



Breaking Ground Terms of Engagement:

Principles for Cultural Safety, Accessibility and Inclusive practice*

These adapted principles for cultural safety, accessibility and inclusive practice were first developed in 2019 as part of Diversity Arts Australia's (DARTS) Fair Play: equity, inclusion and the Creative Industries project. These principles have been derived from the First Peoples Action Plan for the Creative Industries and developed in consultation with the Fair Play Project Reference Group and project advisors.

Participants of **Breaking Ground** agree to act in a collegial and professional manner, and to contribute to and abide by the Terms of Engagement for Cultural Safety, Accessible and Inclusive Practice.

Principles

- Acknowledge and respect that we are on unceded Aboriginal land, and respect the histories, values, languages and cultures of the traditional owners of the land we are on.
- Acknowledge and respect the histories, values, languages and cultures of all people from First Nations backgrounds and communities.
- Acknowledge and respect the rights for people to have equality of participation and experience regardless of physical, cognitive, social, cultural or language differences.
- Acknowledge and respect the rights of self-identification and self-determination of First Nations people, Deaf and/or Disabled people and people from under-represented Culturally and Linguistically Diverse Backgrounds, including the need for autonomous and safe spaces.
- Acknowledge, respect and amplify the voices and standpoints of First Nations people, Deaf and/or Disabled people and people from Culturally and/or Linguistically Diverse Backgrounds to describe their experience of their identity including barriers to participation.
- Acknowledge and respect the complexity of lived experience of marginalisation; that all identities are intersectional, and that members of an identity category are not homogenous or



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free of conflict or power struggles within their own communities. Cultivate meaningful relationships with communities that value community cultural knowledge, wisdom and expertise and demonstrate trust and respect.

- Advocate and organise events where people from Culturally and Linguistically Diverse (CALD), Culturally and Racially Marginalised (CaRM), migrant, refugee and POC backgrounds are prioritised as speakers, performers, researchers, consultants and content producers.
- Listen to participants with varying English language proficiency and encourage them to participate and ask for clarification.
- Allow spaces where people can pause, and leave the space whenever they need it.

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Breaking Ground Terms of Engagement:

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Engaging with each other

- Refrain from actions and processes that divide us: e.g. interrupting a speaker, or using a phone in an intrusive way, or talking while one person is addressing a gathering.
- Focus on developing trust and increasing avenues for communication, collaboration and exchange with each other.
- Encourage respectful questioning: encouraging curiosity without fear of offense or being an 'outsider'.
- Explain terminology, buzzwords and acronyms and make information transparent.
- Engage in respectful and productive feedback; calling in rather than calling out.
- Address critique to ideas, words and practices, rather than to individuals[♦].
- Address grievances and disputes in a productive manner, through appropriate channels.
- Don't ask and don't expect people from First Nations, with Disability and/or Culturally and Linguistically Diverse backgrounds to engage in unpaid advice or education.
- Always be mindful of who is communicating the most in a gathering and try to encourage feedback and input from a range of sources.
- Always be mindful of those who are silent or isolated in a gathering, and try to obtain their feedback or input outside of the gathering.

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♦ As Bakri Mahmoud from Creatives of Colour has said, "Attack the concept, not the person"



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