
DIVERSITY ARTS AUSTRALIA
ANNUAL REPORT

2019



**LEADERSHIP
& SUPPORT**



Diversity Arts
Australia

ACKNOWLEDGEMENT OF COUNTRY

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

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

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

Always was, always will be. Aboriginal land.

ABOUT DIVERSITY ARTS AUSTRALIA

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

We conduct research, share information and knowledge, produce events, provide capacity-building and training, develop strategic programs such as mentorships, and commission new work that empowers artists and producers to lead the conversations through their practice.

We act as an information conduit between creatives, industry, educators, media, government and community. Diversity Arts began life in 2001 as Kultour. In 2016, Kultour moved from Melbourne to Western Sydney and shortly afterwards became Diversity Arts Australia. Between 2016 and 2019 DARTS has adopted a strategic approach to building relationships and alliances with the cultural sectors. In 2016, we focused on "Reinvigorating Our Vision". In 2017 we worked on "Listening to the Sector". And in 2018 our focus was on making "Collaborative Connections". In 2019, our focus has been on "Leadership and Support".

Diversity Arts Australia

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Photo above

MC Eleanor Jackson at the Fair Play symposium.
Photo: Maylei Hunt



Photo below

Annie XY Zhang presenting at the launch of Citizen Writes.
Photo: Andrew Vien

LEADERSHIP & SUPPORT

2019 has been a dynamic year for Diversity Arts Australia. We commenced the year in Western Sydney imagining new worlds with Stories from the Future workshops and closed with a brand new strategic plan to take us into the next decade.

Our 2019 strategic focus on “Leadership and Support” bolstered the delivery of the four key areas of our program: Content Creation & Producing Platforms; Capacity-building & Training; Symposia & Events; and, Research.



Photo

2019 Intersect participants:
(Back L to R) Victoria Amedume, Lena Nahlous (Diversity Arts),
Melanie Abrahams, Genevieve Grieves, Sharmilla Beezmohun, Sonia
Mehrmand (Diversity Arts), Pearl Tan, Nur Shkempi
(Front L to R) Tian Zhang, Cheryl Martin, Anna Hay (British Council).

IN 2019 DARTS DELIVERED

- 1 major report
- 1 major symposium
- 2 international film festival official selections
- 10 organisations trained in our professional development program
- 10 public events
- 5 short films commissioned and released
- 33 mini-films commissioned and released
- 200+ diverse creatives profiled
- 14 arts and screen leaders on international exchange
- 65 young content creators trained and supported
- 327 professional development program participants
- 1,400 in-person participants at our events
- 1,800 Instagram followers (from 0 in 2016)
- 1,838,217 weekly Facebook reach
- 2,000 newsletter subscribers (233% increase since 2016)
- 2,800 Twitter followers (155% increase since 2016)
- 3,270 Facebook followers (320% increase since 2016)
- 8,233 YouTube views (498% increase since 2017)
- 60,000 views of our films
- 82,261 Instagram impressions (1118% increase since 2017)
- 738,170 Twitter impressions (326% increase since 2017)



DIVERSITY ARTS AUSTRALIA

MESSAGE FROM THE CHAIR

Debbie Lee

It has been an important year for Diversity Arts Australia, with increasing demand for our work. With the acceleration of calls for greater diversity across the sector, Diversity Arts has played an important role in providing leadership and participating in the changes necessary for more equitable representation.

I was appointed Chair following the departure of Professor James Aranitakis who took up a new role as Fulbright Fellow in the United States. I want to thank James for his great commitment and leadership during a critical period of change for the organisation. Thank you also to our wonderful Board members for your support in 2019.

Our focus this year has been on “Leadership and Support”, showcasing leading practice through initiatives such as our Fair Play symposium and the important Shifting the Balance report.

All of this work has happened during a period of continued instability in relation to government funding. ‘The Big Picture: public expenditure on artistic, cultural and creative activity in Australia’ report reveals that while public expenditure on arts and culture reached its highest point in 2017-18, over the last decade government support for culture has not kept up with Australia’s population growth.

Given this challenging environment, we can be proud of the work that we continue to do and to work towards greater equity across the arts and creative sectors.

On behalf of the Board, I would particularly like to thank our funders, partners and countless creatives for their support. I’d also like to thank the dynamic team at Diversity Arts for all of the work that they do and thank our tremendous Executive Director, Lena Nahlous.



DIVERSITY ARTS AUSTRALIA

MESSAGE FROM THE EXECUTIVE DIRECTOR

Lena Nahlous

In 2019, our work focused on providing **“Support and Leadership”** to the creative sector. However, we found that there was a reciprocity around that theme and we, in turn, received significant support from the sector.

Significant examples of Diversity Arts’ support and leadership include:

- Interrogating critical issues of race, disability and representation with the creative sector at our Victorian Fair Play Symposium and via a training program for 10 organisations;
- Providing evidence of the lack of culturally diverse leaders in Australia’s key arts, screen and creative organisations in the groundbreaking **“Shifting the Balance”** report;
- Celebrating the trailblazing artists of the Pacesetters project with a block party at Blacktown Arts;
- Establishing international connections between creative leaders from Australia and the UK through the INTERSECT exchange;

Some of the ways in which the sector provided support to Diversity Arts is evidenced by: the many creatives who worked with us, guiding and strengthening our advocacy; new and expanded funding, sponsorship and partnerships; and, growing community engagement and audiences.

A sincere thank you to our partners, funders, sponsors, creatives and volunteers for your sustenance. Thank you to our dedicated team, Sonia Mehrmand, Glaiza Perez, Monique Choy, Joanne Cooper, Andy Ko, Kevin Nelson, Dr Margaret Mayhew, Dr Paula Abood, and many more trainers, consultants and artists. Thanks to our Board for their voluntary labour and support, and especially to our dedicated and hardworking former Chair James Arvanitakis. Thank you also to new Chair Debbie Lee for her important contributions during her brief time on the Board.



CONTENT CREATION + PRODUCING PLATFORMS

PACESETTERS

The Pacesetters commissioned artists Latai Taumoepeau, Aamer Rahman, Kim Bowers and Rani Pramesti to create new works exploring the critical intersections of race, culture, art and history. The works were presented at Blacktown Arts on Saturday 25 October, culminating in a Block Party hosted by fierce emcee Kim "Busty Beatz" Bowers. Busty's work, titled "The Fierce Awakens" paid tribute to female Indigenous and women of colour hip hop artists.

Rani Pramesti introduced CreativesofColour.com, an online platform sharing knowledge and interviews. Aamer Rahman shared conversations through film in his Pacesetters series, which featured Indigenous academic, artist, and activist Gary Foley, comedian Nazeem Hussain and writer Beverley Wang. Latai Taumoepeau presented her short film 'War Dance of the Final Frontier', which protests deep sea mining and shares the relationship between people, the earth and Indigenous sovereignty. Creative Director Paschal Daantos Berry facilitated conversations with each of the artists.

Partners: Blacktown Arts, Parramatta Artist Studios

Funding: Australia Council for the Arts, Create NSW

Find out more: <http://diversityarts.org.au/project/pacesetters/>



Photo above

PACESETTERS Block Party Event featuring Latai Taumoepeau in conversation with Paschal Daantos Berry. Photo: Helen Tran.

Photo below

PACESETTERS Block Party Event emcee and DJ Kim BustyBeatz Bowers preparing the crowd for the evening of performance, conversation, art and dancing. Photo: Helen Tran.

"The Fierce Awakens Mixtape pays homage to the power of Herstory and the phenomenal women who have paved their own path and continue to do so. This sonic, beats-based journey explores the significant impact of place, time, community and the voice. The stage is my battlefield to decolonise, one stage at a time and this is how I do it!"

- Busty Beatz

"As a Creative of Colour in 'Australia', I often find that instead of being able to focus on my creative work, I end up spending time, energy and resources navigating predominantly White institutions...I balance a double-edged sword of educating White people in positions of power on White Privilege, whilst simultaneously performing mental and emotional gymnastics to pick my way through extremely unsafe contexts for Creatives of Colour to develop our work in."

- Rani Pramesti



Photo above

PACESETTERS Block Party Event featuring Rani Pramesti. Photo: Helen Tran.



Photo above

*Fair Play speaker Jason Tamiru, proud Yorta Yorta man and Associate Producer, Malthouse Theatre.
Photo: Maylei Hunt*

Photo below

*Diverse Screens Launch featuring Gary Paramanathan (AFTRS), Pearl Tan, Sarinah Masukor and Sheila Ngoc Pham.
Photo: Sonia Mehrmand*

CREATIVE LIVES

Creative Lives gathers interviews, insights and inspiration drawing on the professional practice of culturally diverse creatives and groups nationally. In 2019, artists profiled included: Tian Zhang (Curator, Chair of Firstdraft board, program officer at Parramatta Artists' Studio); Bilal Hafda (Slam poet, arts worker & Storyteller in Chief – Sydney Story Factory); Moreblessing Maturure (Actor and Founder, Folk magazine); Francisco Lopez (Actor).

Find out more: <http://diversityarts.org.au/project/creative-lives>

DIVERSE SCREENS

In May 2019 we launched short films *Minority Box* by Pearl Tan and *Polychromatic* by Sarinah Masukor at the Australian Film Television and Radio School (AFTRS), with an introduction from Gary Paramanathan (AFTRS) and followed by a panel discussion and Q&A moderated by Diversity Arts Board member Sheila Ngoc Pham. *Polychromatic* was awarded a 'Special Mention Documentary' by the ReelOzInd! Australia Indonesia Short Film Competition and Festival 2019. It was also included in the Festival Reel touring Indonesia and Australia.

Diverse Screens' 2017 film *Against the Grain* by Thuy Nguyen about South Western Sydney culturally diverse fashion designers was officially selected for the 2019 Fashion Film Festival Milano in Italy.

Find out more: <http://diversityarts.org.au/project/diverse-screens>

FAIR PLAY VIDEO SERIES

<http://diversityarts.org.au/fair-play-symposium-videos/>

In 2019, we launched 10 videos sharing thought-provoking conversations and ideas from the artists, activists and leaders who participated in the Fair Play symposium. These videos were shared widely across the arts and screen sectors.

COLOUR CYCLE

Series 2 of Diversity Arts' podcast was produced in 2019 for release in 2020.

Find out more: <http://diversityarts.org.au/project/the-colour-cycle>

"You need to stop stealing the narrative away from people who belong to specific communities and instead, listen to them."

*- Bilal Hafda
Stories from the Future participant.*

"In theatre, a lot of the work that comes up is from a particular canon ... From very monocultural voices. It makes me question, am I included in that narrative? Does it represent me?"

*-Francisco Lopez
Stories from the Future participant.*



CAPACITY-BUILDING & TRAINING



Photo

Fair Play Workshop with Music Victoria facilitated by Dr Paula Abood.

FAIR PLAY: EQUITY, INCLUSION AND THE CREATIVE INDUSTRIES

Fair Play is a capacity-building program for Victorian organisations which seeks to address barriers to participation by underrepresented communities in the creative industries. Fair Play develops organisational skills and capacity in working with First Nations people, People With Disability, people from underrepresented CALD backgrounds. The program is run in partnership with First Nations, Disability and CaLD organisations and educators, and was launched in February 2019 at the Fair Play Symposium (see Symposia & Events).

Fair Play embeds mentors into each organisation to support them to undertake audits and develop equity action plans. Specialist training and masterclasses complement this work.

The following organisations formed the first-year cohort: Regional Arts Victoria, Australian Centre for Contemporary Art, Warrnambool Art Gallery, Melbourne International Arts Festival, Theatre Network Australia, Australian Centre for the Moving Image, Bendigo Art Gallery, Music Victoria, Emerging Writers' Festival and Wheeler Centre.

Core funding: Creative Victoria

Sponsors: Ai Media, British Council, Screen Australia

Training, event, symposium & project partners: Arts Access Victoria, British Council, Koorie Heritage Trust Inc, Multicultural Arts Victoria, Arts Front and Feral Arts, Regional Arts Victoria, Abbotsford Convent, Footscray Community Arts Centre, Wheeler Centre

Find out more: <http://diversityarts.org.au/project/fair-play>

"Participating in the Fair Play program was an incredibly valuable experience on both an organisational and personal level. [Fair Play] allows participants to learn from a variety of diverse trainers and presenters, whilst unpacking the invisible parts that make up organisational culture. This process is an absolute must for any arts organisation - takeaways are tangible and have a lasting impact on employees, stakeholders and audiences alike. The practical nature of this program means the steps moving forward are absolutely clear and achievable. I want to thank the entire Diversity Arts team ... their work in the space of equity and inclusion will be felt for many years to come."

-Katie Stewart, Music Business Manager at Music Victoria's VDMO

"The Fair Play program helped us realise we can be active agents for driving change, and finding ways to reflect principles of self determination without being passive"

-Joe Toohey, CEO, Regional Arts Victoria





Photo

Stories from the Future workshop at Parramatta Artists' Studios. Facilitator Dr Remy Low with participants Adam Porter, Sanghamitra Valicharla Venkata, Moreblessing Maturure, Paul Cordeiro. Photo: Sonia Mehrmand.

STORIES FROM THE FUTURE

Stories from the Future imagines prospective futures where cultural diversity is present at every level in the arts and screen sectors. In 2019, workshops were held in four states, facilitated by University of Sydney's Dr Remy Low and attended by over 113 people. This program produces short films, podcast episodes, events, a report including an actionable timeline to 2050, citizen journalist pieces and a speculative fiction anthology, titled *After Australia* which will be published in 2020. The four films launched in 2019 received 7,600 online views, with a reach of 16,474.

Work began on our *After Australia* anthology. We formed partnerships with Sweatshop and Affirm Press to deliver the project, and engaged Dr Michael Mohammed Ahmad and Winnie Dunn as Editor and Project Coordinator, respectively. The 12 writers commissioned to produce works for publication in 2020 were: Claire G. Coleman, Hannah Donnelly, Future D. Fidel, Roanna Gonsalves, Ambelin Kwaymullina, Michelle Law, Kaya Ortiz, Zoya Patel, Sarah Ross, Omar Sakr, Khalid Warsame and Karen Wyld.

Stories from the Future 2019 Workshops:

- NSW: January 17 at Casula Powerhouse, NSW
- NSW: January 22 at Parramatta Artist Studios, NSW
- ACT: September 23 at The Street, ACT
- SA: November 21 & 22 at Nexus Arts, SA
- WA: October 24 & 25 at Community Arts Network, WA

Funding: Australia Council, Create NSW, City of Parramatta, Liverpool City Council

Partners: University of Sydney, Affirm Press, Regional Arts Services Network, Community Arts Network, Regional Arts WA, Casula Powerhouse, Parramatta Artists Studios, The Street, Nexus Arts, Country Arts SA, Information and Cultural Exchange, Sweatshop, Peril.

Find out more: <http://diversityarts.org.au/project/stories-from-the-future>

"The system that we want is transparent... not based on inner circles, not based on who has more clout, who has more lobbying power. It should be based on the work that you do. Then everyone will have equal opportunity, whether you are a white person or a person of colour. If your work is good, it gets made. That's the utopia."

*- Faraaz Husain Rahman
Stories from the Future participant.*

"CALD artists or marginalised artists do have a stake and a right in being placed in mainstream art spaces. But there is also validity in the establishment of bodies and spaces outside of that."

*- Moreblessing Maturure
Stories from the Future participant.*

INTERSECT

In partnership with the British Council, INTERSECT is a nine-month knowledge exchange and peer mentoring programme for UK and Australian based curators, programmers, producers, publishers or artistic directors who identify as Aboriginal and Torres Strait Islander or being from a culturally and linguistically diverse or minority ethnic background. Participants travel between the UK and Australia to share experiences and leading practice with their peers. In February 2019, the six participants from the inaugural 2018-19 programme spoke on a panel titled "Learning from Each Other" at the Fair Play Symposium in Melbourne.

2018-2019 participants:

- Adelaide Bannerman
- Jacob Boehme
- Candy Bowers
- Natalie Ibu
- Abdul Shayek
- Mikala Tai

2019-2020 participants

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

Additional funding: Creative Victoria and Create NSW

Find out more: <http://diversityarts.org.au/project/intersect-2019/>



Photo

INTERSECT 2019 participants (L to R) Glaiza Perez (Diversity Arts), Tian Zhang, Sharmilla Beezmohun, Victoria Amedume, Pearl Tan, Cheryl Martin, Nur Shkempi, Lena Nahlous (Diversity Arts), Melanie Abrahams, Paula Abood (Diversity Arts), Anna Hay (British Council), Sonia Mehrmand (Diversity Arts), Genevieve Grieves in Sydney.
Photo: Nasir Jebeile

"Exchanges like these allow us to not only understand a new context, but through this process we get to know the complexities of our own situation."

*- Tian Zhang,
INTERSECT Participant*

"The UK and Australia have similar barriers to inclusion in the arts, and the INTERSECT programme is an important initiative to share leading practice and provide support networks between our countries."

*- Helen Salmon, Director
British Council in Australia*



Photo

Podcasting trainer Jennifer Macey leading StoryCasters trainees in a collaboration activity.

Photo: Nasir Jebeile.

STORYCASTERS

StoryCasters provided training for 65 culturally diverse young people from Western Sydney in four streams: film, music/sound production, radio/podcasting, and writing.

Participants were trained as content creators producers and citizen journalists to capture stories from diverse artists and groups including young and regional artists in 2020. Content produced reached an audience of 20,000 via social media.

Funding: Multicultural NSW, Create NSW

Partners: Information and Cultural Exchange, Phoenix Eye, Sweatshop, FBi Radio

Find out more: <http://diversityarts.org.au/project/storycasters/>

"As an emerging writer of colour based in Western Sydney, my participation in StoryCasters has been a great gift to me...Storycasters has empowered me to "come to voice," a term which social critic Bell Hooks coined to describe the huge step forward which can be made by writers from social minorities when they boldly "acknowledge and affirm" their unique standpoint."

- Daniel Nour

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

- Amit P. Bharath

SYMPOSIA & EVENTS

Photo

Audience member Gabriela Haddad (Cohealth Arts Generator) in the audience at the Fair Play Symposium held in Melbourne.
Photo: Maylei Hunt.



Photo

Deborah Williams in conversation with Caroline Bowditch at Fair Play Symposium.
Photo: Maylei Hunt.



Find out more: <http://diversityarts.org.au/events>

FAIR PLAY SYMPOSIUM

Wheeler Centre, Melbourne, VIC 26 – 27 Feb

This inaugural symposium platformed the knowledge, leading practices and lived experiences of people from First Nations, Disability, and Culturally and Linguistically Diverse creative communities.



Fair Play Symposium: State of Play panel (L to R) Veronica Pardo, Bali Padda, Lead Jing McIntosh, Kath Duncan, Tony Briggs, Michael Williams. Photo: Maylei Hunt.

FAIR PLAY MASTERCLASSES

- **How to diversify your leadership in the creative sector** (Abbotsford Convent, Melbourne, VIC, Aug 14) This masterclass was attended by 36 participants, including 2 mentors, and representatives from Fair Play participants, as well as other creative industry organisations. Led by Dr Paula Abood with guest presenter Veronica Pardo (Multicultural Arts Victoria).
- **Unpacking Intersectionality: A Masterclass for the Creative Industries** (Carlton, VIC, Dec 17) In this masterclass, three specialists on identity and intersectionality guided 50 participants through the origins of the concept and how it can be effectively used to address barriers to participation and equity in the creative industries. Led by Dr. Paula Abood, Dr. Shakira Hussein and Dr. Carolyn D'Cruz.

"It was so good to be in a space where marginalised communities were speaking truth to power. There's a deep, exhausting self-doubt that comes from so rarely seeing people like yourself represented in the fields you are trying to break into."

- Fair Play Citizen Journalist,
Jessica Walton
Witness Magazine.

"This was a really important and engaging conference, giving voice to people and ideas that were engaging, surprising and exciting."

- Symposium participant

LAUNCH OF SHIFTING THE BALANCE REPORT

See page 17.

Abbotsford Convent, Melbourne, VIC August 14

PACESETTERS BLOCK PARTY

Blacktown Arts, NSW 25 October

Pacesetters artists Latai Taumoepeau, Aamer Rahman, Kim "Busty Beatz" Bowers and Rani Pramesti presented works followed by conversations with Creative Producer Paschal Daantos Berry. Attended by 120 people.

DEBORAH WILLIAMS IN CONVERSATION WITH SUNIL BADAMI

Belvoir Street Theatre, Sydney, NSW, 5 March

In partnership with Screen Australia and the British Council, DARTS invited Deborah Williams, CEO of the UK's Creative Diversity Network (CDN), to speak on "why diversifying the screen and stage matters" to an audience of 86 people. Deborah Williams developed and delivered the Diamond Diversity monitoring scheme for CDN, as well as ground-breaking work as former Diversity Manager at the British Film Institute (BFI). She was in conversation with media commentator and writer Sunil Badami. This event was livestreamed and three mini-films were created and disseminated to share the conversations on the day.

COLOURFEST

Various national venues, 21 March

Produced by DARTS for the first time in 2019, Colourfest is a travelling national film festival that coincides with Harmony Day (21 March) and targeted at community, schools and local government. The films showcase stories about diaspora and the success, challenges and nuances of migrant communities in Australia and the world.



"Nothing is more powerful than an iconoclast making room for other identities to exist in a space often reserved for dominant narratives. To watch First Nations and other culturally diverse artists develop a presence in a sector that often erases them from the conversation is exhilarating."

*- Paschal Daantos Berry,
Pacesetters Creative Director*

What Pacesetters uncovered was the importance of archives, and the impact of their absence and erasure on each of us and our communities, and the disappearance of our collective histories and stories of arts activism,"

*- Lena Nahlous
Pacesetters Creative Producer*

Photo

Deborah Williams (CEO, UK's Creative Diversity Network) in conversation with Sunil Badami (writer, performer, broadcaster, academic and storyteller) at Belvoir Street Theatre. Photo: Phoenix Eye.



FORUM FROM HOME

Casula Powerhouse, NSW, 21 March

Stories from the Future films were screened at this forum at Casula Powerhouse's Harmony Day event; 84 people attended the screening, with another 287 joining the livestream.



STORIES FROM THE FUTURE MIXER

Parramatta Artist Studios, NSW, 4 April

This intimate social mixer brought together participants from the two NSW workshops to watch the short films based on their workshops. Joining the cohort were Liverpool City Councillor Charishma Kaliyanda and City of Parramatta Councillor Patricia Prociv with artists and arts workers. Twenty people attended in person, with 375 views online.

CITIZEN WRITES SHOWCASE

107 Projects Redfern, NSW, April 28

Following a mentoring program produced by Kevin Bathman and Sonia Mehrmand, and led by writer/ editor Dr Roanna Gonsalves for 10 women of colour in 2018, the Citizen Writes anthology was launched to a full house of 100 guests. The writers, who each read excerpts of their writing, were: Annie XY Zhang, Claire Cao, Coco Huang, Deniz Agraz, Donna Chang, Elizabeth Veronica Mora, Hasitha Adhikariarachchi, Janette Chen, Kalhari Jayaweera and Moreblessing Maturure. Citizen Writes participant Janette Chen went on to win the Deborah Cass Prize in 2019. Excerpts of their works were printed on posters and put all around the city of Sydney

A project by Carnival of the Bold in partnership with Diversity Arts.

Funding: City of Sydney

Find out more: <http://diversityarts.org.au/project/citizen-writes>

Photo above

Still from 'Polychromatic' by Sarinah Musakor.

Photo below

Citizen Writes Launch. Photo: Andrew Vien

DIVERSE ENCOUNTERS ON SCREEN LAUNCH

Australian Film Television and Radio School, Sydney, NSW, 16 May

Filmmakers Pearl Tan and Sarinah Masukor launched their short films followed by a discussion and Q&A facilitated by writer, podcast producer and DARTS Board member Sheila Ngoc Pham. The event was attended by 130 people. (See: Content Creation + Producing Platforms)

4A CREATIVE STUDIO SCREENING OF 'POLYCHROMATIC'

Sydney NSW, 20 June

Sarinah Masukor presented her short film 'Polychromatic', which was commissioned as part of our Diverse Screens initiative. The film highlights challenges faced by emerging curators and presents the case for more diverse curators leading our cultural institutions. Featuring Rebekah Raymond, Talia Smith, Tian Zhang, and Nanette Orly. Presented by 4A Centre for Contemporary Asian Art.



Photo above

Still from Sarinah Masukor's short film 'Polychromatic'.

STORYCASTERS MIXER

Parramatta Artist Studios, NSW, 27 September

Around 50 members from the StoryCasters cohort met across all workshop groups - writing, filmmaking, music production and podcasting - to mingle and brainstorm future collaboration ideas. Adding to the atmosphere of the evening were the smooth rhythms of DJ Alyssa Yang and Southern Soul's vegan soul food.

CULTURE CLUB

Parramatta, NSW 21 October

This Future Women Social Club event featured a lively conversation with Zimbabwean Australian advocate, artist, writer, co-founder of Folk Magazine and TEDx speaker Moreblessing Maturure and Diversity Arts Australia Executive Director Lena Nahlous at Parramatta Artist Studios in conversation with an audience of around 50 people.

SCREEN DIVERSITY AND INCLUSION NETWORK AWARDS

Sydney, NSW, 14 November

Sonia Mehrmand represented Diversity Arts on the Screen Diversity Inclusion Network's Awards panel for diversity on screen. The winner was Matchbox Pictures.



Photo above

StoryCasters participant and DJ Alyssa Yang provides music throughout the StoryCasters mixer. Photo: Nasir Jebeile.

Photo below

Sonia Mehrmand (DARTS) speaking at StoryCasters



RESEARCH

SHIFTING THE BALANCE REPORT

Data from 200 major creative organisations was gathered for our ground-breaking research project 'Shifting the Balance', which measured the cultural diversity of almost 2,000 leaders in Australia's arts, screen and creative sectors.

This first-of-its-kind research returned stunning results: just over half of the organisations surveyed had no culturally and/or linguistically diverse representation amongst their board members, award panels and/or executives. People from culturally and linguistically diverse backgrounds are under-represented in every art practice area of Australia's significant arts, screen and creative companies and organisations.

LAUNCH OF REPORT

Abbotsford Convent, Melbourne, VIC August 14

The Shifting the Balance Report was launched by Beverley Wang (journalist, producer and podcaster, and co-host of Stop Everything! on the ABC) to 119 people. Artists, arts leaders and activists gave short responses to the report, including: Rohini Kappadath, General Manager, Immigration Museum; Jane Crawley, Director of Arts Investment, Creative Victoria; Tim Lo Surdo, Founder and National Organiser, Democracy in Colour; Jackie Bailey, Principal, BYP Group, and Gemma Mahadeo, Writer and Performer, and citizen journalists/writers Hoa Pham and Cubbie Mako. Following the event, we held the "How to diversify your leadership in the creative sector" masterclass (see Fair Play Masterclasses page 13).



Photo above

Launch of Shifting the Balance Report in Melbourne. (L to R) Jane Crawley (Creative Victoria), Tim Lo Surdo (Democracy in Colour), Beverly Wang (ABC Radio, *It's not a Race* Podcast), Lena Nahlous (Diversity Arts), Jackie Bailey (BYP Research Group) and Hoa Pham (author, *Wave and The Other Shore*). Photo: Maylei Hunt

Just 1 in every 20
leaders in the Australian performing arts is from a CALD* background

*Culturally and Linguistically Diverse

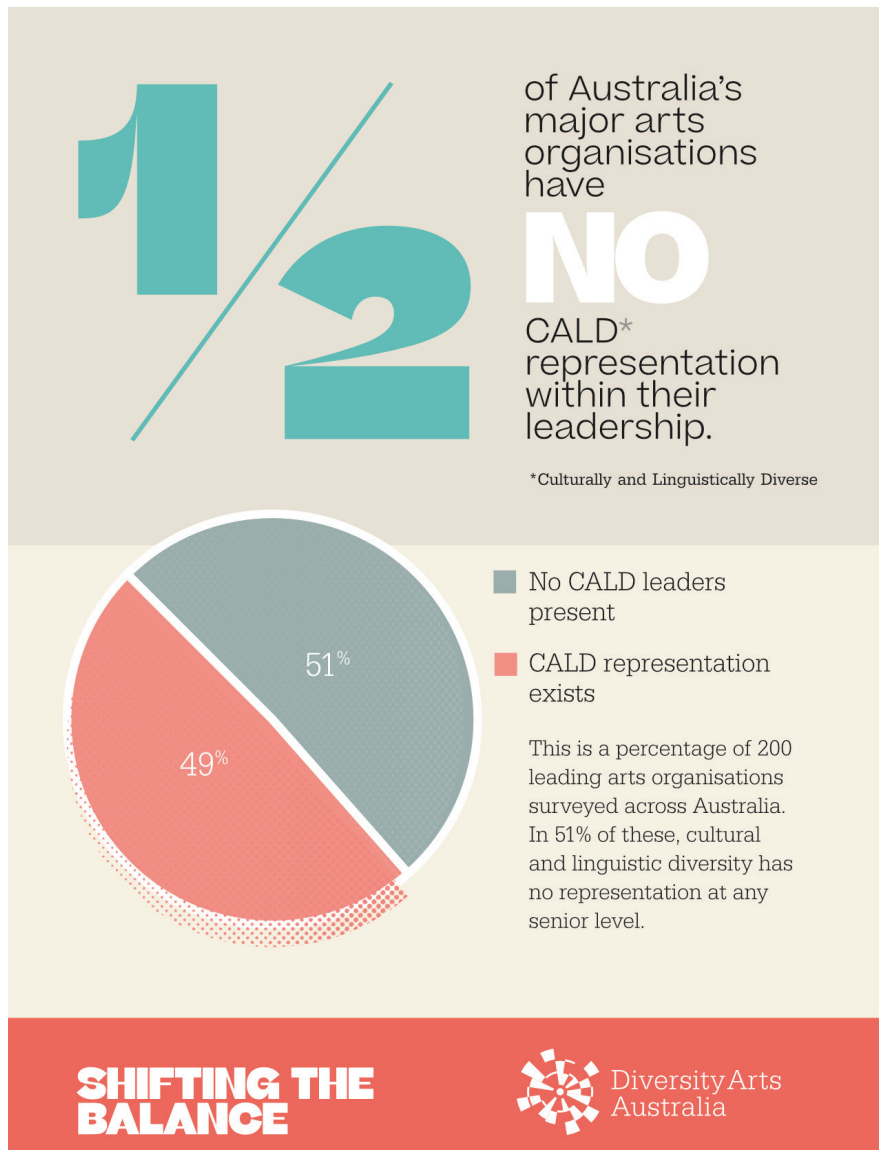
SHIFTING THE BALANCE DiversityArts Australia

The event and report received wide-ranging and favourable coverage in The Guardian, Sydney Morning Herald, The Age, The Conversation, ABC Sydney, Artshub, Screenhub, ABC Radio National, ABC Hobart, ABC Canberra, ABC Melbourne, and Eureka Street.

Funding: Australian Commission for UNESCO

Partners: BYP Group, Western Sydney University

Find out more: <http://diversityarts.org.au/tools-resources/launch-report-culturally-diverse-arts-leadership/>



"I encourage all the leaders across the Australian arts, screen and creative sectors – whether you identify as CALD or not – to look at the numbers in this report. Like me, be disturbed but not discouraged. Be challenged, activated and reflective. Have hard conversations, set goals, take risks and appoint new gatekeepers. Resolve to put these recommended changes in place and support their retention. Because shifting this balance is well within your power – and the health of your industries depend on it."

- From Beverley Wang's launch speech, published in The Guardian.

"Would emerging artists of colour like myself, artists who do not occupy positions of power, be able to help 'shift the balance?'"

- Writer and citizen journalist CB Mako reflecting on the Shifting the Balance report in Peril Magazine.



Creative Equity Toolkit

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. In 2019 Diversity Arts conducted a sector-wide survey to determine the most useful topics, formats and resources. Based on sector consultation and the survey results, the toolkit was designed to respond to needs in the sector, with case studies, leading practice, tools and templates. Our researchers then gathered and compiled reviews of over 200 international tools which will be clustered around practical calls to action in areas such as Policy, Programming and Commissioning and Evaluation. Stage 1 of the toolkit will launch in 2020.

Find out more: <http://diversityarts.org.au/project/diversity-toolkit>

Key Partner: British Council Partners and funders Creative Victoria, Create NSW, Western Sydney University

It would be great to see the return/impact of inclusion articulated clearly - and to see more examples of tangible outcomes. Successes and challenges. People sharing their mistakes. Case studies from people doing it well, and those just starting on the journey.

- Survey respondent

PEOPLE & PARTNERSHIPS

Photo

Roanna Gonsalves speaking at Citizen Writes Anthology Launch.
Photo: Andrew Vien



FUNDERS AND SPONSORS

Creative Victoria
Create NSW
Multicultural NSW
Australia Council for the Arts
British Council Australia
Liverpool City Council
City of Sydney
City of Parramatta Council
Screen Australia
Australian National Commission for UNESCO
Ai Media
Sydney Water

PARTNERS

Affirm Press
Arts Access Victoria
Australian Film Television and Radio School (AFTRS)
Belvoir St Theatre
Blacktown Arts and Blacktown City Council
British Council Australia
BYP Group
Community Arts Network
Carnival of the Bold
Casula Powerhouse Arts Centre
Country Arts SA
FBi Radio
Feral Arts & Arts Front
Footscray Community Arts Centre
Koorie Heritage Trust
Multicultural Arts Victoria
Multicultural Youth Advocacy Network Australia
Nexus Arts
Parramatta Artist Studios
Peril Magazine
Phoenix Eye
Regional Arts Services Network
Regional Arts Victoria
Regional Arts WA
Settlement Services International
STARTTS
Sweatshop Literacy Movement

The Abbotsford Convent
The Street
University of Sydney
University of Technology Sydney
Western Sydney University
Wheeler Centre



Photo

*Diversity Arts Staff and Board Members (L to R) Sonia Mehrmand, Lena Nahlous, Monique Choy and Francisca Peña
Photo: Maylei Hunt*

A big shout-out to Executive Director John Kirkman from Information and Cultural Exchange (ICE) for his and the organisation's support in 2019, in the form of providing us with a home. Since 2018 we have been fortunate to receive ICE's crucial support during a period when we are re-establishing and without core funding.

OUR PEOPLE

BOARD MEMBERS

2019 was the year that Professor James Arvantakis stepped down after almost three-years as chair to take up a Fulbright professorship in the USA. We were fortunate and very pleased to have Debbie Lee appointed as Chair in September. Debbie has vast experience in broadcast, screen and media, including the ABC, SBS and now Matchbox Pictures.

We were also joined by three new board members: Dr Georgie McLean, Professor Nareen Young and Dr Karen Soldatic.

Debbie Lee, Chair

Director of Scripted Development, Matchbox Pictures.

Francisca Peña, Treasurer

Director, Finance and Administration, Sydney Theatre Company.

Anthony Peluso, co-Deputy Chair

Arts Programs Director, Country Arts SA.

Professor Nareen Young, co-Deputy Chair

Industry Professor, Indigenous Policy (Indigenous Workforce Diversity) at Jumbunna Institute of Indigenous Education and Research, University of Technology Sydney.

Seb Chan, Director

Chief Experience Officer, Australian Centre for the Moving Image.

Jade Lillie, Director

Former Director and CEO, Footscray Community Arts Centre, Melbourne.

Sheila Ngoc Pham, Director

Writer, editor, producer, radio maker and communications professional.

Shalini Perera, Director

Senior Criminal Lawyer, Legal Aid Commission of New South Wales.

Dr Georgie McClean, Director

Acting CEO, Australian Film, Television and Radio School (AFTRS).

Dr Karen Soldatic, Director

Sociologist, School of Social Sciences, Western Sydney University.

Find out more: <http://diversityarts.org.au/about/meet-our-board>

PEOPLE & PARTNERSHIPS

STAFF AND KEY CONTRACTORS

Lena Nahlous Executive Director, Diversity Arts Australia

Over 20 years' experience in arts, cultural and media organisations and formerly Executive Director and Artistic Director of Information and Cultural Exchange.

Sonia Mehrmand, Assistant Executive Director and Project Producer

Previously Project Officer, Screen Diversity and Inclusion Network, and Diversity Showcase Coordinator, Equity Foundation.

Dr Paula Abood, Creative Producer and Lead Trainer

One of Australia's leading CACD practitioners, Paula is also an artistic director, writer, educator and creative producer.

Monique Choy, Strategic Initiatives and Content Producer

Writer, editor, researcher. Former web publisher, Australian Broadcasting Corporation; Communications Officer, United Nations; author, six Lonely Planet guidebooks.

Kevin Nelson, Accountant

Member, CPA Australia and former Director, Finance and Administration at Community Aid Abroad.

Gaiza Perez, Social Media Content Producer and Associate Producer, Stories from the Future and After Australia anthology

Writer, editor and social media producer.

Photo right

Eleanor Jackson facilitating Reflections at Fair Play Symposium with Claire G Coleman, Magan Magan, Jessica Walton and PolyannaR. Photo: Maylei Hunt



Joanne Cooper, Administration Officer

Over 30 years' experience in admin, finance and personnel administration.

Andy Ko, Administration and Projects Officer (until June 2019)

Dr Margaret Mayhew, Fair Play Lead Coordinator and Researcher

Visual artist, academic and queer performance artist. Co-founder, Melbourne Artists for Asylum.

Maylei Hunt, co-Producer, Fair Play

Project producer, educator and social documentary photographer.

Mahla Karimian, co-Producer, Fair Play

Visual artist and community arts worker.

Youbi Lee, co-Producer, Fair Play

Jennifer Macey, Podcast Producer and Trainer

Rashmi Ravindran, Associate Producer, Storycasters

Kevin Bathman, Executive Producer, Citizen Writes

Joon-Yee Kwok, Symposium Producer and Fair Play Establishment Coordinator (until January 2019)

Eugenia Flynn, Creative Producer, Fair Play Symposium

Jinghua Qian, co-Producer, Fair Play Symposium

Michael Mohammed Ahmad, Editor, After Australia anthology

Winnie Dunn, Project Coordinator, After Australia anthology, co-Lead Trainer/ Supervising Producer (writing), Storycasters

Shirley Le, co-Lead Trainer/ Supervising Producer (writing), After Australia anthology

Rebecca Conroy, Business Development and Communications

Paschal Daantos Berry, Pacesetters Creative Director

Fair Play Trainers/ Mentors:

Dr Görkem Acaroğlu, Jax Jacki Brown, Andy Butler, Eleanor Jackson, Hoa Pham, Mariaa Randall, Nur Shkemb



Photo left

*Diverse Screens
Sydney Launch,
AFTRS, 2019.
Photo:
Sonia Mehrmand*

ARTISTS, CONTRACTORS, COMPANIES, SPEAKERS/ PANELLISTS, TRAINERS, AND MENTORS.

Aamer Rahman
Ambelin Kwaymullina
Anna Denejkina
Aseel Tayah
Azizeh Astaneh, Melbourne Artists
for Asylum Seekers
Bali Padda, Screen Australia
Beverly Wang, ABC Radio
Caroline Bowditch, Arts Access
Victoria
Dr Carolyn D'Cruz
Claire G. Coleman
Cubbe Mako
Deborah Williams, Creative Diversity
Network UK
Decode Media
Del Lumanta
Design by Wolf
Dominic Golding, RISE Refugees
Efront
Eleanor Jackson, Peril Magazine
Eliorah Mafia
Fadia Abboud
Fiona Tuomy, The Other Film Festival,
Arts Access Victoria
Francisco Lopez
Future D. Fidel
Gary Paramanathan, Australian Film
Television and Radio School
Gemma Mahadeo
Dr Genevieve Grieves
Hannah Donnelly
Hoa Pham, Peril Magazine
Jackie Bailey, BYP Group
Jane Crawley, Creative Victoria
Jason Tamiru, Malthouse Theatre
Jax Jacki Brown, Writers Victoria
Jenny Bisset, Blacktown Arts
Jeremy Smith, Australia Council for
the Arts
Jessica Walton

Jodie Sizer, PwC Indigenous
Consulting
Karen Wyld
Kath Duncan, Quippings
Katrina Sedgwick, Australian Centre
for the Moving Image
Kaya Ortiz
Khalid Warsame
Kim "Busty Beatz" Bowers
Latai Taumoepeau
Leah Jing McIntosh, Liminal Magazine
Lidia Luna
Magan Magan
Maria Tran
Michael Williams, The Wheeler
Centre
Michelle Law
Miguel Olmo, Blacktown Arts
Moreblessing Maturure, Folk
Magazine
Nancy Trieu
Neil Morris, DRMNGNOW & Victorian
Music Development Office
Nicola Morton
Nur Shkempi
Omar Sakr
Pearl Tan
Peter Waples-Crowe
Pitch Projects
PollyannaR
Rani Pramesti
Roanna Gonsalves
Rob Hyatt, Koorie Heritage Trust
Rohini Kappadath, Immigration
Museum
Rupert Daniel, Western Sydney
University
Sarah Ross
Sarinah Masukor
Dr Shakira Hussein
Sophie Black
Sunil Badami
Studio-Thing
Tania Cañas, RISE Refugees
Therese Chen

Tim Lo Surdo, Democracy in Colour
Tony Briggs
Veronica Pardo, Multicultural Arts
Victoria
Zoya Patel

VOLUNTEERS & INTERNS

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