



DIVERSITY ARTS AUSTRALIA ANNUAL REPORT 2021 SUSTAINABLE SYSTEMS CHANGE



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 a 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 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 to increase the profile of culturally and linguistically diverse (CaLD) artists by touring them nationally. Kultour 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, and then in 2019, Leadership and Support. In 2020, our work was Equity in Action. This year, we highlighted Sustainable Systems Change.

**Diversity Arts Australia
8 Victoria Road
Parramatta NSW 2150
Tel: +612 8821 9169
info@diversityarts.org.au
diversityarts.org.au**

SUSTAINABLE SYSTEMS CHANGE YEAR IN REVIEW

In 2021, cultural and racial equity issues continued to centre in the arts and creative sectors, generating far-reaching conversations with many embarking on a change process. While Diversity Arts played a critical role in this space, we know our work isn't done in isolation.

This labour has been sustained due to the unity, partnerships and leadership across communities, organisations and activists. This collective effort ensured Diversity Arts could deliver successful training programs, artist showcases, panels, research reports, a new season of our podcast, major exhibitions and commissioned works from diverse artists.



IN 2021, WE DELIVERED:

A review in numbers

17,000



**DIRECT
AUDIENCES**

212



**CREATIVE
WORKS
COMMISSIONED,**

266



**CREATIVES
COMMISSIONED
AND EMPLOYED**

200+



**ORGANISATIONS
PARTICIPATED
IN OUR TALKS
AND EVENTS**

125



**REVIEWS,
ARTICLES AND
INTERVIEWS
PUBLISHED**

4



**EXHIBITIONS
HELD**

260



**SEMINARS,
TRAINING
SESSIONS AND
MASTERCLASSES
PRESENTED**

2



**NEW WEBSITES
LAUNCHED**

38



**ORGANISATIONS
& BUSINESSES
PARTICIPATED
IN OUR
PROFESSIONAL
DEVELOPMENT
PROGRAM**

2



**SURVEYS
MEASURING
LOST WORK
DURING COVID**

SOCIAL MEDIA OVERVIEW

FOLLOWERS/SUBSCRIBERS

13,536

**Combined
followers/subscribers**
across all social media
platforms

5,217

Facebook followers
(from 4,500 in 2020)

3,536

Twitter followers
(from 3,300 in 2020)

3,700

Instagram followers
(from 3000 in 2019)

818

LinkedIn followers
(from 700 in 2020)

265

Youtube followers
(from 64 in 2020)

2,850

**DARTS Newsletter
Subscribers**
(from 2,183 in 2020)

1,673

**Creative Equity Toolkit
newsletter subscribers**
(from 0 in 2020)

REACH/IMPRESSIONS

2,558,146

combined reach across
social media platforms
(1,802,093 from 2020)

789,323

Twitter impressions
(from 839,589 in 2020)

426,144

Facebook reach
(from 564,491 in 2020)

94,603

Instagram impressions
(from 255,000 in 2020)

135,242

LinkedIn impressions
(from 10,713 in 2020)

VIEWS

80,850

YouTube views
(from 13,300 in 2020)

115,638

views of our films
from 70,629 in 2020)



CHAIR REPORT

After the significant challenges of 2020, which severely impacted Australia's creative sector, 2021 was a year of rebuilding and adapting our structures to ensure rigorous and equitable change is here to stay.

Thank you to our global and national partners and funders, who continue to support our push for a more progressive industry. And to the hundreds of artists, creatives and arts workers who have worked with us, thank you for continuing to create vital work and share knowledge, even during times of great difficulty.

Our four-year funding from the Australia Council and Create NSW commenced this year. This stable foundation allows DARTS to expand its programs and core team, allowing us to serve the sector on a much larger and more sustained scale. We can support creatives of colour with skills and resources and connect them with employment. We have conducted more critical research, built capacity in the sector, devised communities of practice, and provided counter-narratives to the mainstream.

Thank you to my fellow Board members for all their continued support and dedication. This year, we farewelled Board members Seb Chan, Shalini Perera and Dr Georgie McClean. We thank them for their significant contributions to the organisation during their tenure.

Despite the creative sector's tribulations this year, DARTS' financial position has remained solid and even strengthened in some areas. This has been partly due to the high demand for our bespoke training and consultancy services. We are thankful to our funders and partners for their investment and collaboration.

It's been wonderful to see the expansion and growth of DARTS programs and the team's versatility in adapting to the ongoing challenges of the pandemic. The demand for racial equity labour has only grown, and our team has stepped up to address the urgent work volume. A heartfelt thank you to everyone in the organisation, particularly our dedicated and hardworking CEO, Lena Nahlous.

Debbie Lee
Chair, Diversity Arts Australia



CEO REPORT

The unprecedented impacts of 2020-2021 profoundly shifted how we all live and work. This was especially true in racial equity, where the pandemic's impact was visceral. Longstanding activism led by First Nations campaigners demanding an end to Black Deaths In Custody and police brutality gained prominence through the global Black Lives Matter movement, dialogues about the systemic nature of racism entered the mainstream, and issues of diversity, representation, colonialism, and advocacy rose to the fore.

Due to COVID-19, arts and cultural organisations pivoted to a mostly digital space. In 2021, DARTS reinforced these structures by bolstering our projects to ensure sustained momentum from 2020's social justice movements. We facilitated national roundtables, hosted and participated in anti-racism panels and continued to collect data on culturally diverse creatives facing intensified marginalisation and lost work. The Imagine Project bolstered our research, with best-practice case studies acting as a creative sector blueprint.

This year, DARTS' partner British Council aided subscriber and user growth for our Creative Equity Toolkit platform and newsletter, providing organisations with racial equity tools. We saw the tangible impact of our professional development projects, with paid opportunities for emerging creatives, internships, exhibitions and a mix of digital and live events. We witnessed the demand for support and services for arts and screen organisations and individuals, responding with capacity-building training and equity access plans. The creative sector's increased commitment to action-based solutions is heartening.

In 2021, our Stories From the Future project built on the outstanding success of the speculative fiction anthology *After Australia* conceived in partnership with Sweatshop and Affirm Press. The book's follow-up, *Another Australia*, brought leading CaLD and Indigenous writers together again. Our Stories From The Future workshops not only invited arts workers to imagine an equitable arts sector but also mapped out concrete steps to achieve it.

Thank you to our fantastic and dedicated staff, who continue to adapt to changing working conditions and support each other. Our core team Sonia Mehrmand, Glaiza Perez, Joanne Cooper, Kevin Bathman, Bethany Falzon, Dr Margaret Mayhew, Dr Paula Abood and Dr Görkem Acaroğlu, new members Colin Ho, Claire Cao, Alexia Derbas and Rādhikā Ram Tevita, and our educators, trainers and contractors. Thank you to our retiring accountant Kevin Nelson CPA for his work over 12-plus years. His contribution to DARTS has been immense. We welcome our new accountants, Boyd and Associates.

I am grateful to our Board for their invaluable wisdom and guidance, particularly our Chair, Debbie Lee, for her immense support. Thank you to the organisations, artists, individuals, and funders with whom we collaborated. Your support sustains us.

Lena Nahlous
CEO and Executive Producer

CREATING CONTENT + PLATFORMS

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

CREATIVE EQUITY TOOLKIT

The Creative Equity Toolkit is a key platform that spotlights resources, leading arts organisations in the diversity and inclusion space, implementable actions and hundreds of links to tools and resources developed worldwide. Its aim to provide an action-oriented approach to increasing racial equity and inclusion in the creative sector spans research, content creation, knowledge exchange, capacity building and professional development.

In 2021, we researched and launched new site sections: “Governance” and “Organisational Culture” topic areas. We also saw the growth of our Creative Equity Toolkit subscribers, and the high monthly open rate of 40-50% also provides evidence of engagement and success (1,673 subscribers from 1,473 in 2020).

See Capacity Building + Professional Development for the Creative Equity Toolkit program.



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 2021, three workshops were delivered in person in Tasmania and the Northern Territory and attended by around 50 participants. This program produced short films, podcast episodes, events, a report that included a timeline to 2050, and citizen journalist pieces. It launched the speculative fiction anthology, *After Australia*, which led to the *Another Australia* anthology.

WORKSHOPS:

Darwin/Garramilla: 21 October.

Partnership with Darwin Community Arts Centre.

Tasmania/Lutruwita: 2 December.

Partnership with Nayri Niara.

Tasmania/Lutruwita: 10 December.

Partnership with Nayri Niara, Moonah Arts Centre, Tasmania Performs and Multicultural Youth Tasmania.



Participants from Tasmania/Lutruwita

Tasmania: Ruth Langford and Warren Mason from Nayri Niara at The LongHouse and Sharifah Emalia Al-Gadrie at Moonah Arts Centre.

Northern Territory: Shay Jayawardena, Darwin Community Arts.

“I loved the balance of personal and strategic, the facilitation was wonderful and created a very safe, energised and focused space.”

Workshop Participant (TAS)

“A pretty spiritual and conscious journey towards the art sector and how it can be impacted by creative people. Understanding that as any revolution, it always starts from inside, to then expand and impact societies.”

Workshop Participant (TAS)

KEY PARTNERS: University of Sydney

STATE PARTNERS: Darwin Community Arts, Nayri Niara, Moonah Arts Centre, Tasmania Performs, Multicultural Youth Tasmania, 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

AFTER AUSTRALIA ANTHOLOGY LEADS TO ANOTHER AUSTRALIA

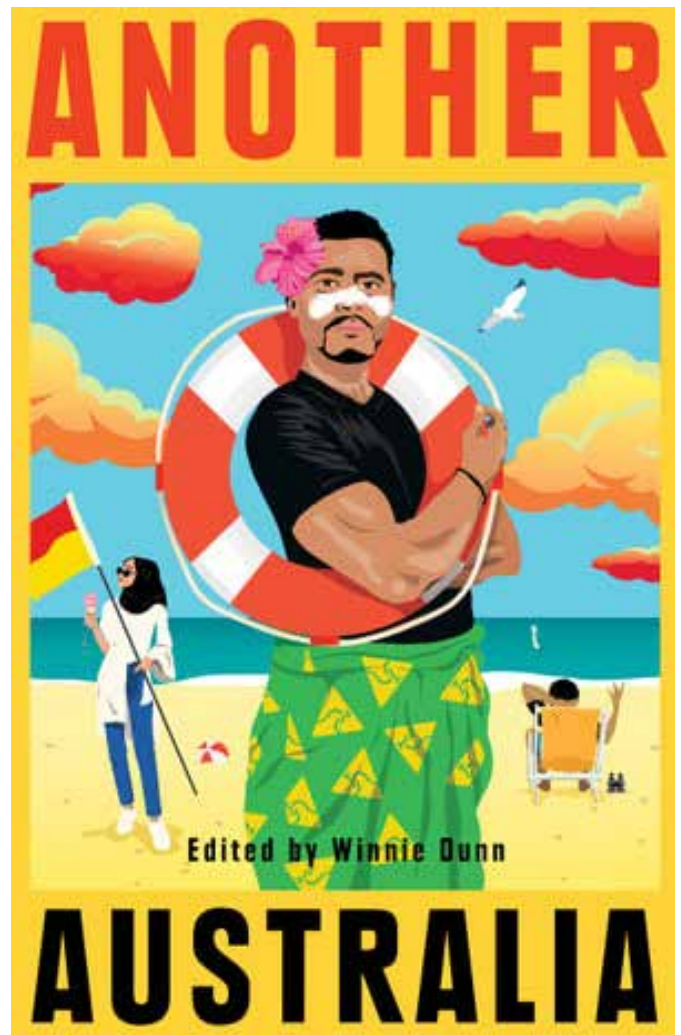
Falling under the Stories From The Future banner are our speculative fiction anthologies. Climate catastrophe, police brutality, white genocide, totalitarian rule and the erasure of Bla(c)k history provided the backdrop for our first unflinching anthology. Released in 2020, After Australia featured 12 of Australia's most daring First Nations and writers and writers of colour: 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. Edited by Dr Michael Mohammed Ahmad.

This speculative fiction anthology 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.

The success and demand for the stories in After Australia led to the development of the companion anthology, Another Australia. The anthology will be released in May 2022 and feature work from Shankari Chandran, Osman Faruqi, Declan Fry, Amani Haydar, Shirley Le, L-FRESH The LION, Mohammed Massoud Morsi, Omar Musa, Sisonke Msimang, Sara Saleh, Nardi Simpson and Anne Marie Te Whiu. Edited by Winnie Dunn.

AFTER AUSTRALIA Events Recognition:

2021 Australian Book Design Awards Longlist
2021 Multicultural NSW Premier's Literary Award Shortlist
2021 Aurealis Awards Finalist



PARTNERS: Sweatshop Literacy Movement, Affirm Press

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

See Advocacy + Influence: Seminars and Events For After Australia 2021 Events.

CREATING CONTENT + PLATFORMS

PACESETTERS

Commencing in 2018 as an artist-led response to the state-of-play of cultural equity in the creative sector, this project is focused on creating and uncovering archives of living and deceased culturally diverse creatives and communities of practice. In Stage 1, the project celebrated and paid homage to prominent First Nations and culturally diverse creatives through new films, music, performance and an online platform

PACESETTERS: NEW CONVERSATIONS

In 2021, we held an online forum to reflect upon the journey of the original artists in the Pacesetters Creative Archives. This creative showcase, co-hosted by Diversity Arts Australia and Blacktown Arts, featured conversations with Lena Nahlous (CEO and project Creative Producer), Paschal Daantos Berry (Creative Director) and the original Pacesetters artists, Aamer Rahman, Kim “Busty Beatz” Bowers, Rani Pramesti and Latai Taumoepeau, interviewed by Sydney actor and filmmaker Maria Tran (Phoenix Eye Film Production Company).

PACESETTERS CREATIVE ARCHIVES

In 2021, the Pacesetters Creative Archives project was born, a chronicle of the histories of the creative practice of migrant, refugee and culturally diverse creative practitioners in Australia. A grant from Create NSW enabled us to commission 20 artists to interview and record the stories of 20 established creatives across all art forms, including literature, the visual arts, the performing arts, screen, and community cultural development. The interviews were published in various media outlets, including Sydney Review of Books, The Australian newspaper, Rolling Stone Magazine, Australian Photography and Aussie Theatre.



Top: L-FRESH interviewed by Simone Amelia Jordan
Bottom: Kamahl interviewed by Sunil Badami

We also continued work on our ongoing plans to develop 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. Thanks to Create NSW’s Rescue and Restart funding, we commissioned 20 intergenerational interviews.

PARTNERS: Blacktown Arts, Sydney Review of Books, Phoenix Eye

FUNDING: Australia Council for the Arts, Create NSW.

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

CREATING CONTENT + PLATFORMS

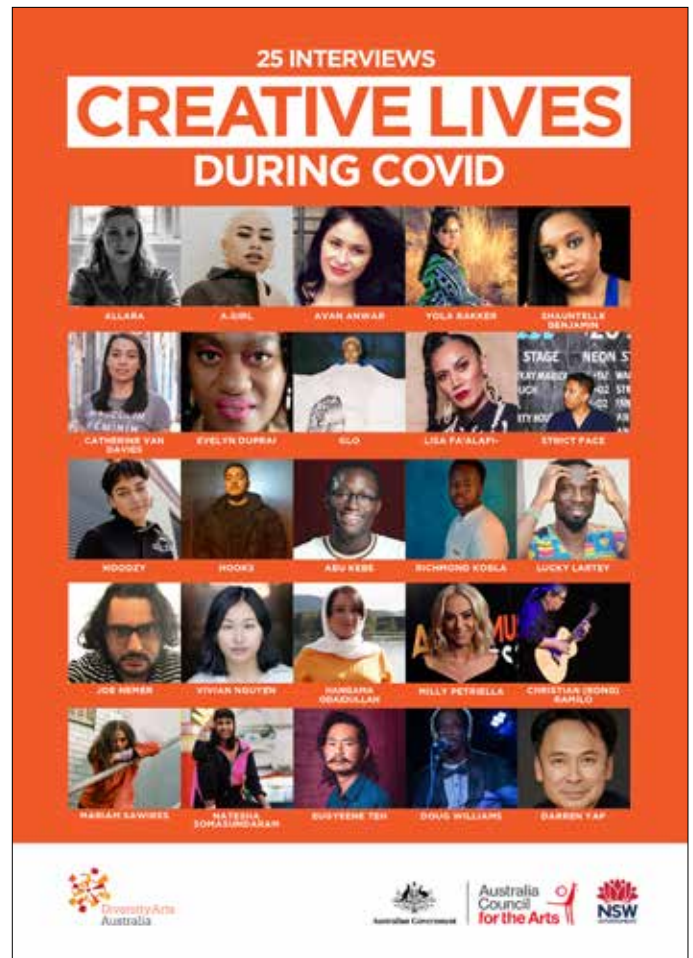
CREATIVE LIVES

This project gathers interviews, insights and inspiration drawing on the professional practice of culturally diverse creatives nationally.

CREATIVE LIVES DURING COVID-19

In 2021, Diversity Arts commissioned five content producers—Tanya Ali, Deniz Agraz, Hwanatu Bangura, Simone Amelia Jordan and Suzy Wrong—to interview 25 culturally diverse creatives about dealing with the changing landscape emerging from the coronavirus pandemic.

These interviews shed light on how creators have developed resilience, preserved their ingenuity and defied pressure, with personal insight into how COVID-19 profoundly shook up the arts ecosystem in Australia. Additional writers plus our StoryCasters collective then gathered a new round of reviews and interviews, which are steadily being published in media outlets and, later, the Creative Lives page on the DARTS website.



“The future is uncertain and currently fragile. However, artists are powerful people” -

Mariam Sawires,
Egyptian-Australian performer.

FUNDING: Create NSW, Multicultural NSW and Australia Council

FIND OUT MORE:

diversityarts.org.au/project/creative-lives

CREATING CONTENT + PLATFORMS

THE COLOUR CYCLE: CONCRETE STRATEGIES FOR RACIAL EQUITY

Season 3 of the Colour Cycle was launched during COVID lockdowns in Sydney and Melbourne. The season is centred around Concrete Strategies for Racial Equity. It covers a huge breadth of content: the impacts of COVID-19 on artists, global anti-racism movements such as Black Lives Matter and Stop Asian Hate, the necessity of diversity standards, the power of Indigenous music in retaining language, and the importance of allyship and leadership networks.

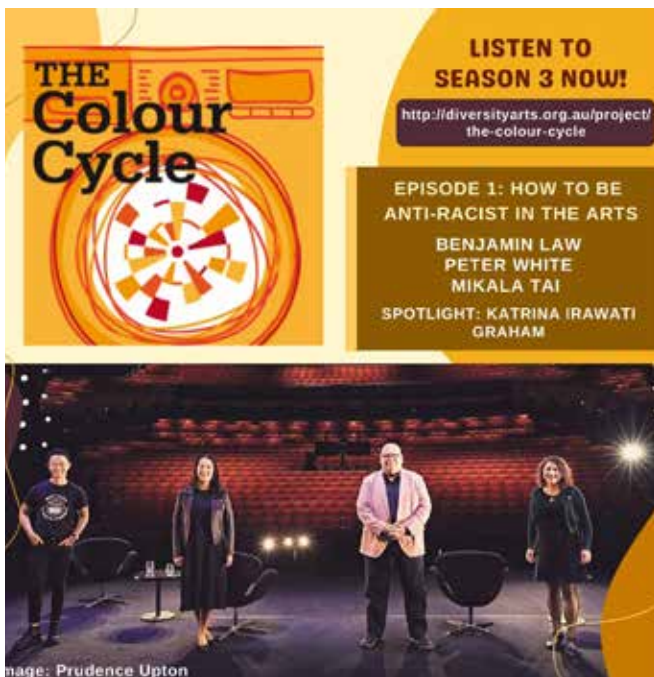
The season also featured conversations with UK creative industry thought leaders in partnership with the British Council of Australia. These included writer/broadcaster Benjamin Law; Executive Director, Creative Diversity Network UK Deborah Williams; Noongar singer/songwriter Gina Williams;

Head of Inclusion, British Film Institute Jennifer Smith; artist and refugee advocate Safdar Ahmed; writer/performer Moreblessing Maturure; Senior Manager, Aboriginal Strategy and Engagement at Create NSW Peter White; Asian Australian Alliance Founder Erin Chew; media personality Sunil Badami and more.

FUNDERS: British Council, Australia Council, Create NSW

PARTNERS: Sydney Opera House, Australian Performing Arts Exchange (APAX), Sydney Arts Management Group (SAMAG), Future Women, City of Parramatta, Parramatta Artist Studios

FIND OUT MORE:
diversityarts.org.au/project/the-colour-cycle



CREATING CONTENT + PLATFORMS

I AM NOT A VIRUS | #IAMNOTAVIRUS

The COVID-19 crisis exacerbated anti-Asian racism across Australia. Widespread reports of intensified racism were uncovered by Asian Australian Alliance and Democracy in Colour research. In response, DARTS launched an Asian artist-led project to confront xenophobia and racism. In 2020, we selected 48 artists and commissioned work showcased in exhibitions and on the project website. In 2021, we commissioned an additional 20 artists, bringing the total number of artists to 68.

The works produced were across many practice areas: visual art, writing, poetry, performance, screen, audio-visual, music, illustration, comedy and more.

Led by our partner 4A Centre for Contemporary Asian Art, we held two Sydney exhibitions: **Acute Actions: Responses to I Am Not A Virus Exhibition Part 1 and 2.**

With the Melbourne-based Curatorial Collective and other Victorian partners (see Partners below), we also held two exhibitions at RMIT Gallery and as part of the Melbourne Fringe Festival. The exhibitions were titled **Reclaiming Narratives: Melbourne Artists respond to I Am Not A Virus.**

Additionally, as detailed below in Seminars and Events, we held various in-person and online events.

MEDIA COVERAGE: The project was featured on ABC TV's Art Works program, SBS News, NHK WORLD-JAPAN, The Australian and in dozens more media outlets.

RECOGNITION

- Susan Chen: New work featured in the new bar opening, Bancho Bar, Haymarket
- Fan Dongwang: Expands his series into a full exhibition, Pandemic Bodies
- Jasper Lee-Lindsay: Poetry featured on DARTS' podcast, Colour Cycle
- Jasmine Poole: New work exhibited as part of the Ravenswood Women's Art Prize
- NC Qin: Finalist in the Blue Thumb Art Prize.
- Maria Tran: Operation Kung Flu, official selection at LA Asian Film Festival
- Maria Tran: Operation Kung Flu, official selection at Lift-Off Global Network Toronto Film Festival

ARTISTS: The 68 commissioned artists are credited in the Artists section below.

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: 4A Centre for Contemporary Asian Art, Curatorial Collective, Melbourne Fringe, RMIT University, Asian Australian Alliance, Democracy in Colour, Creative Brimbank, Melbourne Fringe Festival, RMIT Contemporary Art and Social Transformation (CAST) research group, RMIT INTERSECT, and RMIT Student Life.

FUNDERS: Australia Council, 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 Elina Simbolon, My Country Is My Pain, I Am Not A Virus Australia project, 2020/21

ADVOCACY + INFLUENCE

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

Advocacy continued to be a core area of work for DARTS as we worked alongside the creative sector to advocate for financial support and recognition for artists affected by COVID-19.

We contributed to two national inquiries on behalf of CaLD creatives: the Australian Human Rights Commission's National Anti-Racism Framework and the National Uluru Statement From The Heart Submission as part of the Indigenous Voice Co-Design Process.

AUSTRALIAN NETWORK FOR CREATIVE DIVERSITY (A.K.A THE ROUNDTABLE)

As part of our ongoing advocacy in the creative sector, we continued to facilitate and resource this national network. The Roundtable sessions aimed to facilitate coordinated, cohesive and cogent approaches, leading practices and models that contribute to systemic change. In 2021, due to COVID lockdowns and stresses, we could only hold two meetings.



Artwork by Jocelin Meredith, I'm Australian too, I Am Not A Virus Australia project, 2020/21

SEMINARS + EVENTS

EVENTIDE CONVERSATIONS: ARTS ADVOCACY - WE ARE ESSENTIAL [DIGITAL]

DATE: 20 April 2021

ATTENDEES: 120

The Australian Performing Arts Market (APAM) and the Hong Kong Arts Administrators Association (HKAAA) brought together a panel of arts and cultural leaders from Australia and Hong Kong for a night of online conversation to exchange knowledge of models and strategies for funding schemes, advocacy and programming in the performing arts sectors during changing times.

PANELLISTS: Winsome Chow, Chief Executive, Hong Kong Arts Development Council; Merindah Donnelly, Executive Producer, BlakDance; Lena Nahlous, CEO, Diversity Arts Australia; Helen So, Lead, Arts & Culture, Our Hong Kong Foundation; Rani Pramesti (Moderator), Program Producer, Theatre Network Australia

PARTNERS: Hong Kong Arts Administrators Association and Australian Performing Arts Market

THE ART OF IDENTITY AND BELONGING - 2021 WELCOMING CITIES SYMPOSIUM

DATE: 22 April 2021

VENUE: Australian National Maritime Museum

ATTENDEES: 300

The Welcoming Cities Symposium brought together international, national and local practitioners, policy-makers, researchers, business innovators and civic leaders to share and discuss the challenges, benefits and opportunities of migration, cultural diversity and inclusion. This panel featured: Titan Debirioun (Social Justice Advocate and Recording Artist) and Lena Nahlous (Executive Director of Diversity Arts Australia).

HOSTED BY: Welcoming Australia

AFTER AUSTRALIA AT SYDNEY WRITERS' FESTIVAL

DATE: 2 May 2021

VENUE: Carriageworks as part of the Sydney Writers' Festival

ATTENDEES: 150

A panel was held as part of the Sydney Writers' Festival on 2 May 2021, centred around our trailblazing After Australia anthology. It featured writers Hannah Donnelly, Michelle Law and Roanna Gonsalves, who spoke with anthology editor Dr Michael Mohammed Ahmad. The panel shared predictions for the future and their thoughts on the legacies of climate catastrophe, police brutality and white supremacy, and the public reception of the anthology after its publication.

CHANGING THE STORY: DIVERSITY IN TODAY'S INDUSTRY [DIGITAL]

DATE: 2 September 2021

ATTENDEES: 60

Equity Foundation's 2021 Screen Diversity Showcase panel, "Changing the Story: Diversity in Today's Industry", brought together creative sector industry specialists with diverse creatives to discuss how diverse stories are changing the game for the screen industry.

PANEL: Moderator Pearl Tan (filmmaker); guest speakers Lena Nahlous (Executive Director, DARTS), Michelle Law (actor/writer) and Kate Hood (actor).

HOSTED BY: Equity Foundation for the Diversity Showcase

SEMINARS + EVENTS

WRITING NSW: FIRST FRIDAY CLUB WITH LENA NAHLOUS [DIGITAL]

DATE: 3 September 2021
ATTENDEES: 100+
VIEWERS: 48 (YouTube Live)

First Friday Club is Writing NSW's monthly conversation with an industry professional, giving the community a chance to learn more about the writing and publishing industry. DARTS Executive Director Lena Nahlous was the special guest for this seminar. She discussed cultural and racial equity in the writing sector, how things have changed over that time, what still needs to change, and shared initiatives making a difference.

HOSTED BY: Writing NSW

INCLUSIVE ORCHESTRAS [DIGITAL]

DATE: 14 September 2021
ATTENDEES: 100+

The Association of British Orchestras and Symphony Services Australia joined forces for an online orchestral symposium, Orchestral Connections, especially for members of these organisations. DARTS' Executive Director moderated a session called Inclusive Orchestras as part of the British Council's AU/UK Season. The panel focused on examining diversity and inclusion on and off the stage and dissecting meaningful programs that have demonstrated real impact in the orchestra sector.

PANELLISTS: Professor Deborah Cheetham AO, Chi-chi Nwanoku OBE, Morwenna Collett, and Andrew Miller

PANEL MODERATOR: Lena Nahlous

PRESENTED BY: Association of British Orchestras and Symphony Services Australia

ART GROUND II

DATE: 16 June 2021
ATTENDEES: 30

The Community Migrant Resource Centre (CMRC) hosted a free interactive Art Ground event inviting Western Sydney artists from culturally diverse backgrounds to network. Diversity Arts Australia joined the speaker line-up to discuss arts advocacy and our current/upcoming projects. The program included a panel of guest speakers and an open mic for artists. We encouraged refugees, asylum seekers and new migrants to attend. Guest Speakers: Glaiza Perez, Associate Producer, Stories from the Future (DARTS); Yasmin Masri, Arts Officer, City of Ryde; Cris Bocchi, Sydney Foreign Actors' Association.

PRESENTED BY: CMRC

CREATIVES OF COLOUR

ATTENDEES: 300+ people

Since 2020, we have partnered with Pacesetters artist Rani Pramesti and the Creatives of Colour collective she co-founded to support their delivery of events. In 2021, all of these events were led by the Creatives of Colour collective and were for First Nations, Bla(c)k and People of Colour creatives.

CACD CONVERSATIONS [DIGITAL]

DATE: 18 June 2022

DARTS' Lena Nahlous and Dr Paula Abood joined Arts Tasmania for a critical conversation about the key principles and practicalities of Community and Cultural Development.

HOSTED BY: Arts Tasmania

SEMINARS + EVENTS

FAIR PLAY REWIND: REFLECTION ON THE IMPACTS OF FAIR PLAY [DIGITAL]

DATE: 19 November 2021
ATTENDEES: 526
VIEWERS: 1.4K people (Facebook Live)

What's the responsibility of creative organisations to act on equity and inclusion? What does it mean to have diversity programs led by people with lived experience? How can equity and inclusion reshape the creative sector? These are just some of the questions addressed by people at Diversity Arts Australia's Fair Play: Rewind event, featuring presentations and conversations between leaders of the Fair Play program.

Supported by The Wheeler Centre, the event was streamed on Facebook Live and reflects on the Fair Play capacity-building program's social impacts: 28 creative industry organisations and businesses have completed the program since 2019.

PARTNERS: The Wheeler Centre, Koorie Heritage Trust, Arts Access Victoria, VMDO, MAV, RAV

FUNDING PARTNER: Creative Victoria

OFF THE PAGE: HOW CAN RESEARCH INFORM OUR CREATIVE PRACTICE [DIGITAL]

DATE: 19 November 2021
ATTENDEES: 64

Who has the power to shape knowledge? Whose knowledge counts? DARTS Executive Director Lena Nahlous and Jackie Bailey from BYP Group spoke to Creatives of Colour about the research findings of our Shifting The Balance report. The report revealed that although 39% of Australia is culturally and linguistically diverse (CaLD), CaLD leaders make up only 9% of major cultural institutions' leadership.

PRESENTED BY: Creatives of Colour

TWENTY YEARS OF THE AFGHAN WAR [DIGITAL]

DATES: 7 and 8 October 2021
ATTENDEES: 150 (across two nights)
VIEWERS: 142 (YouTube)

Twenty Years is a timely, collaborative project with leading Afghan and Australian artists that assesses the Afghan war's legacy for Australia and Afghanistan through a range of art forms and multidisciplinary events. The first two online events spotlighted Afghan musicians, spoken word poets, journalists, filmmakers and activists in Australia and worldwide.

PANELLISTS: Diana Sayed (MC), Mahmood Fazal, Orna Kazimi, Najiba Noori, Elyas Alavi, Taqi Khan

PROJECT COORDINATORS: Antony Loewenstein and Tia Kass

PARTNERS: Blacktown Arts, Afghan Australian Development Organisation

FUNDING: Australia Council for the Arts, Create NSW

SEMINARS + EVENTS

#IAmNotAVirus EVENT: FIVE SCREEN WORKS RESPOND TO COVID-RELATED RACISM [DIGITAL]

DATE: 11 November 2021
ATTENDEES: 27 live viewers
VIEWS: 422

Diversity Arts and Australian Film Television and Radio School presented an online conversation with Jackie Dixon, Thuy Nguyen, Teresa Li, Dyan Tai and Maria Tran from the #IAmNotAVirus project. The artists uncovered their reflexive, playful, imaginative and powerful works. Diversity Arts developed the artist-led project #IAmNotAVirus, as a critical step in providing a platform for artists from communities affected by COVID-related racism. Almost 70 Asian creatives from across Australia were commissioned to create new works in development across many art forms. Partners: Australian Film, Television and Radio School (AFTRS), Asian Australian Alliance, Democracy in Colour, 4A Centre for Contemporary Asian Art

#IAmNotAVirus EVENT: LAUNCH OF RECLAIMING NARRATIVES (MELBOURNE ARTISTS RESPOND TO I AM NOT A VIRUS) [DIGITAL]

DATE: 18 November 2021
ATTENDEES: 60

#IAmNotAVirus is an initiative of Diversity Arts Australia in partnership with the Asian Australian Alliance, Democracy in Colour and 4A Centre for Contemporary Asian Art with financial support from the Australia Council for the Arts, Creative Victoria, Create NSW, City of Sydney, City of Parramatta and Inner West Council. Project supporters from Melbourne include RMIT Curatorial Collective, Creative Brimbank, Melbourne Fringe, RMIT Contemporary Art and Social Transformation (CAST) research group, RMIT University, and RMIT Student Life.

PARTNERS: Asian Australian Alliance, Democracy in Colour and 4A Centre for Contemporary Asian Art RMIT Curatorial Collective, Creative Brimbank, Melbourne Fringe Festival, RMIT Contemporary Art and Social Transformation (CAST) research group, RMIT INTERSECT, and RMIT Student Life.

FUNDING: Australia Council and Creative Victoria

#IAmNotAVirus EVENT: SOPHIA CAI IN CONVERSATION WITH MARIAM ARCILLA [DIGITAL]

DATE: 13 May 2021
ATTENDEES: 107
VIEWS: 307

Curator, writer and knitter Sophia Cai and producer Mariam Arcilla (from 4A Centre for Contemporary Asian Art) participated in an Instagram Live conversation about the mobilising power of art, craft and fandom culture as antidotes to racism and socio-cultural trauma. Cai discussed how collective solidarity and self-care shape her creative practice, focusing on her hand-knitted work, Safety Yellow Woman, which was part of the group exhibition Acute Actions: Responses to I Am Not a Virus.

PARTNERS: 4A Centre for Contemporary Asian Art

FUNDING: Australia Council for the Arts, Create NSW, City of Sydney

SEMINARS + EVENTS

#IAmNotAVirus EVENT: PANEL/ PERFORMANCE: LET'S UNPACK ACUTE ACTS

DATE: 15 May 2021

VENUE: 4A and Firstdraft

ATTENDEES: 20

Artists Andrea Srisurapon and Jayanto Tan and curator Reina Takeuchi (from 4A Centre for Contemporary Asian Art) participated in an in-person panel discussion followed by a performance by Amy Zhang x MaggZ. The panel examined the artists' lived experiences and practices, unpacking the hidden injuries of racism in a post-pandemic era and how the collective smearing of cultural trauma shaped the Acute Actions: Responses To I Am Not A Virus program.

PARTNER: 4A Centre for Contemporary Asian Art

FUNDING: Australia Council for the Arts, Create NSW, the City of Sydney

#IAmNotAVirus EVENT: OFF THE PAGE: DESIGN, ILLUSTRATION & AUTHORSHIP IN CONTEMPORARY COMICS (ACUTE ACTIONS EXHIBITION CLOSING) [DIGITAL]

DATE: 3 July 2021

ATTENDEES: 50

VIEWS: 82 (YouTube)

#IAmNotAVirus is an initiative of Diversity Exhibiting artist Jin Hien Lau, independent comics author Meg O'Shea and professional comic book and storyboard artist W. Chew Chan participated in a Zoom panel discussion moderated by 4A Curatorial Program Manager Con Gerakaris. Using Jin Hien Lau's comic Train of Thought as a launching point, Chewie Chan, Jin Hien Lau, and Meg O'Shea discussed the language and techniques of visual storytelling in comics and the contemporary comics industry.

PARTNERS: Asian Australian Alliance, Democracy in Colour, 4A Centre for Contemporary Asian Art

PARTNER: Australia Council for the Arts, Create NSW, City of Sydney, City of Parramatta and Inner West Council

FIND OUT MORE:
diversityarts.org.au/events

SUBMISSIONS + GOVERNMENT ENGAGEMENT

NATIONAL ANTI-RACISM FRAMEWORK

In 2021, DARTS submitted to the Australian Human Rights Commission's National Anti-Racism Framework. The submission focused on the urgent need for the creative sectors to engage in anti-racist work actively. Our research, expertise and consultations with the Creative Cultural Diversity Network informed the submission.

INDIGENOUS VOICE CO-DESIGN PROCESS

DARTS submitted to the Indigenous Voice Co-Design Process Interim Report. The submission references the importance of First Nations First approaches, self-determination, and truth-telling. Our relationships and solidarity with First Nations organisations and creatives informed the submission.

CONSORTIUM OF NATIONAL ARTS PEAK ORGANISATIONS

In 2021, DARTS met monthly with the Consortium of National Arts Peak Organisations to organise in the lead-up to the 2022 Federal Election.

Members of the Consortium included: BlakDance, APRA/AMCOS, Arts Access Australia, Ausdance National, Australian Museum and Galleries Assoc, Australian Music Centre, Australian Writer's Guild, Diversity Arts Australia, First Nations Media, Live Performance Australia, Moogahlin Arts Centre, National Association for the Visual Arts, Performing Arts Connections Australia, Regional Arts Australia, Screen Producers Association, Symphony Services Australia, Theatre Network Australia, Australian Society of Authors, Australian Festival Association.

In November 2021, we participated in a consultation process run by SEC Newgate to formulate an election campaign for the arts and cultural industries. DARTS engaged in various social media advocacy campaigns, in collaboration with the other peak organisations, to encourage our communities to keep the sector in mind when voting in the Federal Election.



Stories from the Future - Northern Territory Workshop 2021 - Diversity Arts x Darwin Community Arts
Image credit: Shay Jayawardena.



Stories from the Future - Tasmanian Workshop 2021 - Diversity Arts x Moonah Arts Centre - Image credit: Yuko Masuda Kim

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 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. The key goal of the Creative Equity Toolkit is to build capacity, on both an individual and organisational level, through an action-oriented approach. Falling under the Creative Equity Toolkit, we launched Imagine Australia and Imagine Around the World through the Re-imagine fund. These two projects focused on documenting and sharing examples of best inclusive practices to strengthen the creative sector. [See also: Creating Content + Platforms].

The rapid growth of our Creative Equity Toolkit subscribers and the high monthly open rate of 40-50% has provided evidence of engagement and success.

IMAGINE AUSTRALIA

As a companion to the Creative Equity Toolkit, Imagine Australia highlights select case studies of best practices in culturally and linguistically diverse, migrant, refugee, humanitarian entrant, and people of colour contexts in the arts, screen and creative sectors.

The project aims to provide inspiration and clear steps for creative cultural equity, showcasing the groundwork done across Australian organisations. The first stage of this project sought national nominations, with DARTS launching an open call for national nominations. We received 65 submissions and began the process of shortlisting entries via a selection panel comprising key partners and collaborators.

PARTNERS: Australia Council for the Arts, The British Council, Western Sydney University, Darwin Community Arts.

IMAGINE AROUND THE WORLD

Falling under the banner of the Creative Equity Toolkit, in 2021, we began planning an international arm of the Imagine Project. Imagine around the World seeks to document the best international initiatives and projects that have increased cultural diversity and racial equity in the arts, screens and cultural sectors. In November, we launched an open callout for submissions of international case studies, looking for leadership and strategies that have led to more inclusive practice. Upon selecting the core case studies, these, alongside those of the Imagine Australia project, will be made accessible to a wide audience.

CAPACITY BUILDING + PROFESSIONAL DEVELOPMENT

FIRST NATIONS CASE STUDIES

The focus of the Creative Equity Toolkit has largely been on ethnocultural and migrant equity. However, we have identified the potential for it to play a critical role in sharing resources, content and strategies that create a deeper understanding of engaging and working with Indigenous communities, ensuring the prioritising of self-determination and ethical collaboration.

Dr Genevieve Grieves of Garuwa and team have reviewed and provided detailed advice on key features of the current site about First Nations Australian content and language. This year, we discussed with Garuwa about identifying gaps, providing recommendations, gathering leading First Nations resources/research materials and strengthening our collaborative relationship.

Twelve First Nations case studies of best practices will be collected by Garuwa to be featured on the Creative Equity Toolkit, led by Genevieve Grieves, beginning in early 2022.

PARTNERS: British Council, Australia Council for the Arts, Garuwa, Western Sydney University

FUNDERS: British Council, Australia Council, and CET establishment phase: Creative Victoria, Create NSW and Western Sydney University.

FIND OUT MORE:
creativeequitytoolkit.org

DISABILITY + CULTURALLY DIVERSITY INTERNSHIP PROGRAM

We selected nine d/Deaf interns and/or interns living with a disability to participate in the Disability and Culturally Diverse Internship Program. Selected interns were Karime Baylis, Shasha Gong, Gloria Guo, Jessica Kejun Xu, Geirthana Nandakumaran, Marisa Pasicznik Ross, Aleya Silva, Shona Thomas and Project Manager/intern Eugenie Lee.

Co-presented by Accessible Arts NSW, the program targeted emerging arts workers who identified as both disabled and culturally diverse. The program sought to provide them with industry skills for employment and bring greater knowledge into the sector. Internships took place at Art Gallery New South Wales, Screen Australia, Lismore Regional Gallery, Shopfront Arts Co-Op, Museum of Australian Democracy, APRA/AMCOS, National Portrait Gallery and Story Factory.

PARTNER: Accessible Arts NSW



Graduating interns from the Disability and Culturally Diverse Internship program!

CAPACITY BUILDING + PROFESSIONAL DEVELOPMENT

FAIR PLAY: EQUITY, INCLUSION AND THE VICTORIAN CREATIVE INDUSTRIES

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

In 2021, the following organisations completed the program: 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. The last 10 Equity Action Plans (EAPs) have been reviewed by independent assessors who have lived experience in the three priority communities: First Nations, CaLD/migrant/POC/refugee and Deaf & Disabled.

Led by Paula Abood, the mentors/trainers and Project Coordinator Margaret Mayhew developed a set of criteria to assess the EAPs against and to benchmark best practices.

FAIR PLAY: EQUITY, INCLUSION AND THE VICTORIAN MUSIC INDUSTRY

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 in 2021: Native Tongue Music Publishing, The Night Cat, The Colour Club, and Bolster. The cohort undertook intensive training and worked with a trainer/mentor to develop Equity Action Plans.

KEY TRAINING AND PROJECT PARTNERS:

Koorie Heritage Trust, Arts Access Victoria, 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

FEE-FOR-SERVICE TRAINING + CAPACITY-BUILDING SERVICES

In 2021, we adapted the Fair Play model for online delivery, working with organisations such as APRA, the Australian Ballet and the Griffin Theatre Company. We ran shorter training programs with Affirm Press, Shopfront Arts Co-Op, Arts Gallery NSW, Penguin Random House, Arts Tasmania, Australia Council for the Arts, Belvoir, Orchestra Victoria, Opera Victoria, Screen Australia and Speak Percussion. Further, we supported Performing Lines in undertaking an audit and commencing planning for their Equity Action Plans.

CAPACITY BUILDING + PROFESSIONAL DEVELOPMENT

STORYCASTERS

The StoryCasters project was launched in 2019 as a unique training hub for future citizen journalists and digital producers across four disciplines: writing, podcasting, film and sound. The project provided professional development and a community of practice for young emerging producers while also amplifying and sharing the practice of culturally diverse creatives. Participants profiled 100+ CALD from across New South Wales. Funded by Create NSW and Multicultural NSW over two and a half years, we worked with 65 young people across Western Sydney to develop new skills and career pathways and provide industry experience opportunities.

The training officially wrapped this year. By mid-2021, StoryCasters had earned \$31,750 in commissions. DARTS continued to invest in participants' careers and document their work. We launched the StoryCasters website to showcase program participants' criticism, writing and audiovisual work.

In response to direct demand from the industry for greater diversity in criticism, we commissioned StoryCasters writers to cover major performances, exhibitions and festivals. Their Creative Lives reviews and interviews were then published on the StoryCasters and Diversity Arts websites and shared across social media. Through our partnership with Octapod, an arts organisation based in the Hunter region, we commissioned young CaLD writers in Western Sydney to profile eight CaLD artists from the Greater Newcastle area through audio interviews. Their work in visual art, screen, performance, literature and more will be integrated into a dedicated 2022 season of DARTS' The Colour Cycle Podcast, which StoryCasters participants will

fully produce. One of the episodes is focused solely on regional art, drawing from these interviews to discuss communities of practice, the specifics of the Newcastle scene and art-making outside mainstream spaces.

PARTNERS: Information and Cultural Exchange, Phoenix Eye, Sweatshop, FBi Radio, SSI, STARTTS, MYAN, AFTRS

FUNDERS: Create NSW, Multicultural NSW

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

“[StoryCasters] connected us to different parts of the industry, and helped to get our foot in the door. I think this type of program really helps to build that sense of strength. Meeting [industry mentors] helped me to set out on that path.”

Melvin Tu, StoryCasters Participant.

“Having a space like this, which is so accessible, and provides such a varied amount of skill, can be really useful to just get your foot in the door of the industry. Having people so experienced, being able to teach from their experience was really useful.”

Vir Kaula, StoryCasters Participant

“StoryCasters is a great way to find that safe space. It was a great opportunity to meet amazing people. Sometimes you just need someone from the same background, so you don't have to explain. You can just look each other in the eye and see, you get what I'm saying.”

Norah Masige, StoryCasters Participant



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 in reports and via videos, podcasts and published articles. We live-stream events to increase engagement.

LOST WORK 2.0 SURVEY & REPORT: THE IMPACTS OF THE PANDEMIC ON CREATIVES OF COLOUR AND FIRST NATIONS CREATIVES

The COVID-19 pandemic had devastating impacts on Australia's creative and arts sectors. Work has been lost, jobs and gigs cancelled or postponed, and futures threatened. For culturally diverse and First Nations artists and creative workers, experiences of lost work and income are further intensified by rising racism, both institutional and interpersonal.

The work of these artists and creative workers urgently needs to be supported if the Australian creative sector is to genuinely reflect the experiences of all Australians as they attempt to recover from the pandemic. This report presents the findings of DARTS' Lost Work for Creatives of Colour and Organisations 2.0 report.

This report follows our first Lost Work report from March 2020, which found evidence of the negative impacts of the early stages of the COVID-19 pandemic. Lost Work 2.0 aimed to collect data on the impacts of the pandemic a year on. The Lost Work 2.0 report collected 191 responses from 29 March to 31 May 2021 and aimed to gather data from a diverse range of artists and creative workers on the impacts of the COVID-19 pandemic on their work and well-being. We have collected evidence of lost work and its impacts on financial and emotional well-being and evidence of experiences of racism and its impact on the work and well-being of respondents.

This report round saw a large percentage of First Nations respondents, with 35% identifying as First Nations. As DARTS focuses on ethnocultural and migrant racial equity in the arts, cultural and creative industries, we recognised our limitations in speaking to these findings and advocating for First Nations communities.

RESEARCH + CONSULTATION

In coming to recommendations, we consulted with BlakDance and Koorie Heritage Trust on our findings and sought their advice regarding First Nations artists and creative workers. These organisations were not originally consulted in the report design, however, as the report was aimed at CaLD communities. We presented the findings of Lost Work 2.0 whilst acknowledging the settler migrant experience cannot be conflated with the ongoing experience of colonisation for First Nations people.

The report presents data on the following themes: lost income and its impacts; racism and racialised exclusion and its impacts; the Black Lives Matter movement and its effects on organisations and individuals; the wellbeing of respondents, including financial and emotional; and, finally, an exploration of the kinds of support creatives need.

Read the Lost Work 2.0 Report finding and recommendations here

“For First Nations artists, support needs to be increased and targeted towards small-medium First Nations-led businesses who are often doing the heavy lifting in ensuring artists are employed.”

BlakDance and Diversity Arts Australia Board Member, Professor Nareen Young

“Due to lockdown, lack of opportunities (gigs and work) leads back to lack of income, lack of income/funding means it is impossible to finish upcoming projects which are meant to create more opportunities and work for the future. You need money to make money basically.”

Report Participant



Lost Work 2.0 Report

“The results of Report 2.0 indicate there is an urgent need for support and investment in First Nations and culturally diverse artists, filmmakers and arts workers at this time. Our previous research already tells us that there was a significant underrepresentation of culturally diverse artists before the pandemic, and this has been further exacerbated over the past two years.”

Lena Nahlous, CEO, DARTS

RESEARCH + CONSULTATION

AUSTRALIAN HUMAN RIGHTS COMMISSION'S NATIONAL ANTI-RACISM FRAMEWORK + 'RACISM. IT STOPS WITH ME' CAMPAIGN

The Race Discrimination team consulted DARTS on the AHRC's development of Australia's first National Anti-Racism Framework (NARF). We were also consulted in the development of the new Racism. It Stops With Me campaign. DARTS continues to be recognised as leaders in anti-racism in the arts and creative sectors.

CONSULTATION AND ADVISORY SERVICES

We provided advice and consultation to a broad range of government agencies, organisations and companies, including the ABC, Ensemble Theatre, Sydney Opera House, Screen QLD, Screen Australia and many more.



Stories from the Future - Tasmanian Workshop 2021 - Diversity Arts x Moonah Arts Centre - Image credit: Yuko Masuda Kim



Stories from the Future - Tasmanian Workshop 2021 - Diversity Arts x Nayri Niara - Image credit: Fenella Edwards



Stories from the Future - Tasmanian Workshop 2021 - Diversity Arts x Moonah Arts Centre - Image credit: Yuko Masuda Kim

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 can be renewed.

Partnerships and Infrastructure intersects with our other key areas of work, and examples of this include the Creative Equity Toolkit, the Imagine Projects, the Colour Cycle podcast, StoryCasters and our own Diversity Arts website.

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 2021. Listed alphabetically below:

Anandavalli	Eileen Chong	Kelly Huynh
A.Girl	Alissar Chidiac	Rob Hyatt
Gorkem Acaroglu	Monique Choy	Chika Ikogwe
Sharifah Emalia Al-Gadrie	Yeon-Ju Chun	Sawung Jabo
Tanya Ali	Tessa May Jiawei Chung	Zayaan Jappie
Khadim Ali	Mayala-Bol	Shay Jayawardena
AUNA (Audrey Alim)	Rosie Clynes	Spider Johnson
Fadia Abboud	Cecelia Cmielewski	Simone Amelia Jordan
Patrick Abboud	Morwenna Collett	Kamahl
Abdul Abdullah	Erfan Daliri, Kind Enterprises	Mayu Kanamori
Paula Abood	Gloria Demillo	Fotis Kapetopoulos
Deniz Agraz	Ruth DeSouza	John Kassab
Dr Michael Mohammed Ahmad	Harpreet Kaur Dhillon	Vir Kaula
Safdar Ahmed	Richard Kobla Dido	Abu Kebe
Mounira Almenora	Jacqueline Dixon	Sukhjit Kaur Khalsa
Esther Anatolitis, Test Pattern	Winnie Dunn	Mayu Kanamori
Adam Phillip Anderson	Evelyn Duprai	Yuki Kawakami
Eunice Andrada	James Elazzi	Bia Khanum
Thi Dieu Anh	Nadyat El Gawley	Constance Khoo
Avan Anwar	Nebahat Erpolat	Gloria Kolya
Rosalie Atie	Lisa Fa'alafi	Bruce Koussaba
Nedime M. Aydogan	Fan Dong Wang	Judy Kuo
Tony Ayers	Sydney Farey	Joon-Yee Kwok
Sunil Badami	Mariam Farida	L-Fresh The Lion
Yola Bakker	Natalia Figueroa Barroso	Beryl Tuyet Nhi La
Dr Zozan Balci	Sai-Wai-Foo	Phu La
Hawanatu Bangaru	Masako Fukui	Christine Lai
Nesrine Basheer	Roanna Gonsalves	Hannah Lai
Shauntelle Benjamin	Katrina Irawati Graham	Jin Hien Lau
Paschal Daantos Berry	Genevieve Grieves	Lucky Lartey
Caroline Bowditch	Raveena Grover	Lindy Lee
Valerie Berry	Samia Halabi	Youbi Lee
Kim Cheng Boey	Rani Haywood	Jasper Lee-Lindsay
Kim Bowers	Jina He	Melissa Lee Speyer
Anne-Marie Brockenhuus	Ashleigh Ho	Nicole Wan-Ting Lee
Priyanka Bromhead	Derek Ho	Mimi Leung
Lily Brown, GARUWA	Liam Ho	Teresa Li
Aimee Butler	Hoodzy	Lawrence Liang
Sophia Cai	Hooks	Feifei Liao
Yunyang Cen	Tasnim Hossain	Kochava Lilit
Susan Chen	Tina Huang	Susan Ling Young
Celine Cheung	Serena Hunt	Nathan Liow

PEOPLE & PARTNERSHIPS

Jacqueline Lo
Paulette Long
Cara Lopez
Zachary Lopez
Antony Loewenstein
Dr Remy Low
Danielle Lumanta
Jennifer Macey
Lex Marinos
Abeny Mayol
Ken Duncan Mah
Desmond Mah Hock Meng
Amani Mahmoud
Rhianna Malezer
Norah Masige
Sarah Mendoza
Jocelin Kan Meredith
Lili Mikami
Sara Mir
Jacqui Mitchell
Jacqueline Mohr
Liana Molina
Nicola Morton
Virat Nehru
Joe Nemer
Ana Nguyen
Thuy Nguyen
Vivian Nguyen
Hangama Obaidullah
Kalu Oji
Michelle Ordev
Gary Paramanathan
Allara Pattison

Milly Petriella
Hoa Pham
Kim Pham
Shirley Pierce
Teik-Kim Pok
Jasmine Poole
Rani Pramesti
Eric Jiang Qian
NC Quin
Christian (Bong) Ramilo
Martyn Reyes
Sean Stephen Ryan
S. Shakthidharan
Khaled Sabsabi
Saleh Saqqaf
Mariam Sawires
Joseph Schwarzkopf
Elina Simbolon
Natesha Somasundaram
Nur Shkempi
Joe Lui Shang Yu
Yoga Shree
Si Cheng Shuai
Andrea Srisurapon
Emma Sullivan
Yee Tai
Jayanto Tan
Sarah Ju-En Tan
Alison Tanudisastro
Maryanne Taouk
Latai Taumoepeau
Eugyeene Teh
Andy Thai

Thelma 'MC Trey' Thomas
Ana Tiwary
Huyen Hac Tran
Tien Tran
Andy Trieu
Annette Tripodi
Melvin Tu
Catherine V n-Davies
Rowena Vilar
Hye Jung Yoon
Peter Waples-Crowe
Doug Williams
Angelica Willis
Clarine Wilmar
Kean Wong
Suzy Wrong
Sophie Xiao
Imogen Yang
William Yang
Ben Yap
Darren Yap
Amy Zhang
Qi Zhang
Tian Zhang
Yue Zhou
Yujia (Maggz) Zhu

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

PEOPLE & PARTNERSHIPS

Thank you to our many partners, funders and collaborators for your incredible work and commitment in 2021. All of our work is achieved through collaboration and partnership.

Listed alphabetically below:

4A Centre for Contemporary Asian Art	Multicultural Youth Tasmania
Affirm Press	Nayri Niara
Arts Access NSW	Peril Magazine
Arts Access Victoria	Phoenix Eye
Asian Australian Alliance	Refugee Art Project
Australian Film Television and Radio School (AFTRS)	RMIT University
Creatives of Colour	Settlement Services International
CAST Research Group	Sweatshop Literacy Movement
Curatorial Collective	Sydney Review of Books
Democracy in Colour	Sydney Opera House
FBi Radio	Tasmania Performs
Garuwa	The Street
Kape Communications	University of Sydney
Koorie Heritage Trust	Victorian Music Development Office (VMDO)
Moonah Arts Centre	Western Sydney University
MAV	

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

Listed alphabetically below:

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

PEOPLE & PARTNERSHIPS

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.

BOARD MEMBERS

Debbie Lee (Chair)

Director of Scripted Development, Matchbox Pictures
From 2019

Francisca Peña, CPA (Treasurer)

Director, Finance and Administration, Sydney Theatre Company
From 2018

Professor Nareen Young (co-Deputy Chair)

Industry Professor, Indigenous Policy (Indigenous Workforce Diversity), Jumbunna Institute of Indigenous Education and Research, UTS
From 2019

Anthony Peluso (co-Deputy Chair)

Arts Programs Director, Country Arts SA
From 2018

Seb Chan (Director)

Chief Experience Officer, Australian Centre for the Moving Image
From 2016 until May 2021

Shalini Perera (Director)

Senior Criminal Lawyer, Legal Aid Commission of New South Wales
From 2018 until February 2021

Dr Georgie McClean (Director)

Acting CEO, Australian Film, Television and Radio School (AFTRS)
From 19 August 2019 until August 2021

Dr Karen Soldatic (Director)

Sociologist, School of Social Sciences, Western Sydney University
From 19 August 2019

Ade Djajamihardja (Director)

Film producer and disability advocate
From May 2020

FIND OUT MORE

diversityarts.org.au/about/meet-our-board

PEOPLE & PARTNERSHIPS

TEAM

Lena Nahlous

CEO and Executive
Producer,
Diversity Arts Australia

Sonia Mehrmand

Assistant Executive Director
and Producer, StoryCasters

Kevin Nelson

CPA, Accountant
(retired June 2021)

Joanne Cooper

EA to CEO and Admin Officer

Radhika Ram Tevita

Business Manager
(from November 2021)

Alexia Derbas

Research and Policy Manager
(from November 2021)

Monique Choy

Writer and Researcher

Dr Paula Abood

Creative Producer and
Lead Trainer/ Educator

Kevin Bathman

Creative Producer

Bethany Falzon

Development Officer

Claire Cao

Communications and
Marketing Coordinator
(from May 2021)

Colin Ho

Creative Equity Toolkit
Coordinator and Content
Producer (from June 2021)

Dr Margaret Mayhew

Program Coordinator
and Researcher, Fair Play

Maylei Hunt

Lead Producer, Fair Play

Gorkem Acaroglu

Training Consultant,
Educator and Mentor,
Fair Play

Glaiza Perez

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

FIND OUT MORE

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



Artwork by Yunyang Cen, Excuse me, where am I?
I Am Not A Virus Australia project, 2020/21

