



Creative Cultural Diversity Network

Terms of Reference

About

Creative Cultural Diversity Network (CCDN) is a network facilitated by Diversity Arts Australia (DARTS), Australia's national voice for ethno-cultural and migrant racial equity in the arts, screen and creative industries.

The CCDN exists to strengthen both **advocacy** and **community**. It's a space where creative workers can share experiences and build peer support, while also working in partnership with organisations to push for structural change.

CCDN Structures

Network: The collective body of CCDN members, comprising both individuals and organisations.

Streams: Two interconnected groups within the network, each serving a distinct purpose.

Roundtable: The primary forum for CCDN interaction, held either online or in person. Roundtable facilitation will be carried out by DARTS, in collaboration with partner organisations as required.





Structure and Eligibility

The network is made up of two connected streams. Members can join one or both streams, depending on eligibility.

Sharing & Solidarity Stream Advocacy Stream

Sharing and Solidarity Stream

This is a dedicated space for shared experience, peer-to-peer learning, and informal connection. Continuing with the CCDN focus on centring the voices of CaLD communities, this stream plays a critical role in shaping the agenda of the advocacy stream, ensuring that advocacy-level discussions remain grounded in the realities of CaLD creative workers.

Eligibility: Open to creative workers who self-identify as Culturally and Linguistically Diverse (CaLD), Culturally and Racially Marginalised (CaRM), People of Colour (PoC), people with migrant, refugee, asylum-seeker, or humanitarian-entrant backgrounds or experiences, and members of the Global Majority. While we understand that this language and these terminologies are contested and complex, we hope that this provides a clear understanding of the focus of the Network.

Meeting Frequency: The stream meets bi-monthly through facilitated roundtables.

Planning: Planning for this stream is member-led, with discussion topics shaped by the needs, interests, and lived experiences of participants.

Focus and Content: Each roundtable should focus on a specific topic as identified by members, with time allocated for discussion on urgent issues. Meetings may feature guest speakers or spotlight a recent piece of research to guide the group exchange. Discussions in this stream should inform the agenda-building process and direction of the Advocacy Stream, where relevant.

Facilitation Approach: Meetings will be facilitated to foster trust, and open exchange among participants.





Documentation: Meetings will not be recorded to ensure a safe and confidential environment. However, attendance—including demographic characteristics of participants—will be documented for reporting purposes.

Capacity Building: DARTS may offer targeted training opportunities to support member development and strengthen collective capacity.

Advocacy Stream

This is a collaborative space for advocacy activities and research dissemination. It's intended for individuals from organisations and local government who share a commitment to racial and cultural equity in the creative sector, regardless of their role or position.

Eligibility: Open to individuals from organisations who directly work with CaLD, CaRM and migrant creatives and communities, including representatives of local government.

Meeting Frequency: This stream meets three to four times annually through structured roundtable sessions.

Leadership and Representation: This stream must be led by individuals with lived experience of cultural and linguistic diversity, and racial marginalisation.

Planning: DARTS will propose a yearly agenda aligned with its strategic priorities and priorities set by the Sharing and Solidarity Stream. Meeting dates will be scheduled in advance to allow CCDN members to plan their participation.

Focus and Content: Each roundtable will feature a guest speaker focusing on research dissemination or topical issues.

Facilitation Approach: Meetings will be facilitated to drive tangible outcomes such as joint campaigns, statements, policy submissions, or joint initiatives.

Documentation: Each roundtable will produce clear and structured minutes summarising key discussion points, agreed outcomes, decisions made, and tasks allocations.

Capacity Building: DARTS may offer targeted training opportunities to support member development and strengthen collective capacity.





Ways of Working - Terms of Engagement:

- Prospective members should complete the CCDN Membership Sign-Up form to formally join the Network.
- Roundtables will take place online, usually via Zoom (or a different online platform when required).
- The Network's roundtables will be coordinated by DARTS in partnership with rotating presenting partners. This is to ensure the committee is accessible and inclusive of participants from all of the sectors.
- Dates and times for meetings will be set at the beginning of each year in order to provide members with ample notice and to be able to meet any accessibility needs. Minutes will be sent out as soon as possible after each meeting and agendas and papers will be sent out 7 days prior to meetings.
- By agreeing to join the Network, members agree to accept all materials and information related to the project in confidence; and not to copy, use or disclose this information without first obtaining written content from DARTS and any relevant partners.
- Members of the Network also agree to act in a collegial and professional manner, and agree to contribute to and abide by the **Terms of Engagement for cultural safety, accessible and inclusive practice**. These are accessible via [this link](#).





- Any communications, representatives, public announcements or engagements on behalf of the Network will be first determined by an agreed upon discussion and subsequent majority of votes before any public engagements.
- **A Note on AI:**

To ensure confidentiality during roundtable sessions, participants who use AI assistant / automatic meeting transcription apps (such as Otter AI app or Firefly AI app) will be removed from meetings by the moderator. Participants who agree to these confidentiality terms are invited to return to future roundtables / meetings after the AI app has been switched off.

This document will be revisited on an annual basis and updated according to the Network's feedback. Latest version: August 2025.

