



DIVERSITY ARTS AUSTRALIA ANNUAL REPORT 2022

REIMAGINING RESILIENT FUTURES: BEYOND COVID



Diversity Arts
Australia

ACKNOWLEDGEMENT OF COUNTRY

Diversity Arts Australia acknowledges the First Peoples of these lands on which we work, live and create. Our main office is located on the lands of the Burramattagal of the Darug nation.

We pay respects to Elders past and present, and recognise that sovereignty has never been ceded. We recognise their continuing connection to the land and waters and their ongoing custodianship. It is untenable to talk about migration and race in Australia without contextualising it within the colonisation and dispossession of Aboriginal and Torres Strait Islander people. We seek to be guided in all our work by First Peoples' leadership, recognising the immense value that First Nations artists and cultural workers create within the arts and cultural landscape.

**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 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 new strategic approach to building relationships, partnerships and alliances with the cultural sectors to work towards greater racial equity within the sector.

In 2016, we focused on **Reinvigorating Our Vision**. In 2017, we worked on **Listening to the Sector**. In 2018, it was **Collaborative Connections**, in 2019, **Leadership and Support**, in 2020, **Equity in Action**, in 2021 we highlighted **Sustainable Systems Change** and in 2022 our focus was on **Reimagining Resilient Futures: Beyond Covid**.

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IN 2022, WE DELIVERED:

A review in numbers

35,000



**DIRECT
AUDIENCES**

169



**CREATIVE
WORKS
COMMISSIONED**

213



**CREATIVES
COMMISSIONED
AND EMPLOYED**

200+



**ORGANISATIONS
PARTICIPATED
IN OUR TALKS
AND EVENTS**

119



**REVIEWS,
ARTICLES AND
INTERVIEWS
PUBLISHED**

3



**EXHIBITIONS
HELD**

333



**SEMINARS,
TRAINING
SESSIONS AND
MASTERCLASSES
PRESENTED**

4



**REPORTS,
BOOKS AND
PUBLICATIONS
LAUNCHED**

65+



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

2



**SURVEYS
MEASURING
LOST WORK
DURING COVID**

SOCIAL MEDIA OVERVIEW

FOLLOWERS/SUBSCRIBERS

19,054

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

5,469

Facebook followers
(from 4,500 in 2020)

3,677

Twitter followers
(from 3,300 in 2020)

4,025

Instagram followers
(from 3000 in 2019)

1,814

LinkedIn followers
(from 700 in 2020)

308

Youtube followers
(from 64 in 2020)

1,922

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

1,839

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

117,873

Combined Website Visits
79,934 (CET) +
37,939 (DARTS)

REACH/IMPRESSIONS

143,143

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

26,307

Twitter impressions
(from 839,589 in 2020)

84,958

Facebook reach
(from 564,491 in 2020)

15,403

Instagram impressions
(from 255,000 in 2020)

16,475

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)



STATEMENT FROM THE CHAIR AND CEO

In 2022, the impacts of the global pandemic continued to shape our operations and communities in unprecedented ways. Despite this, Diversity Arts adapted and persevered, successfully running a full program that supported hundreds of arts and creative organisations and reached thousands of individuals. As this report reflects, our work in advancing cultural and racial equity took many forms—from exhibitions (I Am Not a Virus Australia), training programs (Fair Play on Screen), research and knowledge (Creative Equity Toolkit and Imagine Case Studies), to book publications (Another Australia), and public talks (APAX Conference).

Many long-awaited projects finally came to fruition, thanks to the tenacity of our team and partners in the face of numerous setbacks.

Like many organisations, we faced financial challenges, with overall income decreasing by \$400,000 compared to 2021. However, we've held steady, supported by core funding and by income generated through consultancy and training. This stability allowed us to maintain our commitment to fostering an equitable creative sector.

We have a lot to be grateful for. In particular, we thank our partners and funders: your support has been crucial for continuing our work. Our multiyear core funders, the Australia Council for the Arts and Create NSW, provide a strong foundation to amplify our vision of equity and also offer advice and support.

To our Board: thank you for your guidance through some of the toughest years in both the organisation's and the sector's history. In December, we bid farewell to co-Deputy Chair, Professor Nareen Young, and we are deeply grateful for her significant contributions during her tenure.

To our core team of staff and contractors: thank you for your resilience and commitment. You make this work possible, and we're grateful to have you by our side. To the remarkable creatives who journey with us: thank you for your trust, courage, and partnership. Your artistry and vision don't just elevate our work; they inspire us, challenge us, and help redefine what's possible. We're excited about the possibilities for the year ahead'

Debbie Lee
Chairperson

Lena Nahlous
CEO & Executive Producer

REIMAGINING RESILIENT FUTURES

YEAR IN REVIEW

This year, issues of cultural and racial equity continued to take centre stage in the arts and creative sectors, generating far-reaching conversations, and for many embarking on a process of change. While Diversity Arts played a critical role in this space, we know that the work of equity and change can never be done in isolation.

This work has been sustained as a result of the unity, partnerships and leadership across multiple communities, organisations and activists. It is this collective effort that has ensured that Diversity Arts was able to deliver successful training programs, artist showcases, panels, research reports, a new season of our podcast, major exhibitions and commissioned works from diverse artists. We thank you for standing with us.

The first half of 2022 presented a challenging period as Covid numbers skyrocketed. We had started to return to the office, but then had to revert to working from home. Events were cancelled or moved online. Later in the year, we adopted a hybrid model of working from home and the office. Meeting rising demand with decreased income was another major challenge; our income decreased by around \$440,000 from 2021 to 2022. The mental health impacts of Covid on people in the sector was also a major challenge.

Despite these challenges, there were also many achievements in 2022.

- We continued our online delivery of training and workshops which we found the safest form of delivery during the ongoing uncertainties of Covid.
- In response to the rise in anti-Asian racism, which had impacted CaLD creatives since the pandemic had started, we continued our work on the I Am Not A Virus project. We finished our third exhibition and held a fourth, and planned another for 2023.
- The I Am Not A Virus Website Award received two prestigious awards: 2022 CSS Design Awards: Public Award and Special Kudos Award
- The Imagine Case Studies project, commissioned 68 case studies of leading practice in advancing racial equity in the creative sectors. Of these Case Studies, over 40 were international, 10+ were First Nations (led by First Nations company GARUWA) and 18 were focused on local culturally and linguistically diverse communities. Intended to strengthen the sector by sharing leading practice, Feedback on the case studies from our networks has been extremely positive, with readers anecdotally reporting use of the case studies to inform their work.
- The Diversity Arts team also presented learnings from the case studies at various symposia and conferences, including the PAC Australia conference at NIDA. The research has also demonstrated to the sector spaces for collaboration and ethical engagement of First Nations artists and organisations, which is a significant outcome. Diversity Arts will market the case studies throughout 2023 and 2024 as they hold great potential to be ongoing resources used by the sector to advance engagement of culturally diverse artists and audiences.

REIMAGINING RESILIENT FUTURES YEAR IN REVIEW

- Another highlight was the Fair Play Culture Change capacity building program in racial equity and accessibility. We supported 7 Regional NSW and Western Sydney arts organisations to undertake this in-depth program; each organisation developed an equity action plan. We also ran Fair Play on Screen and completed our programs with Griffin Theatre and the Australian Ballet.
- The continued growth of the Creative Equity Toolkit, including launching two new Topic Areas (Creative Collaborations & Audience Development and Marketing), expanding the CET subscriber base and increasing website visits.
- We strengthened the Creative Cultural Development Network meetings, which were held more regularly in 2022. These provided vital sector connections, information-exchange and supported collaboration.
- The Colour Cycle podcast was a finalist in the prestigious Australian Podcast Awards - Best Network category, alongside podcasts from Acast, ARN's iHeartPodcast Network Australia, Australian Broadcasting Corporation, Broadwave and DM.
- Several works that we commissioned for the I Am Not A Virus Australia project received recognition, including: Sophia Cai's work won the People's Choice Award in the Victorian Craft Awards 2022; Fan Dongwang expanded his single work to create a new stand-alone exhibition; Jacqueline Dixon's film was officially selected for the Human Rights Art and Film Festival; Maria Tran's film was officially selected for the 2022 LA Asian Film Festival.
- We commissioned and/or published 166 case studies, reviews, stories and case studies; 50% were published in journals and on media platforms; with an estimated readership over 300,000 for online and print; social media shares/comments.
- Participants and audiences for our training, seminars and capacity-building program continued to report positively on the impacts of these events, with 81.5% of survey respondents reporting that they had increased their understanding of diversity, equity and inclusion practices and processes.
- Audiences for our Creative Equity Toolkit mailing list grew by around 14% from 1,650 to 1,886. Furthermore, there were 18,000 new website users in 2022 who returned more than once.
- Our partnership with ArtsHub, ScreenHub and Australian Diversity in Media resulted in a range of articles being commissioned and published by historically marginalised Creatives.

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 around the world. 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 2022, we finalised all of our Topic Areas. Our Creative Equity Toolkit subscriber base continued to grow, and the high monthly open rate of 40-50% also provided 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.

The Tasmanian and the Northern Territory workshops marked the completion of the national works. We began working on the final report, podcast and recommendations. This program produced short films, podcast episodes, events, and is developing 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.

“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

ANOTHER AUSTRALIA

The success of our After Australia anthology led to the creation of its companion anthology, Another Australia. This collection features twelve boundary-pushing Indigenous writers and writers of colour, exploring the possibilities of what Australia is and could become.



Published by Affirm Press in partnership with Sweatshop Literacy Movement and Diversity Arts Australia, Another Australia was edited by Winnie Dunn and released in May 2022. It includes works by 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.

The launch took place at Readings Bookshop on 30 June 2022, was livestreamed and featured a panel discussion with editor Winnie Dunn and Dr Mohammed Ahmad. A pre-launch event with Declan Fry and Osman Faruqi was held at Readings on 8 June 2022. Another Australia was also featured at the Melbourne Writers Festival on 10 September 2022, with panelists Winnie Dunn, Osman Faruqi, Declan Fry,

and Sisonke Msimang. The anthology continued its national festival tour in 2023, with events at Better Read Than Dead bookshop (NSW) and Melbourne Writers Festival (VIC) already planned.

See Advocacy + Influence: Seminars and Events For After Australia 2022 Events.

ANOTHER AUSTRALIA PARTNERS:

Sweatshop Literacy Movement, Affirm Press

STORIES FROM THE FUTURE PARTNERS:

KEY: University of Sydney

STATE: 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 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



ANOTHER



Edited by Winnie Dunn

AUSTRALIA

CREATING CONTENT + PLATFORMS

CREATIVE LIVES

In 2022, Diversity Arts Australia commissioned filmmaker Hanawatu Bangura to produce 4 films as part of the Creative Lives During Covid series, with support from Create NSW. These short films were released on OzAfricanTV and told the stories of four African-Australian creatives and their experiences as artists of colour during the covid lockdown.

These films can be viewed on our Youtube Channel::

Lucky Lartey (Dancer and Choreographer)
Evelyn Duprai (Singer/Writer)
Richmond Kobla Dido (Photographer)
Abu Kebe (Performer/Actor)

FUNDING: Create NSW and Australia Council

FIND OUT MORE:

diversityarts.org.au/project/creative-lives



L-R: Lucky Lartey, Evelyn Duprai, Richmond Kobla Dido & Abu Kebe

THE COLOUR CYCLE: CONCRETE STRATEGIES FOR RACIAL EQUITY

In 2022 we launched two new seasons of the Colour Cycle Podcast

Season 4 of The Colour Cycle - entitled **UK/AUS - This is Who We Are (Part One)** - was produced in partnership with the British Council's UK/AUS Season, and featured four episodes emphasising the experiences of women of colour and Indigenous women working in the arts and creative industries in the UK and Australia. The guests share cross-cultural knowledge, unpack the differences between regions, the notion of resilience, existing as women in artistic spaces and what they've learned throughout their careers.

Season 5 of the Colour Cycle was a takeover by Diversity Arts' StoryCasters, a collective of young culturally diverse content producers. In this season the StoryCasters the podcasting stream podcasters covered events including the Boundless Festival for Diverse Writers at Bankstown Arts Centre, 'We Are the Mainstream' International Women's Day symposium, and the Acute Actions: I Am Not a Virus exhibition. It was guest hosted by StoryCasters producer Sonia Mehrmand. The Colour Cycle Podcast was a finalist in the Australian Podcast Awards in the Best Network category. Other finalists in this category were Acast, ARN's iHeartPodcast Network Australia, Australian Broadcasting Corporation (ABC Australia), Broadwave and DM Podcasts.

FUNDERS AND PARTNERS:

Multicultural NSW, Australia Council for the Arts, British Council Australia, Create NSW, This is Who We Are Collective, Arts and Cultural Exchange

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. Between 2020 to 2022, we commissioned 68 works and held 4 exhibitions (2 in 2022). These works are showcased on the I am Not a Virus project website, which went on to win several awards. In 2022, we commenced planning for a new exhibition in Inner West Sydney and closed an exhibition at St Albans Community Centre (STACC) in collaboration with RMIT Curatorial Collective and Creative Brimbank. The exhibition ran from 4 December 2021 until 22 January 2022.

On 25 March 2022, Fairfield City Museum & Gallery featured four works from the I Am Not A Virus project for their program, "Spinoff - a safe space for dangerous ideas", a pop-up youth-led art event, with live music and play performances, digital artworks and drop in workshops. The four works are: Thuy Nguyen - For You Page; Beryl La - The Unnaming; Kelly Huynh - Lessons from Grandma; Sweet & Sour - Postcard Collaborative.

Recognition:

- Maria Tran's film, Operation Kung Flu, was an official selection for the 5th annual LA Asian Film Festival
- Artist Jasmine Poole was a finalist for the Ravenswood Art Prize for her work "Take Away"
- Sophia Cai's Safety Yellow Woman won the People's Choice Award at the Victorian Craft Awards
- Susan Chen's "I'm not racist, but... (Australian Mahjong)" selected for Curated by Bancho
- The "I Am Not A Virus" website received

two awards from CSS Designs, Special Kudos and Public Award and was shortlisted for the Awwwards

- Special Kudos - CSS Design Awards
- Public Award - CSS Design Awards
- Shortlisted for the Awwwards
- participating artist Eunice Andrada's anthology 'Take Care' has been nominated for the Stella Prize. The anthology features the poem 'tribute to the unseen' which was commissioned for the I Am Not A Virus racism to address longstanding racism highlighted by the pandemic. More info: <https://www.smh.com.au/culture/books/poets-get-their-moment-as-prestigious-stella-prize-lets-them-in-20220227-p5a057.html>
- short-film, "I Am Not A Virus," directed by Jacqueline Dixon was launched by the Human Rights Arts and Film Festival in association with the Directors Circle and Diversity Arts Australia at ACMI: diversityarts.org.au/event/homegrown-shorts-i-am-not-a-virus-screening-human-rights-festival/

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.**

CREATING CONTENT + PLATFORMS



SBS News coverage

Additionally, as detailed below in Seminars and Events, we held a range of 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



Diversity Arts
Australia



Roll Horz
Zachary
I Am Not A Virus

EXECUTIVE SUMMARY

Lost Work 2.0 Report: The impact of the pandemic on creatives of colour and First Nations creatives

MARCH 2022

diversityarts.org.au



DiversityArtsAustralia



DiversityArtsAu

ADVOCACY + INFLUENCE

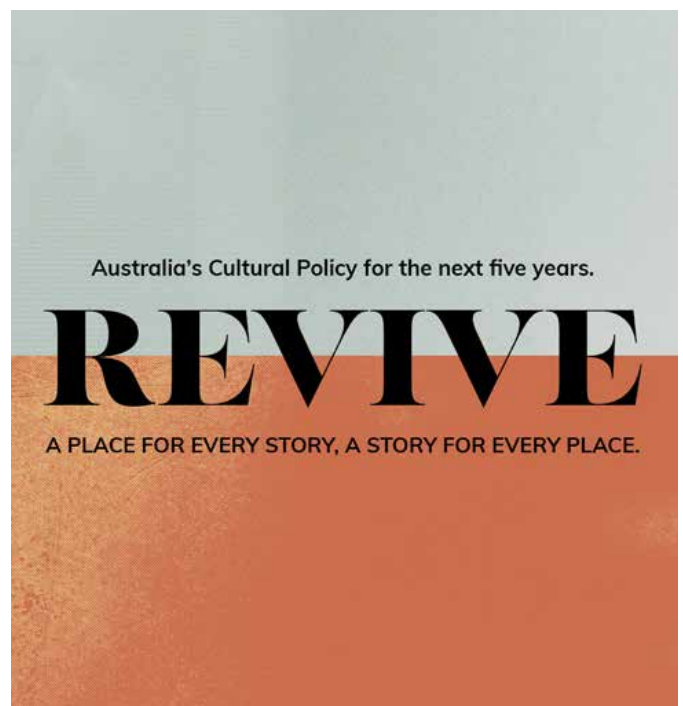
CREATIVE CULTURAL DIVERSITY NETWORK

As part of our ongoing advocacy in the creative sector, we continued to facilitate and resource this national network, which grew in 2022. The Roundtable sessions facilitated coordinated, cohesive and cogent approaches, leading practices and models that contribute to systemic change.

“The CCDN (Creative Cultural Diversity Network) is such a valuable space to share lived and learned experience and real-life examples that need to be shared with the wider world to drive change.”

Sherryl Reddy,
Equity and Inclusion Advisor

DARTS coordinated three submissions into the **National Cultural Policy**. One of these was a joint submission written with input from members of our Creative Cultural Diversity Network. The submission was made on behalf of 29 organisations and individuals including Multicultural Arts Victoria, Media Diversity Australia, Country Arts South Australia and Multicultural Museums Victoria Limited. Signatories come from all over Australia, and across art forms from theatre and museums to music.



Revive: a place for every story, a story for every place
—Australia's cultural policy for the next five years.

ADVOCACY AND INFLUENCE: SEMINARS + EVENTS

Introduction to First Nations Cultural Safety with Amba-Rose Atkinson, GARUWA [DIGITAL]

DATE: Monday 18 July 2022, 4.30-6.30 PM
PARTNER: Screenrights
PROGRAM: Fair Play on Screen
Masterclass Series

Introduction to Cultural Safety with Dr Ruth DeSouza [DIGITAL]

DATE: Wednesday 20 July 2022, 4.30-6.30 PM
PARTNER: Screenrights
PROGRAM: Fair Play on Screen
Masterclass Series

Writing an Equity, Diversity and Inclusion Plan with Dr Görkem Acaroglu [DIGITAL]

DATE: Monday 25 July 2022, 4.30-6.30 PM
PARTNER: Screenrights
PROGRAM: Fair Play on Screen
Masterclass Series

Accessibility in the Screen and Creative Sectors with Morwenna Collett [DIGITAL]

DATE: Thursday 28 July 2022, 3.30-5.30 PM
PARTNER: Screenrights
PROGRAM: Fair Play on Screen
Masterclass Series

Inclusive Recruitment & Retention of Diverse Teams with Nigel Lopez-McBean [DIGITAL]

DATE: Monday 1 August 2022, 4.30-6.30 PM
PARTNER: Screenrights
PROGRAM: Fair Play on Screen
Masterclass Series

Supporting Inclusive Leadership in the screen sector with Nigel Lopez-McBean [DIGITAL]

DATE: Wednesday 3 August 2022, 4.30-6.30 PM
PARTNER: Screenrights
PROGRAM: Fair Play on Screen
Masterclass Series

Understanding the Culturally Diverse Creative Landscape with Dr Paula Abood [DIGITAL]

DATE: Friday 12 August 2022, 4.30-6.30 PM
PARTNER: Screenrights
PROGRAM: Fair Play on Screen
Masterclass Series

Anti-Racism Leadership Training with Erfan Daliri [DIGITAL]

DATE: Monday 15 August 2022, 4.30-6.30 PM
PARTNER: Screenrights
PROGRAM: Fair Play on Screen
Masterclass Series

Inclusive Directing with Pearl Tan [DIGITAL]

DATE: Monday 22 August 2022, 4.30-6.30 PM
PARTNER: Screenrights
PROGRAM: Fair Play on Screen
Masterclass Series

Audience Development and Marketing with Fotis Kapetopoulos [DIGITAL]

DATE: Friday 26 August 2022, 4.30-6.30 PM
PARTNER: Screenrights
PROGRAM: Fair Play on Screen
Masterclass Series

Evaluate your Equity, Diversity & Inclusion Plan with Dr Görkem Acaroglu [DIGITAL]

DATE: Tuesday 30 August 2022, 4.30-6.30 PM
PARTNER: Screenrights
PROGRAM: Fair Play on Screen
Masterclass Series

Towards An Inclusive Screen Sector with UK's Deborah Williams OAM in conversation with Dr Görkem Acaroglu [DIGITAL]

DATE: Friday 2 September 2022, 4.30-5.30 PM
PARTNER: Screenrights
PROGRAM: Fair Play on Screen
Masterclass Series

ADVOCACY AND INFLUENCE: SEMINARS + EVENTS

Powerful Tools to Make Change in the Screen Industry [Digital]

DATE: Friday 2 September 2022, 5.30-6.30 PM
Creative Equity Toolkit Coordinator and Content Producer Colin Ho presented a guided introduction to the Creative Equity Toolkit for screen practitioners.

PARTNER: Screenrights

PROGRAM: Fair Play on Screen Masterclass Series

Panel: APAX 2022 – How We Work

DATE: 7 September 2022 2-3.00 PM



The Australian Performing Arts Exchange (APAX) is the most significant annual gathering of performing arts professionals in Australia. APAX provides the connections, professional development and opportunities that deliver the performing arts across the country.

This conversation explores the impacts of the global pandemic on life and work. Workplaces are changing, our practices and approaches are changing. Practices that may have been unimaginable or idealised three years ago are finally recognised as the new way forward.

PANELLISTS: Lena Nahlous (CEO & Executive Producer, Diversity Arts Australia); Katherine Conner (CEO, PAC Australia); Sharon Burgess (CEO, ArtRage); Ros Abercrombie (Executive Director, Regional Arts Australia); Marion Potts (CEO, Performing Lines)

HOSTED BY PAC Australia and National Institute of Dramatic Art (NIDA)

Panel: APAX 2022 – Imagine Australia Documenting leading practice in diversity, belonging and inclusion

DATE: 8 September 2022 12.00-1.00 PM

VENUE: National Association of Dramatic Art, Sydney

The Imagine Australia Project showcases some of Australia's best work in advancing cultural diversity and racial equity in the arts. This guided session shares examples of leading practice about strategic and practical interventions in areas such as cultural safety, audience development, collaboration and leadership and governance?

PANELLISTS: Dr Alexia Derbas (Research and Policy Manager, Diversity Arts Australia) and Colin Ho (Creative Equity Toolkit Coordinator, Diversity Arts Australia)

HOSTED BY PAC Australia and National Institute of Dramatic Art (NIDA)

ADVOCACY AND INFLUENCE: SEMINARS + EVENTS

MELBOURNE WRITERS FESTIVAL - ANOTHER AUSTRALIA

DATE: 30 September 2022
10:00 AM — 2:00 PM

The Diverse Arts Booster program supported emerging artists from a culturally and linguistically diverse background that create inspiring work, but currently are not able to show their art to a broader Tasmanian audience. The aim is representation of Tasmania's cultural diversity in the arts.

Exploring the barriers identified by Tasmanian artists from a CALD background in the 'Stories from the Future' workshop, this session was facilitated by Emalia Al-Gadrie for Diversity Arts Australia as a starting point for this process.

Diverse Arts Booster is a project by the Multicultural Council of Tasmania and Moonah Arts Centre with support from Diversity Arts Australia, Glenorchy City Council and Arts Tasmania.

Beyond Diversity and Towards Inclusion in Cultural Institutions

Conversations about what diversity means and how it can move towards inclusion in representations and public policy by Institute for Culture and Society, Western Sydney University

DATE: Tuesday 15 November, 1:30 to 4:30 pm
Venue: Western Sydney University Parramatta City Campus

The Institute for Culture and Society's Borders & Diversity and Cultural Infrastructure research programs hosted this joint seminar event, titled 'Beyond Diversity and Towards Inclusion in Cultural Institutions'. It will feature two panels with academics and industry practitioners, as well as opportunities for discussion and networking.

3-4.00 PM Panel Discussion: Representation in Cultural Production

VENUE: Western Sydney University Parramatta City Campus
FACILITATOR: Dr Sukhmani Khorana
Panellists: Lena Nahlous (Diversity Arts Australia), Dr Deborah Lawler-Dormer (Museum of Applied Arts and Sciences), Dr Cecelia Cmielewski (Western Sydney University), Dr Katrina Sandbach (Western Sydney University)

This event provided a productive space for discussions around the key issues relating to diversity and inclusion, with the aim of producing a discussion paper that encapsulates some of these ideas and maps the use of 'diversity' discourses in cultural institutions.

Late Night Lit - Another Australia Words On the Waves - Late Night Lit

DATE: 1 Dec 7:00—10.00 PM
Venue: Bar Toto, Ettalong

A shimmering Late Night Lit wrapped up the year, featuring spoken word and poetry all drawn from the recent anthology Another Australia. Contributors Sara Saleh, L-FRESH the LION and Shirley Le delivered home-truths alongside electrifying open mic speakers. Featuring anthology contributors: hip hop artist L-FRESH the LION, human rights campaigner, writer and poet Sara M Saleh, and Vietnamese-Australian writer from Western Sydney, Shirley Le, with editor Winnie Dunn as our host for the evening.

Another Australia is published by Affirm Press in partnership with Sweatshop Literacy Movement in association with Diversity Arts Australia.

ADVOCACY AND INFLUENCE: SUBMISSIONS

PRE-BUDGET SUBMISSION

In January, Diversity Arts made a Pre-Budget Submission to the Treasury. The Submission was informed by our research, and meetings with the National Arts Peaks Advocacy Group. Our Submission recommended equity tested funding, \$12 million for CaLD capacity building in the arts and creative sectors, 39% of all arts funding to be earmarked for CaLD work, and more. Further, several submissions from other peak organisations included our call for equity-tested funding to support more resourcing for CaLD artists and creative workers. Thank you to Karen Soldatic for her assistance.

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 submitted 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.

VICTORIAN ANTI-RACISM STRATEGY SUBMISSION

In January, Diversity Arts responded to Victoria's Anti-Racism Taskforce call for submissions to their Anti-Racism Strategy. Our submission highlighted research and

strategies specific to implementing anti-racism in the creative industries, with a particular focus on equitable resourcing in the Victorian arts and creative industries.

NATIONAL ANTI-RACISM FRAMEWORK SUBMISSION

In February, after consulting with the Closed POC Roundtable group, Diversity Arts responded to the Australian Human Rights Commission's call for submissions to their National Anti-Racism Framework. Our submission made recommendations in service of promoting and safeguarding the right to creative expression and safe and stable employment for underrepresented CaLD artists and creative workers. These include inclusive employment practices, diversity standards in storytelling, and support for more research and evaluation of the state of play of diversity and inclusion in the sector. See attached Submission.

CONSORTIUM OF NATIONAL ARTS PEAK ORGANISATIONS

DARTS continued to work with this critical network in the lead up to the 2022 Federal Election and following it. 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, 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. Capacity Building.

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 CASE STUDIES

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.

Congratulations to:
Talent Camp (NSW) - Australian Film Television and Radio School
Front and Centre (NSW) - Accessible Arts
BLEED (NSW) - Campbelltown Arts Centre
Lotus program (NSW) - CAAP Contemporary Asian Australian Performance
Footscray Community Arts (VIC)
Metanoia Theatre (VIC)
Liminal Magazine (VIC)
National Regional Arts Fellowships (NT) - Regional Arts Australia

CAPACITY BUILDING + PROFESSIONAL DEVELOPMENT

The Diversity Project (TAS) - Cooper Screen Academy
Inspire Program (TAS) - Migrant Resource Centre
ActNow Theatre (SA)
OzAsia Festival (SA)
Matt Hsu's Obscure Orchestra (QLD)
Casus Circus (QLD)
Layla and Majnun (WA) - Performing Lines WA
Portside Review (WA) - Centre for Stories
Bilingual Library Storytimes (ACT)
- Libraries ACT

Additional selection from collaborator
Fotis Kapetopoulos, Kape Communications:
Melbourne Rebetiko Festival (VIC)
Ethnic and Multicultural Media Overview
Mulatu Astatke at the Melbourne
International Jazz Festival (VIC)
Ancient Greek artworks from the British
Museum at the National Museum of
Australia (ACT)

21 trailblazing national case studies were selected for the Imagine Australia project. This series aims to share practical and actionable strategies that the arts and screen sectors have used to support racial equity and cultural diversity. Learn more: diversityarts.org.au/project/imagine-project

IMAGINE AROUND THE WORLD CASE STUDIES

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.

The Imagine Around the World project is a partnership with the British Council. We commissioned 15 researchers to complete 40 case studies from 14 countries (Egypt, Nigeria, Brazil, Malaysia, Peru, Indonesia, Sri Lanka, Philippines, Tanzania, Singapore, Ethiopia, Colombia, Jordan and Palestine). A partnership with the British Council Australia, the Imagine Around the World Project aims to document case studies from the Global South to share best practice and leadership in cultural diversity, cultural equity and inclusion in the arts, screen and creative sectors. These practical, action-based case studies highlight a local project, organisation or initiative that has led to more inclusive practice.

IMAGINE FUNDERS & PARTNERS:

Australia Council for the Arts (Re-Imagine Project), British Council,
Western Sydney University, Create NSW (for NSW case studies)

CAPACITY BUILDING + PROFESSIONAL DEVELOPMENT

IMAGINE 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. The collection of 13 First Nations case studies of best practices commenced, led by Dr Genevieve Grieves from Garuwa. These will be featured on the Creative Equity Toolkit and will be completed in 2023. The case studies will be promoted, marketed and launched in 2023.

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

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

FIND OUT MORE: creativeequitytoolkit.org

DISABILITY + CULTURALLY DIVERSE INTERNSHIP PROGRAM

Led by Accessible Arts NSW in partnership with Diversity Arts and other industry partners, this new program targeted emerging arts professionals from NSW and the ACT who identify as both d/Deaf and/or disabled and culturally diverse.

The 9 successful interns were given places in the program, and provided with paid internships. The participants 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.

The goal is to provide industry skills for employment and bring greater diversity into the sector. Internships took place at the Art Gallery of New South Wales, Screen Australia, Lismore Regional Gallery, Shopfront Arts Co-Op, Museum of Australian Democracy, APRA/AMCOS, National Portrait Gallery, and Story Factory.

In addition to the internships, participants undertook training in business skills development, mentorships and Diversity Arts delivered 10 training sessions—5 for the interns and 5 Diversity & Inclusion sessions for the host organisations and Accessible Arts NSW.

PARTNER: Accessible Arts NSW

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.

FAIR PLAY: EQUITY, INCLUSION AND THE VICTORIAN MUSIC INDUSTRY

Following the 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, which worked with 8 independent music labels from 2021-2022, we collaborated with VMDO on a reflection event with Fair Play music business program at Collingwood Yards' "Music Market" venue in Melbourne.

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

We continue to grow our fee-for-service training and consultancy services. We completed Fair Play programs with the Australian Ballet and Griffin Theatre. We undertook a range of training for participants and host organisations, institutions and government bodies. We worked with Sydney Opera House to consult in a variety of areas, including facilitating a workshop with Sydney Opera House Presents (SOHP) Head of Departments to workshop two tools we have been contracted to develop. We developed strategic planning days and equity planning workshops with organisations like Ausdance National and Blue Room Theatre (WA).

CAPACITY BUILDING + PROFESSIONAL DEVELOPMENT

STORYCASTERS

The StoryCasters project launched in 2019 as a training hub for future citizen journalists and digital producers in writing, podcasting, film, and sound. It offered professional development and built a community of practice for emerging producers, amplifying the voices of culturally diverse creatives. Participants profiled 100+ CALD individuals across New South Wales. Funded by Create NSW and Multicultural NSW over two and a half years, the program engaged 65 young people from Western Sydney, helping them develop new skills, career pathways, and industry experience.

DARTS continues to support participants' careers, showcasing their work on the StoryCasters website, which features criticism, writing, and audiovisual content. In response to industry demand for more diverse voices in criticism, we commissioned StoryCasters writers to cover major performances, exhibitions, and festivals. Their Creative Lives reviews and interviews were published on the StoryCasters and Diversity Arts websites and shared on social media.

Through our partnership with Octapod, a Hunter region arts organisation, we commissioned young CaLD writers in Western Sydney to profile eight CaLD artists from Greater Newcastle through audio interviews. Their work in visual arts, screen, performance, and literature featured in a dedicated 2022 season of The Colour Cycle Podcast, produced by StoryCasters participants. One episode focused entirely on regional art, drawing from these interviews.



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 for its expertise in creative diversity, regularly invited to sit on panels, deliver talks and workshops, offer advice, and speak to mainstream media. Our partnerships with government, researchers, universities, and key organisations in the arts, screen, cultural diversity, anti-racism, and human rights spaces, shape our research. We incorporate qualitative data collection into all projects and share our findings through reports, videos, podcasts, and articles. We also live-stream events to boost engagement.

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

Released in March 2022, the **Lost Work 2.0 Report** presents findings from Diversity Arts Australia's survey on the ongoing impacts of COVID-19 on creatives of colour and First Nations creatives. Following our March 2020 survey, **Lost Work 2.0** aimed to assess the pandemic's effects a year later. Conducted from 29 March to 31 May 2021, the survey gathered 191 responses from artists and creative workers about their work, wellbeing, and experiences of racism.

The pandemic severely affected Australia's creative sectors, with jobs and gigs cancelled, particularly for culturally diverse and First Nations artists. Their experiences were compounded by rising racism. Supporting these artists is vital for the sector's recovery and for a more inclusive creative landscape.

35% of respondents identified as **First Nations**, and while Diversity Arts focuses on ethno-cultural and migrant racial equity, we consulted with **BlakDance** and **Koorie Heritage Trust** to better understand the impact on First Nations communities.

KEY FINDINGS:

Income loss: 79.1% of respondents lost income due to COVID-19, with **First Nations** respondents at 85.3%.

Gender disparities: 79.1% of women lost income, compared to 67.9% of men, with 16.5% losing more than half their usual income.

Increased precariousness: Income loss led to greater instability and more job cancellations.

Financial insecurity: Half of respondents struggled with rent, bills, and medical costs.

Financial support: 44% accessed **JobKeeper/JobSeeker**, offering some relief.

Racism: 53.4% experienced racism before the pandemic, with 72.3% reporting it worsened during COVID-19, particularly for Asian creatives linked to the racialisation of the virus.

Creatives of colour and First Nations artists faced heightened surveillance and exclusion, with racism deeply embedded in the arts sector.

BLM influence: The Black Lives Matter movement added extra burdens for **Black** and **First Nations** artists and organisations.

RESEARCH + CONSULTATION

Mental health: Emotional wellbeing significantly worsened compared to pre-pandemic levels.

Support needs: Respondents highlighted the need for grants, secure work, mentorship, advocacy, and relationship-building.

DOWNLOAD REPORT:

https://diversityarts.org.au/app/uploads/Full-Report_Lost-Work-2.0.pdf

“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

“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

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.

University of Technology Intern Ayesha Mahmud prepared a preliminary policy review on best practice in anti-racism in creative sectors in other Western, multicultural nations, supervised by the Research and Policy Manager.



Artwork by NC Qin, Birdsong, I Am Not A Virus Australia project, 2021/22

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.



The 'Reclaiming Narratives' exhibition, (2021-2022) was a partnership between Diversity Arts Australia, RMIT Curatorial Collective, Fringe Festival, Creative Brimbank, Melbourne Fringe Festival, RMIT Contemporary Art and Social Transformation (CAST) research group, RMIT INTERSECT, and RMIT Student Life. Photo by Mark Ashkanasy © RMIT Culture, 2021/22

ACKNOWLEDGMENTS

Thank you to the individual artists, practitioners, creative workers, consultants, guest speakers, trainers, mentors and presenters who collaborated, guided and strengthened our work in 2022. Listed alphabetically below:

Esther Anatolitis
Dr Michael Mohammed Ahmad
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Tanya Ali
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Sunil Badami
Dr Zozan Balci
Hawanatu Bangura
Caroline Bowditch
Lily Brown
Morwenna Collett
Erfan Daliri
Yasmin Dandachi
Ruth De Souza
Winnie Dunn
Hannah Donnelly
Nadyat El Gawley
Bethany Falzon
Genevieve Grieves
Rob Hyatt
Simone Amelia Jordan
Vir Kaula
Fotis Kapetopoulos
Shirley Le
Kochava Lilit
Nigel Lopez-McBean
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Nur Shkempi
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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 2022. All of our work is achieved through collaboration and partnership. Listed alphabetically below:

4A Centre for Contemporary Asian Art
Accessible Arts NSW
Australian Film Television and Radio School (AFTRS)
Affirm Press
Asian Australian Alliance
Arts Access Victoria
Australia Council for the Arts
Blakdance
British Council
City of Parramatta
City of Sydney
Curatorial Collective
Creative Brimbank
Darwin Community Arts
Democracy in Colour
FBi Radio
Footscray Community Arts Centre
Garuwa
Information and Cultural Exchange
Jumbunna Institute
Koorie Heritage Trust
Melbourne Fringe Festival
Moonah Arts Centre
Multicultural Arts Victoria
MYAN
Phoenix Eye
Refugee Art Project
Regional Arts Victoria

RMIT Contemporary Art and Social Transformation (CAST) research group
RMIT INTERSECT
RMIT Student Life
RMIT University
Screenrights
SSI (Settlement Services International)
STARTTS
Sweatshop Literacy Movement
Sydney Opera House
This is Who We Are Collective
University of Sydney
University of Technology, Sydney
VMDO
Western Sydney University

THANK YOU TO OUR FUNDERS AND SPONSORS



Photos from DARTS Planning Day 2022

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

Thank you to the Information and Cultural Exchange (ICE)
for their immense, ongoing support in 2022.

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 until 31 December 2022

Anthony Peluso (co-Deputy Chair)

Arts Programs Director, Country Arts SA
From 2018

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

Cecilia Anthony (Director)

General Manager; Government Relations Specialist; Policy and Programming Specialist
From November 2022

Caroline Kim (Director)

Corporate lawyer, KPMG; mergers and acquisitions; governance and board advisory matters.

FIND OUT MORE:

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

CORE TEAM

Lena Nahlous

CEO and Executive Producer

Radhika Ram Tevita

Business Manager

Dr Alexia Derbas

Research and Policy Manager

Glaiza Perez

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

Boyd and Associates - Accountants

Joanne Cooper

Administration Officer and EA to Executive Director

Monique Choy

Writer and Researcher

Dr Paula Abood

Creative Producer and Lead Trainer/ Educator

Kevin Bathman

Creative Producer - Strategic Projects

Colin Ho

Creative Equity Toolkit Coordinator and Content Producer

Dr Margaret Mayhew

Educator and Consultant; Project Coordinator, Fair Play

Görkem Acaroğlu

Training Consultant, Educator and Mentor, Fair Play

Sonia Mehrmand

Consultant

Claire Cao

Communications and Marketing Consultant (until May 2022)

Thuy Nguyen

(from May 2022)
Marketing and Communications Coordinator

Carielyn Tunion

(from April 2022)
Producer - Creative Projects and Campaigns

Thank you to our many contractors, consultants and volunteers

FIND OUT MORE:

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

