive Director, General Manager lead all Board and staff <i>Ongoing</i>
All non-First Nations Board and staff commit to ongoing effort towards stronger allyship with First Nations peoples.	Training is embedded in programming for non-First Nations artists working with Next Wave.	Producing team <i>Ongoing</i>

January 26

Next Wave acknowledges that January 26 marks the day the first British ships arrived in Gadigal Land (Botany Bay, Sydney). As such, for First Nations people, this date represents the beginning of their dispossession and the beginning of an unsolicited colonisation that has ongoing impact.

Acknowledge January 26 as a day of mourning and survival for First Nations people.

All work-contracts include January 26 as a 'normal' workday, and the public holiday can be taken on another approved day.

First Nations staff may choose not to work on January 26 in order to attend cultural events.

First Nations staff are also entitled to an additional day of paid leave. This additional leave is designed to acknowledge their additional cultural obligations and the additional cultural contribution as part of working at Next Wave.

CEO/Executive Director, General Manager lead staff
Ongoing

NAIDOC Week

Next Wave participates in NAIDOC Week in celebration of the history, culture and achievements First Nations people.

Ensure First Nations staff are able to engage with culture and community during NAIDOC Week.

First Nations staff are entitled to paid leave to engage with culture and community during NAIDOC Week.

Promote, encourage and support all Board members and staff to participate in NAIDOC Week Activities.

Promote and encourage NAIDOC Week Activities across all Next Wave communication channels.

CEO/Executive Director, General Manager lead all Board and staff
Ongoing

Governance and Leadership

Next Wave commits to centering the leadership of First Nations people in the organisation.

Create conditions for leadership that are culturally safe and honours the cultural obligations and contributions of First Nations leaders.

Create First Nations identified positions on Next Wave Board and Artistic Directorate.

At least 20% of Board composition to include First Nations people, with succession and continuity embedded within appointments.

Implement a sitting fee and travel support for First Nations Board members. Commit sitting fee to overall organisation budget.

At least 20% of Artistic Directorate to include First Nations people.

Board, CEO/Executive Director, General Manager
By 2024

Board, CEO/Executive Director, General Manager
By 2023

CEO/Executive Director, Producing Team
By end 2023

Employment

Next Wave is committed to the achievement of equitable targets and outcomes in employment of First Nations people.

Create First Nations identified positions with succession, continuity and professional development, and cultural mentorship (where appropriate) embedded within.

Offer supportive and inclusive recruitment practices for First Nations applicants.

Capture the numbers of First Nations applicants during recruitment processes.

At least 20% of staff composition to include First Nations people, with succession and continuity embedded within appointments.

At least 25% of leadership team to include First Nations people. This position may be designed within a succession plan, or created for purpose.

Advertise all employment opportunities at Next Wave through First Nations employment services.

Ensure a First Nations person is on the interview panel when interviewing someone for an identified role. If leadership roles within the organisation are not held by First Nations people, then Next Wave should invite someone to be part of the interview process from outside of the organisation.

CEO/Executive Director, General Manager
By end 2022

Board, CEO/Executive Director, General Manager
By 2024

CEO/Executive Director, General Manager,
Communications and Development Manager
Ongoing

CEO/Executive Director, General Manager
Ongoing

Programming

Next Wave privileges the creativity, knowledge and aesthetics of First Nations artists.

Actively seek, research and connect with First Nations artists to ensure First Nations artists are curated in Next Wave's programs.

Ensuring First Nations elders and community are consulted in the creation of work on their Country.

At least 20% of artist composition in Next Wave program to comprise of First Nations people.

Allocate consultation fees in programming budgets for all Next Wave produced works. This includes consultation and community engagement in Melbourne and interstate, depending on where the artist is creating work and presenting work.

Support Next Wave artists to include cultural consultations in their respective projects and their outcomes.

Support Next Wave artists towards ongoing racial literacy and competency to work from a culture of safety with First Nations collaborators and community.

Producing team
Ongoing

Community Engagement

Next Wave commits to engaging with the breadth and diversity of First Nations people and communities.

Anchor relationship with Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation.

Connect with young First Nations people through Koorie Youth Summit.

Commitment to seek out, and engage collaboration with First Nations local business.

Establish partnership agreement with Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation for ongoing shared activity, engagement and consultation.

Create and facilitate community gatherings towards future First Nations-led activity and programming.

Maintain or increase commercial relationships with First Nations local businesses as partners and suppliers for Next Wave activity.

CEO/Executive Director, General Manager

CEO/Executive Director, General Manager, Producing Team
Ongoing

General Manager, Communications and Development Manager
Ongoing

Accountability

Next Wave commits to decolonising our organisation and its operations and understands that it is our actions which defines us.

Review, refresh and update Commitment to First Nations People actions.

Report on Commitment to First Nations People through Annual Report.

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

ALL