



DIVERSITY ARTS AUSTRALIA ANNUAL REPORT 2020

EQUITY IN ACTION

COVER DESIGN

Artwork by Judy Kuo

What do you mean when you say "model minority"?

I Am Not A Virus Australia project, 2020



Diversity Arts
Australia

Acknowledgement of Country

Diversity Arts Australia acknowledges the traditional owners of Australia from over 500 Indigenous nations and language groups.

Our national office in Parramatta, NSW stands on the traditional lands of the Barramattagal of the Darug nation. Our Victorian team is based on the lands of the Boonwurrung and the Wurundjeri peoples of the Kulin nation.

We honour the Elders past and present of all of the Aboriginal nations that we work on nationally and extend that respect to all Aboriginal and Torres Strait Islander peoples across the land and acknowledge that sovereignty was never ceded.

**Always was, always will be,
Aboriginal land.**

About Diversity Arts Australia

Diversity Arts Australia (DARTS) is Australia's national voice for ethnocultural and migrant racial equity in the creative sector. Our work is underpinned by a human-rights ethic, social justice principles, and the belief that a truly diverse spectrum of creative expression and participation is fundamental to a democratic, inclusive and sustainable creative sector, and society.

We conduct research, share information and knowledge, produce events, provide training, consultancy and mentorships and commission new works to tell empowering and provoking stories. We act as an information conduit between artists, industry, educators and government.

DARTS began life in 2001 as Kultour, an initiative established through the Australia Council for the Arts with the aim to increase the profile of culturally and linguistically diverse (CaLD) artists by touring them nationally. Kultour organically began to shift and sharpen its focus to higher-level strategic support and advocacy. By 2016, Kultour moved from Melbourne to Western Sydney and shortly afterwards became Diversity Arts Australia. Between 2016-2019, DARTS adopted a strategic approach to building relationships, partnerships and alliances with the cultural sectors.

In 2016, we focused on "Reinvigorating Our Vision". In 2017, we worked on "Listening to the Sector". In 2018, it was "Collaborative Connections" then in 2019, "Leadership and Support". In 2020, our work is "Equity in Action" and for 2021, it will be "Sustainable Systems Change".

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EQUITY IN ACTION YEAR IN REVIEW

In a landmark year defined by the advent of a global pandemic, DARTS remained a steadfast champion for racial equity in the creative sector.

For our dedicated team, 2020 was defined by collaboration. With input from our partners, we developed our new Strategic Plan. Finally, we received news that from next year, we have been granted four years of funding from the Australia Council and Create NSW.

Numerous organisations participated in general DARTS sessions, including the six we ran with the Victorian Music Development Office, before starting more intensive programs including online mentor meetings and specific program training.

This year, we counted over 2000 participants in our training, seminar and workshop programs, with more than 200 training sessions, workshops and masterclasses delivered.



THE YEAR 2020

A review in numbers

4000+



PARTICIPANTS
IN OUR EVENTS
& PROGRAMS

8



LEADERS ON AN
INTERNATIONAL
**LEADERSHIP
EXCHANGE
PROGRAM**

220+



**DIVERSE
CREATIVES**
PROFILED

15



**FILMMAKER
COMMISSIONS:**
MINI-FILMS

65



**YOUNG CONTENT
CREATORS**
TRAINED &
SUPPORTED

48



**ARTISTS
COMMISSIONS**
"I AM NOT A VIRUS"
STORYCASTERS &
COVID-19 GRANT
COMMISSIONS

24



ORGANISATIONS
PARTICIPATED
IN OUR INTENSIVE
**PROFESSIONAL
DEVELOPMENT
PROGRAM**

200+



**TRAINING &
PROFESSIONAL
DEVELOPMENT
SESSIONS**

18+



**ONLINE EVENTS
& TALKS**
PRESENTED

**ONE
MAJOR
WEBSITE
LAUNCHED**



32,324 VISITS
IN FOUR MONTHS
(FROM 0 IN 2019)

SOCIAL MEDIA

A review in numbers (2020)

1,802,093

combined reach
across all
social media platforms

839,589

Twitter impressions
(from 738,170 in 2019)

564,491

Facebook impressions
(from 587,682 in 2019)

255,000

Instagram impressions
(from 82,261 in 2019)

10,713

LinkedIn impressions
(from 0 in in July 2020)

13,300

YouTube views
(from 8,233 in 2019)

70,629

views of our films
(from 70,000 in 2019)

11,564

combined followers
across social media platforms

4,500

Facebook followers
(from 3,270 in 2019)
38% increase

3,300

Twitter followers
(from 2,800 in 2019)
18% increase

3,000

Instagram followers
(from 1,800 in 2019)
67% increase

2,183

**DARTS Newsletter
Subscribers**
(from 2,000 in 2019)

1,473

**Creative Equity Toolkit
newsletter subscribers**
(from 0 in 2019)

700

LinkedIn followers
(from 0 in July 2019)



MESSAGE FROM THE CHAIR

It has been a year of pivoting and redesigning as we adapted to the upheaval COVID-19 brought about, an especially challenging time for the arts and screen sectors since lockdowns started in March.

Thank you to our partners and funders, and to the many artists, creatives and patrons who support our work. We couldn't have achieved all that we did in 2020 without you.

We celebrated the news that DARTS was successful in receiving four years of funding from the Australia Council and Create NSW, which will commence in 2021. Well done to Lena Nahlous and her team for their efforts in achieving this.

During a difficult year for many arts companies, this news was bittersweet as we also learned many organisations were not successful. But there was good news as well. Five First Nations organisations were first-time recipients of Australia Council four-year funding; 13 of the successful Australia Council organisations are First Nations-led, and 20 per cent of the 95 successful applicants identify First Nations peoples and communities as their primary demographic. This in itself is an important moment to mark in terms of cultural rights and self-determination.

We welcome this new funding which will greatly support us in being able to serve the sector at a national level and to develop sustainable, capacity-building programs rather than rely on one-off project funding. We have now adopted a Strategic Plan, setting out our bold vision for the next five years.

Thank you to my fellow Board members for their work and support during this period. We farewelled Board member Jade Lillie in February, who left to start a senior role at the Australia Council, and Sheila Ngoc Pham who left in late December and welcomed experienced filmmaker and disability advocate, Ade Djajamihardja onto the Board in September. Former Chair James Arvanitakis became our inaugural patron.

The DARTS team did a fantastic job of responding to the urgency of events and demands this year. A special thank you to everyone involved for their hard work and dedication, principally our mighty Executive Director, Lena Nahlous.

Debbie Lee
Chair, Diversity Arts Australia



FROM THE EXECUTIVE DIRECTOR

In 2020, against the backdrop of a global pandemic, political turbulence and climate disasters, critical discussions about race, representation, and access took centre stage, providing a chance for reflection and commitment to racial equity in the creative sector.

Locally, our culturally diverse, PoC, immigrant and refugee creatives deeply felt the effects of these crises. Many from these communities were already marginalised within the industry.

Once COVID-19 hit, we redesigned our projects, training and advocacy for online delivery. This included our significant Victorian Fair Play equity and inclusion project, with 24 organisations and businesses participating.

Our Stories from the Future workshops went online for Victoria and Queensland, and the After Australia anthology inspired by this project launched in May to huge success.

Then, in association with the British Council, we launched the game-changing Creative Equity Toolkit with a live-streamed panel discussion from the Sydney Opera House.

With the momentum of the global Black Lives Matter movement in 2020, we saw issues facing Australia's First Peoples take centre stage. Global solidarity became linked with deeply rooted local struggles for justice and country. As an ethnocultural migrant organisation, it has been a time for us to reflect on the work we do and whether it foregrounds Indigenous rights, stories, histories, and perspectives. As a direct result of #BLM, DARTS was flooded with requests for advice, support and training.

We also saw a significant rise in anti-Asian racism during the pandemic, confirmed in our initial Lost Work Survey and collaboration with the Asian Australian Alliance on the Racism Incident Report project. In response to this, we launched the I Am Not A Virus project.

This was a year of significant advocacy for us. We worked alongside the sector to push for financial support for creative workers and assistance in anti-racism, migrant and refugee spaces. As part of this work, we launched the CaLD Sector Roundtable in late 2020.

Thank you to our incredible staff, who got us through one of the most difficult years in modern times, and supported each other and the sector despite their own challenges. Gratitude to our core team Sonia Mehrmand, Glaiza Perez, Monique Choy, Joanne Cooper, Kevin Bathman, Kevin Nelson, Dr Margaret Mayhew, Dr Paula Abood, Dr Görkem Acaroğlu and our many valued educators, trainers and contractors.

Thank you to the Board for their significant advice and guidance. Thank you to our Chair, Debbie Lee, for her immense support. Thank you to the organisations, artists, individuals, and funders with whom we collaborated. Finally, thank you to the artists for the songs, poetry, books, music, online performances, films, and TV that helped us get through.

Lena Nahlous
Executive Director

CREATING CONTENT + PLATFORMS

Championing and amplifying the exceptional talent of diverse creatives, DARTS commissions new content tethered to our producing platforms, in order to influence and direct its distribution and broaden potential audiences. We source and commission content through our programs, providing opportunities for creative development, collaborations and skills development and mentoring.

AFTER AUSTRALIA ANTHOLOGY



Climate catastrophe, police brutality, white genocide, totalitarian rule and the erasure of Bla(c)k history provide the backdrop for stories of love, courage and hope. In this unflinching anthology, 12 of Australia's most daring First Nations writers and writers of colour provide a glimpse of Australia as we head toward the year 2050.

Released in June 2020, After Australia was recognised in the top 10 bestsellers of the week at Melbourne's Readings bookshop, a top 10 Amazon Bestseller and sold out in most bookshops within months of release. This speculative fiction anthology, featuring writers Ambelin Kwaymullina, Claire G. Coleman, Omar Sakr, Future D. Fidel, Karen Wyld, Khalid Warsame, Kaya Ortiz, Roanna Gonsalves, Sarah Ross, Zoya Patel, Michelle Law and Hannah Donnelly, is edited by Dr Michael Mohammed Ahmad.

AFTER AUSTRALIA EVENTS

The official launch for After Australia was a sold-out session of the Melbourne Writers Festival on August 8, featuring a discussion between editor Dr Michael Mohammed Ahmad and contributing writers Claire G. Coleman and Omar Sakr.

A number of additional launch events were held nationally, see Advocacy + Influence: Seminars and Events (below) for the full list.

Affirm Press has ordered a second print run of After Australia, and the book continues to spark conversation online. After Australia is situated within the DARTS-led Stories from the Future project.

'This is a book that not only do we need right now, but it is also one that we WANT... this book speaks to and from our futures. It challenges and enthrals in equal measure.'
Christos Tsiolkas

PARTNERS: Affirm Press, Sweatshop Literacy Movement

FUNDING: Australia Council of the Arts, City of Parramatta Council, Liverpool City Council, Inner West Council and our key state partners.

FIND OUT MORE:
diversityarts.org.au/after-australia

CREATING CONTENT + PLATFORMS

STORIES FROM THE FUTURE

This prospective futures project seeks to imagine a racially equitable arts sector, with creatives mapping out the concrete steps to achieve it.

In 2020, two of the three workshops delivered were redesigned to be online, facilitated by University of Sydney's Dr Remy Low and attended by 60 participants. This program produced short films, podcast episodes, events, a report that included a timeline to 2050, citizen journalist pieces and launched the speculative fiction anthology, *After Australia*.

The mini-films created during the workshops have so far received 10,659 online views, with a reach of 22,802. Additional mini-films based on the workshops were also released.

WORKSHOPS

NSW: March 8.

Partnership with Refugee Art Project and Inner West Council.

QLD: September 9.

Partnership with Brisbane Multicultural Arts Centre (BEMAC) and Regional Arts Service Network (RASN).

VIC: October 15.

Partnership with Creatives of Colour and Multicultural Arts Victoria (MAV).

“A mindfulness of histories and the acknowledging of our lineages and the resilience and strength that can be born out of those connections are a touchstone of the workshops developed by Dr Remy Low of The University of Sydney, with support from Dr Paula Abood and Lena Nahlous.”

Glaiza Perez, Associate Producer,
Stories from the Future

“It was a sort of connection to ourselves. It was very relaxing, and it brought a sense of peace, which is what stressed communities like refugee [communities] need. They are mentally very stressed, and they first need to feel they belong to a community. Then, the art helps them to heal.”

Sara (Zeinab) Mir, Artist and Refugee Art Project Volunteer

“Organisations like Diversity Arts Australia build a sense of self-determination and self-definition because it's led by artists, cultural workers, advocates and activists from the communities it represents.”

Dr Paula Abood, Writer / Creative Producer / Educator

“The work we did was touching, funny and exciting and I'm eager for future catch-ups! I am so grateful I was a part of this, and to have shared with other arts workers and creatives from culturally diverse, First Nations and refugee backgrounds. With restrictions lifting, hopefully, we'll be able to meet in person next time!”

Aly Zhang, Actor

KEY PARTNERS: University of Sydney
State Partners: Refugee Art Project, Community Arts Network, Regional Arts WA, Casula Powerhouse, Parramatta Artists Studios, The Street, Nexus Arts, Country Arts SA, Information and Cultural Exchange (ICE), Arts Front, Feral Arts, MAV, Creatives of Colour, BEMAC, RASN, Sweatshop Literacy Movement and Peril Magazine.

FUNDING: Australia Council, Create NSW, City of Parramatta, Liverpool City Council and Inner West Council.

FIND OUT MORE:

diversityarts.org.au/project/stories-from-the-future

CREATING CONTENT + PLATFORMS



Pacesetters artists, Aamer Rahman, Kim Bowers, Latai Taumoepeau and Rani Pramesti

PACESETTERS

In 2020, Maria Tran was commissioned to develop a screen series documenting the Pacesetters artists, Latai Taumoepeau, Aamer Rahman, Kim Bowers and Rani Pramesti, who had produced and presented work exploring the critical intersections of race, culture, art and history the previous year.

Our plans to hold events in VIC and QLD were foiled due to COVID-19. We redesigned the project delivery, commissioning these Pacesetter artists to deliver online programs and events in their respective states.

We supported VIC Pacesetter artist Rani Pramesti and the Creatives of Colour collective to deliver 10 online workshops and events to 350 people who identify as People of Colour, Black and First Nations. QLD artist Kim Bowers was supported to work with communities to stage the “Forum for Creative Revolution” at Metro Arts in Brisbane on December 17, engaging over 100 people in person and online via live stream.

PARTNERS: Blacktown Arts, Metro Arts Brisbane, Feral Arts, Parramatta Artists Studios, Information Cultural Exchange, Phoenix Eye.

FUNDING: Australia Council for the Arts and Create NSW.

FIND OUT MORE:
diversityarts.org.au/project/pacesetters

CREATING CONTENT + PLATFORMS

CREATIVE LIVES

Creative Lives gathers interviews, insights and inspiration drawing on the professional practice of culturally diverse creatives nationally. In 2020, we commissioned writer Rachel Marie to cover Boundless, the festival of Indigenous and culturally diverse writers. Interdisciplinary artist Moreblessing Maturure wrote two features, where participants reflected on the Stories from the Future project.

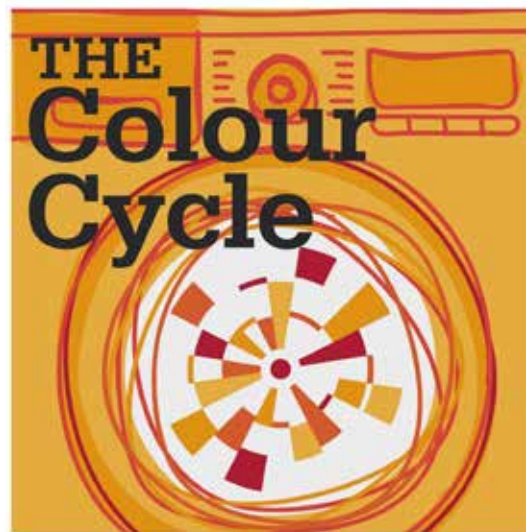
We improved the Creative Lives webpage, making it easier to search for content. We also enlisted writers and our StoryCasters collective to begin gathering a new round of reviews and interviews, with a focus on the impacts of COVID-19 on artists. This content will be published in 2021.

“Working on this project provided me with an excellent opportunity to further my writing skills and connect with other creatives from culturally and linguistically diverse backgrounds during one of the most isolated periods of my life. Reporting the stories of artists staying creative in lockdown was inspiring and motivating. Despite the funding cuts and closure of theatres, cinemas, and galleries, the pandemic has illustrated the importance of arts when the global community turned to creatives as a source of comfort and strength during the crisis.”

Deniz Agraz, Interviewer / Writer

FUNDING: Create NSW, Multicultural NSW and Australia Council

FIND OUT MORE:
diversityarts.org.au/project/creative-lives



FAIR PLAY SEASON

THE COLOUR CYCLE: THE FAIR PLAY SEASON

Season Two of DARTS' podcast was released in 2020 with around 4,000 listens to date, while Season One (from 2019) continued to be listened to.

Season Two captures discussions from the Fair Play symposium, which explored themes of intersectionality, leadership and the state of play in equity and inclusive practices. It includes thought-provoking and courageous conversations from First Nations creatives Genevieve Grieves and Tony Briggs, international guests like Deborah Williams from the UK's Creative Diversity Network, disability arts advocate and artist Caroline Bowditch (Arts Access Victoria), Aseel Tayah, Paula Abood and many more.

“Whatever I bring as an artist, as an individual, as a passionate person, becomes another thing of research and it just goes in there, in the books, and it disappears, and then people from somewhere come and talk about it and claim it as their own.”
Aseel Tayah

CREATING CONTENT + PLATFORMS

I AM NOT A VIRUS | #IAMNOTAVIRUS

The COVID-19 crisis brought to light worrying examples of racism across the country, including an 80 per cent drop in business in Sydney's Chinatown, parents refusing to allow Asian doctors to treat their children at Royal Children's Hospital Melbourne, and a racist fake media release pretending to be from the Queensland Department of Health.

In response to the surge of anti-Asian sentiment, DARTS launched an artist-led project to confront xenophobia and racism. We received over 100 proposals from Asian-identifying creatives across the country over a huge range of practice areas: visual arts, writing, poetry, performance, screen, audio-visual, music and comedy. We selected 49 artists and commissioned work showcased on the project website, with more commissions planned for 2021.

DARTS also partnered with Erin Chew, Being Asian Australian, the Asian Australian Alliance in collaboration with Osmond Chiu, and Democracy in Colour, collecting 410 stories of xenophobia and abuse for the Coronavirus Racism Incident Report Survey.

The survey results were grim, with 81 per cent of 326 respondents reporting the racist incident they experienced was a direct result of the COVID-19 pandemic. Most respondents experienced racism on the street (40 per cent) or in a supermarket (22 per cent). Most respondents (65 per cent) identified as female and most reports were in NSW (37 per cent), followed by VIC (32 per cent) and QLD (13 per cent).

Respondents identified many forms of racism:

Racial slur/name-calling ("Go back to China", "Stop eating bats/dogs", "Ching Chong", "Chink" etc): **61 per cent**

Making it out as a joke: **24 per cent**

Verbal threat ("I will report you to the police for coughing", "I will hunt you down" etc): **17 per cent**

Getting spat/sneezed or coughed on: **15 per cent**

Shunning (being excluded): **12 per cent**

Physical intimidation (being shoved/pushed, tripped, hit, punched, kicked etc.): **12 per cent**

On May 1, DARTS' Lena Nahlous joined the Asian Australian Alliance for the 'Everything You Need to Know About Racism in Australia' webinar, providing a disturbing round-up of the degree of racism that has erupted in the wake of COVID-19.

"The I Am Not A Virus project is an important artistic community response to the anti-Asian racism that has arisen in the wake of COVID-19. It provides an opportunity for Asian Australian artists to speak about their experiences and turn them into creative events with a positive outcome. What stood out was the creativity and originality of the proposed works and the professionalism of the artists chosen. The statement "I Am Not A Virus" catalysed a lot of worthwhile diverse responses with art tying in with the theme."

Hoa Pham, I Am Not A Virus selection panellist

CREATING CONTENT + PLATFORMS

“Being part of the ‘I Am Not A Virus’ project was a great opportunity to present my lived experiences with racism and advocate for equality and social change in a public platform. I learnt I was not alone in challenging xenophobic attitudes and anti-Asian rhetoric during this global pandemic, and found it very inspiring meeting other creatives and campaigning for the same social cause.”

Andrea Srisurapon, I Am Not A Virus artist

SELECTION PANEL: Mikala Tai (4A Centre for Contemporary Asian Art), Imogen Yang (Insightful, NSW), Hoa Pham (Peril magazine, VIC) and Joon-Yee Kwok (Australian Bureau of Asian Creatives, QLD)

PARTNERS: Asian Australian Alliance, Democracy in Colour, 4A Centre for Contemporary Asian Art, Curatorial Collective, Melbourne Fringe, RMIT University

FUNDERS: Australia Council for the Arts, Create NSW, City of Sydney, Creative Victoria, City of Parramatta, Inner West Council

FIND OUT MORE:

diversityarts.org.au/project/i-am-not-a-virus

WEBSITE:

IAmNotAVirusAustralia.org.au



Artwork by Deborah Faye Lee & Sarah Tan, Let's Talk Perspectives
I Am Not A Virus Australia project, 2020



Artwork by Jayanto Tan, No Friend's But The Ghost (Ceng Beng)
I Am Not A Virus Australia project, 2020

ADVOCACY + INFLUENCE

DARTS advocates through producing research, campaigns, symposia and strategic initiatives. Our models of leadership focus on artists leading the discussions through their practice, and we commission artists to create content and work responding to concerns.

This was a year of significant advocacy for DARTS, and we worked alongside the creative sector to fight a year-long campaign for financial support and recognition for artists affected by COVID-19 from state and federal governments.

We also made submissions into two Senate Inquiries on behalf of CaLD artists and creatives including Raise Your Voice, regarding the Australian Government's response to COVID-19 making the case for racial equity and inclusion as we begin to address the economic impacts of the pandemic.

We held sector roundtable meetings, supported by Queensland-based, Brisbane Multicultural Arts Centre (BEMAC).



How to be Anti-Racist in the Arts, presented by Diversity Arts Australia and the British Council, 2020.
From left to right: writer and broadcaster Benjamin Law, 4A Centre for Contemporary Asian Art's Director Mikala Tai, Create NSW's Senior Manager, Aboriginal Strategy and Engagement Peter White, and Diversity Arts Australia Executive Director Lena Nahlous

SEMINARS + EVENTS

AIR PLAY SPECIALIST TRAINING CLOSED SESSIONS (DIGITAL)

Dates: Feb - Jul 2020

Attendees: 308

As part of our two major Fair Play programs, one designed for 20 creative industry organisations and the other for four music businesses, we also ran 35 training sessions with leaders in their fields, to support organisations in their diversity, equity and inclusion objectives. Workshops focused on core areas of operations such as inclusive leadership, recruitment, and programming.

WORKING WITH CaLD CREATIVES AND COMMUNITIES (DIGITAL)

Date: June 3 - July 15

Attendees: 400

In partnership with Victorian Music Development Office (VMDO), DARTS led a series of workshops designed to assist music business professionals to work effectively with culturally and linguistically diverse artists, businesses, communities and audiences: Online Marketing To Diverse Audiences led by Professor Geetanjali Saluja, Engaging & Retaining CaLD Creatives led by Busty Beatz, Engaging CaLD Creatives led by Dr Paula Abood and Dr Görkem Acaroğlu and Cultural Safety 101 led by Dr Ruth DeSouza and MC Trey.

TRAINING & PROGRAM PARTNERS:

Creative Victoria, Victorian Music Development Office

COVID-19 RACISM INCIDENT REPORT: PRELIMINARY SURVEY RESULT LAUNCH (DIGITAL)

Date: July 24

Attendees: 50

A panel launching the results of COVID-19 Coronavirus Racism Incident Report Survey, hosted by Thomson Ch'ng, NSW Convenor of the Asian Australian Alliance.

PARTNERS: Asian Australian Alliance, Being Asian Australian, Per Capita Thinktank and Democracy in Colour.

EMBEDDING ART IN RESEARCH (DIGITAL)

Date: August 7

Attendees: 100+

Hosted by the Australia Council, DARTS' Lena Nahlous joined Creatives of Colour's Rani Pramesti to discuss research in the arts, especially in relation to diverse audiences. Research has an important role to play in helping us argue our case and advocate, and this conversation covered how artists and creativity can be centralised in the approaches we take, how research can be embedded into the creative and how artists can be embedded into the research. Also, how research can be presented in accessible and engaging ways for diverse audiences.

RACISM IN THE ARTS - REFORM OR REVOLUTION? (DIGITAL)

Date: August 24

Attendees: 100

Hosted by Sydney Arts Management Advisory Group [SAMAG] in partnership, DARTS' Lena Nahlous was joined by Merindah Donnelly (Executive Producer, BlakDance), Rosie Lourde (film director, producer, performer and storyteller), and Tian Zhang (curator and facilitator). The question was asked, how can arts and cultural organisations work with Indigenous peoples, people of colour and minority groups in ways that transcend mere gesture and symbolism? The discussion focused on the role and responsibility of the creative sector in the fight for racial justice.

IN-ROADS PANEL (DIGITAL)

Date: August 27

Attendees: 197

Hosted by the Australian Performing Arts Exchange, Performing Arts Connections Australia and PAC Australia. DARTS' Lena Nahlous and Zainab Syed, Producer of Performing Lines WA, discussed tackling barriers to arts participation.

SEMINARS + EVENTS

RACIAL EQUITY IN DANCE INAUGURAL CONSULTATION MEETING (DIGITAL)

Date: September 8

Attendees: 60

DARTS' Lena Nahlous chaired the Racial Equity in Dance Inaugural Consultation Meeting hosted by Ausdance NSW and Kate Maguire-Rosier.

STORIES FROM THE FUTURE MIXER (DIGITAL VIC COHORT)

Date: November 11

Attendees: 15

With our partners, DARTS offered a follow-up online social mixer for Victorian-based Stories from the Future participants. This social mixer allowed CaLD artists and arts workers to reflect upon the current state of the arts during COVID-19 and network with other artists for support.

PARTNERS: Creatives of Colour and Multicultural Arts Victoria

DISABILITY AWARENESS TRAINING SESSIONS (DIGITAL)

Date: December 1 - 7

Attendees: 50

Also in partnership with Victorian Music Development Office, DARTS offered two workshops in December designed to assist music business professionals to work effectively with Deaf and Disabled artists, businesses, communities and audiences. "Making Live Music Accessible" with Morwenna Collett and "Cultural Safety from a Disability Perspective" with Caroline Bowditch (Arts Access Victoria).

TRAINING & PROGRAM PARTNERS:
Creative Victoria, Victorian Music Development Office, Arts Access Victoria

"The influence of this research and advocacy approach is that it's about shifting culture, not just imposing targets. And I'm a big believer in imposing targets, but it's not going to shift systemic racism. At the end of the day, targets are a response that retrofits a system that doesn't accommodate us. And I'm not using that at all as an argument to not argue for targets."

Lena Nahlous

CREATIVES OF COLOUR

Attendees: 378 people

In 2020, we partnered with Pacesetters artist Rani Pramesti, and the Creatives of Colour collective which she co-founded, to support their delivery of 10 events in 2020. All of these events were led by the Creatives of Colour collective and were for First Nations, Black-identifying and People of Colour creatives, apart from Blaxcellence, which was specifically for Bla(c)k creatives. Apart from the Rest & Reflect Residencies, all of these events took place online via Zoom.

WORKSHOPS INCLUDED:

- I'm Working On It: 'Bad Writer' Edition on 27 June with Sweatshop and Dr Mohammed Ahmad
- 'Blaxcellence // we CAN BREATHE' on 2 July facilitated by Kush Kuiy
- Rest & Reflect (paid) residencies for 4 artists from Jul-Aug
- Launch of Creatives of Colour Research Findings on 30 Jul with Rani Pramesti and Rosie Clynes
- Creative Workshop with Creatives of Colour on 21 Oct facilitated by Jack Sheppard and Bigoa Chuol
- Sovereign Elders Dance Workshop on 30 Oct facilitated by Ngioka Bunda-Heath and Jack Sheppard, presented by Creatives of Colour
- Cinespace Info Session on Package to Pitch on 11 Nov
- Yoni Wellbeing workshop on 31 Oct facilitated by Aula Idris
- Package to Pitch on 11 Nov, a masterclass for First Nations and Culturally Diverse Screen Creatives facilitated by Cinespace and John Kassab
- Act+Reflect learning circle on 25 Nov, facilitated by Mary Quinsacara and support-facilitated by Dr. Chris Sonn from Victoria University

SEMINARS + EVENTS

STORYCASTERS MASTERCLASS: FILM + TV MUSIC COMPOSITION WITH ANISHA THOMAS (DIGITAL)

Date: April 30

Attendees: 16

Led by Anisha Thomas, filmmakers, composers and musicians looked at the essentials of the composing process across film and TV music composition.

STORYCASTERS MASTERCLASS: FILMMAKING IN ISO WITH MARIA TRAN (DIGITAL)

Date: May 9

Attendees: 15

Led by filmmaker Maria Tran, participants explored how to be a filmmaker in isolation, how to supercharge your confidence in front of and behind the camera, and getting started making videos.

STORYCASTERS MASTERCLASS: LOOP COMPOSITION WITH OLI CHANG (DIGITAL)

Date: December 10

Attendees: 15

This masterclass was open to emerging musicians who are under 30 years old and identify as culturally diverse, PoCs, First Nations and/or BIPOC. Led by Oli Chang, it explored the concept and process of loop composition, an extremely versatile method of composing that can be used in film, television, commercial and indie projects.

STORYCASTERS SHOWCASE SESSIONS - TANYA ALI IN CONVERSATION WITH OLI CHANG (DIGITAL)

Date: December 14

Attendees: 25

An industry talk between FBi Radio's Tanya Ali (Race Matters producer/The Playlist host) with producer, pianist and composer Oli Chang (Animal Feelings). The talk explored Oli's journey across genres, from his career in film and TV to his indie work as Animal Feelings.

ARTSHUB VISION CONFERENCE - 'CREATING CULTURALLY SAFE ARTS SPACES'

Date: December 9

Attendees: 200+

In an art world dominated by colonial preconceptions, casual and unconscious racism can create an uncomfortable, even unsafe environment for First Nations artists and artists of colour. With the voices of activists now too loud to be ignored, how can power shift to displace the white gaze? We explore what cultural safety in earnest might look like for arts practices, curation and decision-making. Facilitated by Ana Tiwary (Diversity in Australian Media) and featuring Dr Dawn Casey PSM and DARTS' Lena Nahlous.

PACESETTERS QLD - FORUM FOR CREATIVE REVOLUTION (+ LIVESTREAM)

Date: December 17

Attendees: 47

Viewers: 281

Held at Metro Arts in Meanjin/Brisbane and led by First Nations Elders (aka The Aunties) and hosted by Busty Beatz, with special guests and artistic responses to the local, national and international discourse around equity, representation, safety and solidarity, The Pacesetters QLD took it back to the old school, connecting historical, political and personal context with how the arts have always been a transformational tool for social change.

SEMINARS + EVENTS

AFTER AUSTRALIA LAUNCH AND EVENTS

MELBOURNE WRITERS FESTIVAL LAUNCH

Date: August 8

Attendees: 654

Authors Claire G Coleman and Omar Sakr sat down with After Australia editor Michael Mohammed Ahmad to discuss their contributions and the broader aims of the anthology.

<https://youtu.be/CPfPa5z-OSg>

BENDIGO WRITERS FESTIVAL - BACKSTORY KHALID WARSAME (DIGITAL)

Date: August 12

Viewers: 371

Contributing writer Khalid Warsame talked to Rosemary Sorensen (MC) about his short story in the anthology.

MELBOURNE CONVERSATIONS - MAGINING OTHER REALITIES IN AFTER AUSTRALIA (DIGITAL)

Date: September 16

Viewers: 579

Dr Michael Mohammed Ahmad hosted three anthology writers—Khalid Warsame, Hannah Donnelly and Michelle Law—to discuss the ways in which they use speculative futures grounded in a sense of place to imagine the future of Australia, and after. Their work was described as ‘an accumulating gallery of revelations: impassioned, vibrant, and enlivened by graceful humour’ by Declan Fry in Australian Book Review.



WORDS AND NERDS PODCAST - AFTER AUSTRALIA WITH EDITOR DR MICHAEL MOHAMMED AHMAD

Date: October 16

Dr Michael Mohammed Ahmad joined the Words and Nerds Podcast to discuss our anthology.

<https://spoti.fi/3MJiWOL>

ONLINE TALK, STONNINGTON LIBRARIES LITERARY FESTIVAL (DIGITAL)

Date: November 22

Attendees: 56

Hosted by Stonnington Libraries Literary Festival, Dr Michael Mohammed Ahmad was joined in conversation with anthology writers Zoya Patel and Michelle Law.

FIND OUT MORE:
diversityarts.org.au/events



Artwork by Andrea Srisurapon, Covid Clean
I Am Not A Virus Australia project, 2020

CAPACITY BUILDING + PROFESSIONAL DEVELOPMENT

DARTS builds the leadership and capacity of our sector by working with creative practitioners and organisations to provide skills development, networking and mentoring. We produce resources and infrastructure to support institutions increasing diversity within their own organisations. Our programs address barriers to participation for creatives and provide practical tools and training to support greater equity and inclusion.

CREATIVE EQUITY TOOLKIT

The Creative Equity Toolkit is a practical website and program to support arts and creative organisations to reach their equity goals, based on the model of how-to manuals, toolkits and guidebooks.

Delivered in partnership with the British Council, the Creative Equity Toolkit was launched at Sydney Opera House by a panel of speakers on the topic "How To Be Anti-Racist In The Arts".

Create NSW's Senior Manager, Aboriginal Strategy and Engagement Peter White, writer, broadcaster Benjamin Law, and 4A Centre for Contemporary Asian Art's Director Mikala Tai took on the big questions in a conversation with DARTS' Lena Nahlous. It was followed by an online Q&A. Five sections of the website have been developed, with more to come.

LAUNCH DATE: July 21 (watch here)
ATTENDEES: Online live audience of 732, plus 1900 video views

KEY PARTNER: British Council
LAUNCH PARTNER: Sydney Opera House
FUNDERS: Creative Victoria, Create NSW, Western Sydney University

"When people think about these conversations about diversity, I ask them - can you name 10 TV shows or radio programs in Australia right now that either [have a] star in the main role, or are hosted by a person who isn't white? They would struggle. Then I say, can you even name five? There are hundreds of programs across TV and radio, so what does that mean?"

Benjamin Law

"As far as I know, it's a first of its kind in Australia - these are resources to help people understand and unpack the issues and concepts around race and racism."

Lena Nahlous

"This was the most intelligent and articulate discussion on these issues I have ever heard. It was refreshing, informative, stimulating, and thought-provoking. Great mixture of theory and practice combined with realism and practicality."

Attendee of the Creative Equity Toolkit launch

FIND OUT MORE:

diversityarts.org.au/project/diversity-toolkit

CAPACITY BUILDING + PROFESSIONAL DEVELOPMENT

FAIR PLAY

The Fair Play project is an equity and inclusion capacity-building program for organisations that receive multi-year funding through Creative Victoria. The program is run in partnership with First Nations and Disability organisations and educators. It addresses barriers to participation by underrepresented groups in Victoria's creative industries.

Launched in February 2019, specialist training and masterclasses are provided, and a mentor is embedded into each organisation to support them in undertaking audits and developing equity action plans.

The following 2020 organisations were selected:

- Arena Theatre in Bendigo
- Malthouse Theatre
- Polyglot Theatre
- Dance company Chunky Move
- Red Stitch: The Actors' Theatre
- Museums Victoria
- Geelong Art Gallery
- Heide Museum of Modern Art
- Melbourne Fringe
- Melbourne Writers' Festival

Many of the Year 1 organisations continued their learning, participating in the 14 online collective training sessions, which were held from February-July. Year 1 organisations included: Regional Arts Victoria (RAV), Australian Centre for Contemporary Art, Warrnambool Art Gallery, Melbourne International Arts Festival, Theatre Network Australia, Australian Centre for the Moving Image, Bendigo Art Gallery, The Wheeler Centre, Music Victoria, Emerging Writers' Festival.

Fair Play gives our creative organisations an opportunity to reboot and reshape the way they do things so we can build a creative state that is more inclusive and accessible for all Victorians.



THE HON MARTIN FOLEY, MP

Victorian Minister for Creative Industries

In addition to the core Fair Play program, the Victorian Music Development Office (VMDO) and Diversity Arts developed a targeted program for music businesses. Fair Play: Equity, Inclusion and the Victorian Music Industry worked with four music businesses over four months: Mushroom Group, UNIFIED Music Group, Untitled Group and White Sky Music. The cohort undertook intensive training and worked with a trainer/mentor to develop Equity Action Plans. The success of the program led to plans to undertake another program in 2021.

“It has accelerated a lot of things we were on a path towards. Without that dedicated time and training and different components, it would have taken a lot longer. [We were] seeking the same sort of training – but without the resources or knowledge of where to start.”

Fair Play Participant

CAPACITY BUILDING + PROFESSIONAL DEVELOPMENT

“I think that the biggest change has just been the level of conversation that we’re now able to achieve. This is just so much more sophisticated and easier, you know, it’s something that we now talk about in weekly meetings. It’s something that when decision making comes up, even little things like “I’m going to put up this page on the website for this program.” “Okay, Great, but it’s not very representative - the picture you’re using, Can you choose a different picture?” Like, I think that level of conversation has definitely improved, and we all kind of have a shared understanding. Which is fantastic.”
Fair Play Participant

KEY TRAINING AND PROJECT PARTNERS:
Koorie Heritage Trust, Arts Access Victoria,
Victorian Music Development Office (VMDO),
Regional Arts Victoria

PARTNERS AND SUPPORTERS:
Regional Arts Victoria, Abbotsford Convent,
Multicultural Arts Victoria, Footscray
Community Arts Centre

FUNDER: Creative Victoria

FIND OUT MORE:
diversityarts.org.au/project/fair-play



CAPACITY BUILDING + PROFESSIONAL DEVELOPMENT

INTERSECT

The Intersect programme enables and fosters connections between the UK and Australia through a nine-month creative knowledge exchange between curators, producers and artistic directors, led by British Council and Diversity Arts Australia. In February 2020, the eight participants from the second iteration were hosted at events in Sydney and Melbourne.

As part of the filled-to-the-brim 10 days of the program, DARTS organised two mixers to facilitate connections between the Intersect cohort and local creatives.

Dr Paula Abood hosted the Sydney event at the newly opened Refugee Welcome Centre, where conversations flowed over a delicious Persian dinner and during painting sessions facilitated by the amazing Idil Abdullahi, who uses materials like ground coffee, henna and turmeric. Arts Centre Melbourne hosted the second event, which was a fast-paced, speed-networking event engaging 30 First Nations and PoC Melbourne creatives.

2019-2020 participants

- Melanie Abrahams
- Victoria Amedume
- Sharmilla Beezmohun
- Genevieve Grieves
- Cheryl Martin
- Nur Shkembi
- Pearl Tan
- Tian Zhang

“I have many friends and colleagues go through the INTERSECT program who have greatly benefited from the experience. It is an excellent opportunity to extend our horizons outside of the Australian cultural context [...] It will be interesting to see how different the conversations and the practice is in the arts and cultural sector in England compared to what we do, especially as a First Peoples’ practitioners from a colonial context”

Genevieve Grieves, 2019/2020

INTERSECT participant

“By connecting programming decision-makers who have growing power and influence in the UK and Australian arts sectors, we hope to support platforms for art that reflect, resonate with and enrich our whole society,”

Helen Salmon, Director British Council in Australia

PARTNER: British Council Australia

FUNDERS: Creative Victoria and Create NSW

FIND OUT MORE:

diversityarts.org.au/project/intersect

CAPACITY BUILDING + PROFESSIONAL DEVELOPMENT

STORYCASTERS

The ambitious StoryCasters project launched in 2019 as a training hub for future citizen journalists and digital producers. In 2020, the StoryCasters program continued to provide content training for 65 culturally diverse young people from Western Sydney in four streams: film, music/sound production, radio/podcasting, writing/editing.

This project highlights the importance of generating new opportunities for creatives from diverse communities to make new connections that lead to the production of creative work.

In light of COVID-19, we adapted for online delivery, including a series of open Masterclasses:

- Film + TV Music Composition with Anisha Thomas
- Filmmaking in Iso with Maria Tran
- Loop Composition with Oli Chang

From 2020, participants were supported and commissioned to undertake reviews and interviews to spotlight diverse practices and creatives, and the development of the StoryCasters website commenced.

“Through StoryCasters, I was able to find a new passion, a new career, and most importantly to find the courage and encouragement to embark into an industry that doesn’t have many people that look like me, talk like me, or act like me.”

Amit Pal Bharath, Filmmaker and StoryCasters Screen participant

“I joined StoryCasters with the hope of learning the technical skills needed to create a podcast. I gained that, and so much more. Jen Macey goes above and beyond to share her professional experience in the journalism field, and we were able to record podcast interviews at the Boundless Festival. It was this experience and practice that helped me get a new job in presenting and training.”

Connie Khoo, StoryCasters Podcaster

PARTNERS: Information and Cultural Exchange (ICE), Phoenix Eye, Sweatshop, FBi Radio, Settlement Services International (SSI), NSW Service for the Treatment and Rehabilitation of Torture and Trauma Survivors. (STARTTS) and Multicultural Youth Action Network (MYAN)

FUNDERS: Create NSW, Multicultural NSW

FIND OUT MORE:
diversityarts.org.au/project/storycasters



Artwork by Siophia Cai, Safety Yellow Woman
I Am Not A Virus Australia project, 2020

RESEARCH + CONSULTATION

DARTS is recognised as specialising in the creative diversity space, regularly invited to sit on panels, give talks and workshops, provide advice and talk to mainstream media. Our partnerships with government, researchers, universities, organisations and leading practitioners in the arts and screen, cultural diversity, anti-racism, multiculturalism and human rights inform our research.

We embed the collection of qualitative data into all projects and share our research and critical discussions not only in reports but also via videos, podcasts and published articles. We live-stream events to increase engagement.

ONGOING REPORT: SHIFTING THE BALANCE

Our landmark 2019 report, *Shifting the Balance*, continued to have great engagement and make an impact. Funded by an Australian Commission for UNESCO grant and led by DARTS in partnership with Western Sydney University (WSU) and BYP Group, this was the first research of its kind to put a clear figure on what cultural and linguistic diversity—or lack thereof—looks like in the creative sector at the leadership level.

Shifting The Balance responded to a gap in knowledge measuring cultural and linguistic diversity amongst the leadership of 200 of Australia's leading arts, cultural and screen organisations, funding agencies and award judges, including the board members and executive staff. We plan to undertake further research in the next two-three years.

We continued the campaign for the *Shifting The Balance* report to keep our research fresh in people's minds. Throughout 2020, the report was continuously cited in articles from *The Age*, *The Conversation*, *Books+Publishing*,

Junkee, *Artshub* and *Huffington Post Australia*; reports such as *Media Diversity Australia's Who Gets To Tell Australian Stories?* and *The Australia Council's Re-image: What's Next?* findings; and academic journals such as *Media International Australia* and *Cultural Trends*.

NEW SURVEY: LOST WORK FOR ARTISTS AND CREATIVES OF COLOUR DURING COVID

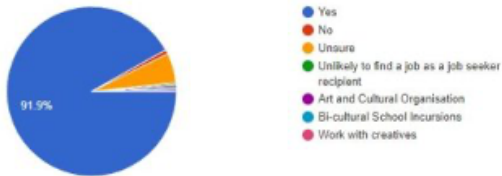
A survey of artists and creatives of colour conducted by DARTS shows (as of May 20, 2020) showed almost 92 per cent of respondents expected to lose income over COVID-19 measures. The survey remains open and results are continually updated. See our media release for the early findings.

The *Lost Work* survey focuses on culturally and linguistically diverse (CaLD) creatives and also collects data from creatives identifying as First Nations, LGBTIQ+, and People with Disability. It also includes creatives from refugee backgrounds and other migrants who may not qualify for stimulus benefits.

RESEARCH + CONSULTATION

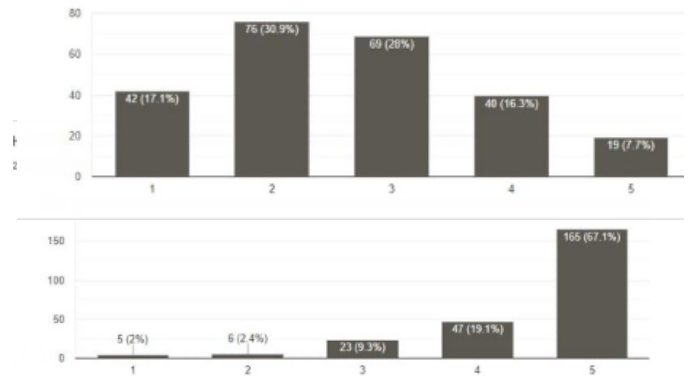
Are you an artist or creative sector worker expecting to lose income over COVID-19 measures?

246 responses



How did you feel about your financial situation at the start of 2020?

246 responses



The survey was launched on March 18. Results to May 20 show:

- 246 people have responded
- 92 per cent of surveyed respondents expect to lose income.
- The estimated amount of income lost is over AUD\$2.3 million.
- Respondents have reported negative effects on their interconnected communities and their mental health, including some increased experiences of COVID-19 related racism.

Of our respondents, 85.3 percent identified as being culturally and linguistically diverse, and 10 per cent as being First Nations, while 20.4 percent identified as LGBTIQ+ and 8.9 percent as a person with a disability. Speakers of over 46 community languages responded. Respondents tell a depressingly similar story of a professional life decimated in a matter of days. Find additional stories on our survey quotes page.

‘In one week I lost almost \$3000 in cancellations, I have no work booked in the future and no income for the foreseeable future.’

Respondent

‘All my performances have been cancelled and other studio work as well. I’m already struggling to pay rent for my music studio and also home.’

Respondent

Confidence about the future financial situation There’s also been a steep decline in artists’ confidence about their financial future, with respondents who felt weak or very weak about their financial situation rising from 24 per cent to 86.2 per cent.

‘I was looking forward to this amazing opportunity to work with some industry legends at one of the big theatre companies in Melbourne and now all theatres have closed their doors so actors who work in the theatre now have no work. Even if you are multi-skilled in the arts, it doesn’t make a difference because the whole sector has been put on hold.’

Respondent

‘At the start of the year, I was so excited and optimistic as I had an entire year of work lined up. I was signed up for school performances and running weekend workshops but these have all been either postponed or cancelled. My future is now pretty bleak. As a performer from a diverse background finding work is always a challenge, now more so than ever before.’

Respondent

Lost income

Most respondents (63.9 per cent) were losing work in a creative project, but 46.7 per cent were losing work from a public event such as a talk, seminar or appearance; 25.8 per cent were losing work in project administration and management, and 32.8 per cent were losing work in education and training.

RESEARCH + CONSULTATION

'I have a number of school, preschool, library and theatre shows booked in for the next few months, slowly but surely these have all messaged me with cancellations and no rebooking.'

Respondent

'I am a bharatanatyam dance teacher and performer based in Melbourne. After the Covid outbreak, I had to cancel my classes which was my primary income. I also had a dance concert planned in May. I had to push the plan to next year, this would also leave behind a deficit of income. Few multicultural and community organisations have also cancelled my performances that added to the problem.'

Respondent

SUPPORTER ORGANISATIONS DOING IT TOUGH

Many organisations that provide the scanty support that is on offer for creatives of colour also reported closing their projects down.

'As the only comedy show in Sydney that privileges the voices of comedians of colour and collaborates with local business venues to increase their chances of survival, even a temporary shutdown of local shows destroys the potential for our performers, contractors and venues to earn much-needed income.'

Respondent

'My concern is that my business of eight years will be unable to sustain the support I provide to the SME sector and individuals, through advice, professional development, strategy and innovation. I fear we will lose the innovation in the sector the most - and the growing commitment to diversity and inclusion.'

Respondent

NEW SURVEY: COVID-19 RACISM INCIDENT REPORT

In response to the surge of anti-Asian racism following the COVID-19 outbreak, DARTS collaborated on the COVID-19 Racism Incident Report Survey and developed campaigns and artist-led projects to address #CoronaRacism.

See Creating Content + Platforms section for a complete overview.

FIND OUT MORE:

diversityarts.org.au/tools-resources/launch-report-culturally-diverse-arts-leadership



Artwork by Susan Ling Young, Eat With Me
I Am Not A Virus Australia project, 2020

PARTNERSHIPS + INFRASTRUCTURE

Our partnerships and relationships are critical to the continuity of our work in the sector and also to our company's relevance and viability. We work to establish infrastructure (websites, shareable resources) that will, in turn, support the creative sector, and empower organisations to change their practices and programs to support equity and inclusion.

Internally, we develop processes and protocols (admin, communication, technology, planning, training) to sustain our work and support our team. We ensure that the resources we allocate are sufficient and able to be renewed.

PACESETTERS CREATIVE ARCHIVES

We began planning for the Pacesetters Creative Archives, a national repository that gathers and documents groundbreaking culturally diverse arts practices and artists. The project is a chronicle of the histories of the creative practice of migrant, refugee and culturally diverse arts communities in Australia.

These living archives record the stories of established arts practitioners across all art forms, including literature, the visual arts, the performing arts, screen and film, community cultural development etc. With support from Create NSW's Rescue and Restart funding, the program kicked off in 2020, with a rollout planned for 2021.

FUNDERS: Create NSW and
Australia Council for the Arts

FIND OUT MORE:
diversityarts.org.au/project/pace-setters-creative-archives

AUSTRALIAN NETWORK FOR CREATIVE DIVERSITY (aka The Roundtable)

Established a national network to facilitate coordinated, cohesive and cogent approaches, leading practices and models that contribute to systemic change. In 2020 we conducted our first two meetings.

PEOPLE & PARTNERSHIPS

Thank you to the individual artists, practitioners, creative workers, consultants, guest speakers, trainers, mentors and presenters who collaborated, guided and strengthened our work in 2020. Listed alphabetically below:

Idil Abdullahi
Deniz Agraz
Michael Mohammed Ahmad
Esther Anatolitis
Safdar Ahmed
Tanya Ali
Mounira Almenoar
Sunil Badami
Hawanatu Bangura
Jacob Boehme
Caroline Bowditch
Kim Bowers
Lily Brown
Oli Chang (Animal Feelings)
Claire G. Coleman
Morwenna Collett
Rosie Clynes
Yasmin Dandachi
Ruth De Souza
Jacqueline Dixon
Winnie Dunn
Hannah Donnelly
Monikka Eliah
Sydney Farey
Future D. Fidel
Janice Florence
Roanna Gonsalves
Genevieve Grieves
Derek Ho
Rob Hyatt
Eleanor Jackson
Simone Amelia Jordan
John Kassab
Sukhmani Khorana
Ambelin Kwaymullina
Joon-Yee Kwok
Michelle Law
Shirley Le
Kochava Lilit
Remy Low
Duncan Mah

Moreblessing Maturure
Sara (Zeinab) Mir
Nicola Morton
Uncle Bill Nicholson
Kaya Ortiz
Zoya Patel
Hoa Pham
Rani Pramesti
Jinghua Qian
Rowena Rasmussen
Sarah Ross
Omar Sakr
Geetanjali Saluja
Karen Schamberger
Nur Shkempi
Gheeran Steele
Mikala Tai
Anisha Thomas
Ana Tiwary
Maria Tran
Fiona Twomy
Anique Vered
Jordan Verzar
Peter Waples-Crowe
Khalid Warsame
Susan Wright
Suzy Wrong
Karen Wyld
Suna Xie
Imogen Yang
Kiriaki Zakinthinos
Tian Zhang

Thank you to all unnamed participants in our projects, seminars, research and workshops.

Thank you to our many partners, funders and collaborators for your incredible work and commitment in 2020. All of our work is achieved through collaboration and partnership:

4A Centre for Contemporary Asian Art
Asian Australian Alliance
Affirm Press
Arts Access Victoria
Asian Australian Alliance
Auspicious Arts Projects
Australian Film Television and Radio School (AFTRS)
Brisbane Multicultural Arts Centre (BEMAC)
Boon Wurrung
British Council
Casula Powerhouse
Community Arts Network
Country Arts SA
Creatives of Colour
Curatorial Collective
Democracy in Colour
Footscray Community Arts Centre
FBI Radio
Feral Arts & Arts Front
Garuwa
Information and Cultural Exchange (ICE)
Koorie Heritage Trust
Multicultural Arts Victoria
Multicultural Youth Action Network (MYAN)
Nexus Arts
Peril Magazine

PEOPLE & PARTNERSHIPS

Phoenix Eye
Regional Arts Services
Network (QLD)
Regional Arts Victoria
Regional Arts WA
Refugee Art Project
Settlement Services
International (SSI)
Studio Thing
Sweatshop Literacy
Movement
Sydney Opera House
The Street
University of Sydney
Victorian Music Development
Office (VMDO)
Western Sydney University
Wurrundjeri Woi-Wurrung
Cultural Heritage Aboriginal
Corporation

Thank you to the organisations that funded, sponsored and partnered with us to deliver our projects:

Creative Victoria
Create NSW
Multicultural NSW
British Council Australia
Australia Council for the Arts
City of Parramatta
City of Sydney
Inner West Council

Thank you to the Information and Cultural Exchange (ICE) for their immense, ongoing support in 2020.

OUR PEOPLE

Thank you to our dedicated team and Board for their work and commitment.

Debbie Lee (Chair)

Director of Scripted
Development,
Matchbox Pictures
* Joined in August 2019

Francisca Peña, (Treasurer)

Director, Finance
and Administration,
Sydney Theatre Company
* Joined in October 2018

Professor Nareen Young (co-Deputy Chair)

Industry Professor,
Indigenous Policy (Indigenous
Workforce Diversity,
Jumbunna Institute
of Indigenous Education
and Research, UTS
* Joined in August 2019

Anthony Peluso (co-Deputy Chair)

Arts Programs Director,
Country Arts SA
* Joined in October 2018

Seb Chan (Director)

Chief Experience Officer,
Australian Centre for
the Moving Image
* Joined in September 2016

Jade Lillie (Director)

Former Director and CEO,
Footscray Community
Arts Centre, Melbourne
*Resigned in February 2020

Sheila Ngoc Pham (Director)

Writer, editor, producer,
radio maker and
communications professional
* Joined in October 2018,
resigned in December 2020

Shalini Perera (Director)

Senior Criminal Lawyer,
Legal Aid Commission
of New South Wales
* Joined in October 2018,
resigned in 2021

Dr Georgie McClean (Director)

Acting CEO, Australian
Film, Television and Radio
School (AFTRS)
* Joined in August 2019,
resigned in 2021

Karen Soldatic (Director)

Sociologist, School of
Social Sciences,
Western Sydney University
* Joined in August 2019

Ade Djajamihardja (Director)

Film producer and
disability advocate
* Joined in May 2020

FIND OUT MORE:
[diversityarts.org.au/about
meet-our-board](https://diversityarts.org.au/about/meet-our-board)

PEOPLE & PARTNERSHIPS

TEAM

Lena Nahlous

Executive Director,
Diversity Arts Australia

Sonia Mehrmand

Assistant Executive Director
and Producer, StoryCasters

Dr Paula Abood

Creative Producer and
Lead Trainer/ Educator

Monique Choy

Strategic Initiatives a
nd Content Producer

Kevin Bathman

Producer, I Am Not A Virus

Bethany Falzon

Development Officer

Dr Margaret Mayhew

Coordinator and Researcher,
Fair Play

Maylei Hunt

Lead Producer, Fair Play

Mahla Karimian

Producer, Fair Play

Gorkem Acaroglu

Trainer and Mentor, Fair Play

Glaiza Perez

Social Media Content
Producer and
Associate Producer,
Stories from the Future

Jennifer Macey

Podcast Producer

Kevin Nelson

CPA, Accountant

Joanne Cooper

Administration Officer

FIND OUT MORE:

[diversityarts.org.au/about/
meet-our-team](https://diversityarts.org.au/about/meet-our-team)

BLACK LIVES MATTER STATEMENT 2020



ABORIGINAL LIVES MATTER. BLACK LIVES MATTER.

The brutal death of George Floyd has had a profound effect on millions of people across the globe and has given momentum to the global Black Lives Matter movement, bringing issues of racialised inequality, privilege and white supremacy into the public eye. Global street protests follow the decades of agitation and work from predecessors who laid the foundations for the Black civil rights movement.

Time and again, it has been acknowledged that the main reason for the large number of deaths is the over-incarceration of Australia's First Nations people. Indigenous people are twice as likely to be imprisoned as they were during the Royal Commission, and there are now five times as many Indigenous people in prison. Indigenous Australians have become the world's most incarcerated peoples, per capita. The Black Lives Matter movement has highlighted the need for great change across all sections of society, including the creative sector. This is a time for arts organisations and creatives to reflect on the work we do, and whether or not it foregrounds Indigenous rights, stories, histories and perspectives, or whether it erases or appropriates Indigenous voices.

Diversity Arts is Australia's national voice for culturally diverse, people of colour and migrant racial equity in the creative sectors. We acknowledge that discussions around racial equity and injustices have to consider how migrants in this country, a colonial-settler state, benefit from the colonisation of this land and the dispossession of First Nations peoples. In Diversity Arts' racial equity work we are guided and strengthened by the leadership of Indigenous activists, thinkers, artists and educators. We are grateful to the generations of First Nations activists who have contributed their labour, knowledge and resources to the work of anti-racism, often without compensation or recognition, and at times, whose work is erased from history despite the achievements of their agitation for justice. Diversity Arts Australia stands in solidarity with the Black Deaths in Custody movement here in Australia, and the Black Lives Matter and Native Lives Matter movements globally. Diversity Arts calls on our supporters and other creative sector organisations and artists to use their collective platforms to advocate and work for racial justice.

Racism in Australia will not end unless we all take action to change the systems that uphold it.

Always was, always will be, Aboriginal land.



Artwork by Sai-Wai Foo, Eat Your Words
I Am Not A Virus Australia project, 2020

