



## Creative Cultural Diversity Network

### 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<sup>1</sup>

Members of the Creative Cultural Diversity Network AU also 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

<sup>1</sup> Special thanks to Margaret Mayhew, Caroline Bowditch (Arts Access Victoria), Eleanor Jackson, Jinghua Qian, Nilmini Fernando, Ruth De Souza and Timmah Ball for advice in preparing and providing feedback on the draft version of these principles.



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- 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 free of conflict or power struggles within their own communities.

### **Working with people from under-represented 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



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POC backgrounds are prioritised as speakers, performers, researchers, consultants and content producers.

- Recognise the unacknowledged and often unpaid advice and consultancy that members of Culturally and Linguistically Diverse communities, migrant, refugee, Black identifying and POC communities often perform as part of their interaction with arts and creative sector organisations and institutions.
- Recognise that umbrella categories such as CALD are often contested. They encompass large differences of power and marginalisation within and between people who are marginalised by structural racism, linguistic and ethno-religious bias, as well as intersections with Disability, gender, sexuality and socio-economic (SES) background.
- Embed capacity building for Culturally and Linguistically Diverse creative producers into the structure and processes of the Roundtable.
- Organise projects and events that embed cultural safety, support, and debriefing for Culturally and Linguistically Diverse creative producers participants.
- Consult with Culturally and Linguistically Diverse people before, during and after activities in order to obtain information about the best ways to promote their participation and inclusion

### **Suggestions for making events accessible and inclusive**

- A call for access requirements will be sent to the Collective with each meeting's invitations.



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- Access requirements (CC and transcription tools) will be stated at the beginning of each meeting.
- Provide written content that is as accessible as possible for screen readers, translation tools and other technologies that increase access.
- Create environments where our cultural, physical and language differences are respected and nurtured.
- Enable greater equality of experience by accommodating different ways of communicating and gathering.
- 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.

### **Engaging with each other**

1. Refrain from actions and processes that divide us: eg interrupting a speaker, or using a phone in an intrusive way, or talking while one person is addressing a gathering
2. Focus on developing trust and increasing avenues for communication, collaboration and exchange with each other
3. Encourage respectful questioning: encouraging curiosity without fear of offense or being an 'outsider'
4. Explain terminology, buzzwords and acronyms and make information transparent
5. Engage in respectful and productive feedback; calling in rather than calling out



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6. Address critique to ideas, words and practices, rather than to individuals<sup>2</sup>
7. Address grievances and disputes in a productive manner, through appropriate channels
8. 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
9. Always be mindful of who is communicating the most in a gathering and try to encourage feedback and input from a range of sources.
10. 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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<sup>2</sup> As Bakri Mahmoud from Creatives of Colour has said, "Attack the concept, not the person"



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