



Applications Are Now Open: Free Program To Strengthen Diversity In Victoria's Creative Industries.

Organisations are invited to apply to round 2 of the **Fair Play Equity, Inclusion and the Creative Industries** will start in May 2020 and run until November.

The Fair Play: Equity, Inclusion and the Creative Industries project, managed by Diversity Arts and funded by Creative Victoria, is an equity and inclusion capacity-building program for organisations that receive multi-year funding through Creative Victoria.

The program seeks to address barriers to participation

by underrepresented groups in Victoria's creative industries, with a focus on three groups: First Nations people, People with Disability and people from underrepresented culturally and linguistically diverse backgrounds

WHAT does the fair play program involve?

The Fair Play program involves matching with a creative practitioners from one of the three focus groups, as well as program of tailored training for your organisation delivered by various facilitators. This ensures that you receive specific and appropriate guidance and training from First Nations people, People with Disability and people from underrepresented culturally and linguistically diverse backgrounds.

HOW much time will it take?

The Fair Play program requires your organisation to commit around 5 hours per month to the 6 month program. This includes attending meetings and workshops, as well as any preparation and consultation within your organisation.

The Fair Play program has 3 phases:

Phase 1: Equity and Inclusion Diagnosis (May to August)

You will be matched with a creative industries mentor who will guide you through a comprehensive audit of the equity and inclusion practices of your organisation.

They will provide tailored feedback of your practices to help you prepare a specific Equity Action Plan.

Time required:

- Up to 9 hours of meetings with your mentor: (3 or 4 meetings)
- Up to 3 hours completing the Fair Play Equity Audit (possibly during the meetings above)

Phase 2: Equity Action Training (August to October)

You will participate in 12-15 hours of tailored equity action training.

This includes:

- A specific session on engaging First Nations communities
- 4 sessions on developing an intersectional Equity Action Planning
- Masterclasses on engaging people with disability and cross cultural engagement

Time required:

- A total of 10 hours attending training sessions within your organisation (with key staff members & leadership)
- Up to 5 hours preparing your Fair Play Equity Action Plan (preparing and follow up from workshops)

Phase 3: Equity Action Planning and Feedback (October to November)

You will prepare your Equity Action Plan

You will also meet with your mentor and provide feedback about the program.

Time required:

- Up to 3 hours completing your Fair Play Equity Action Plan
- Up to 2 hours meeting with your mentor
- Up to 1 hour completing evaluation of the Fair Play program

Additional Activities:

As Fair Play participants you are invited to the following activities:

- 3 hours training on Evaluation with BYP Group in June
- Fair Play Masterclass Program (3 sessions from May to November)

What happens afterwards?

Upon completion of the program, and successful submission of your Equity Action Plan, you will be awarded a Fair Play Participant Recognition Award in the context of a larger event to recognise all of the creative industry companies that have participated and graduated from the program.

Is there any follow up?

Every 12 months, Diversity Arts will also send you the audit survey and request that you complete it to track your organisation's progress over time.

You can also request that Diversity Arts Australia conducts a follow up evaluation in 12 months time.

How do I apply:

Complete the EOI form: <https://forms.gle/XQuR1zeddKbjoLAY6>

Is there a deadline for Applications?

5pm Sunday 22 March

How many organisations are selected?

10 organisations

How are organisations selected?

Organisations are selected via a selection committee comprised of representatives from Creative Victoria, Diversity Arts Australia and creative practitioners from First Nations communities, Disability Communities and Culturally and Linguistically Diverse Communities.

When will we be notified if we are included in the program?

by 1 May 2020

Where do I find more information?

Contact the Fair Play team on fairplay@diversityarts.org.au

Or visit the project page <http://diversityarts.org.au/project/fair-play/>