

Fair Play Principles for Cultural Safety, Accessible and Inclusive Practice

Developed in 2019 as part of the inaugural Victorian Fair Play program, these principles were on the First Peoples Action Plan for the Creative Industries¹ and developed in consultation with the Fair Play Project Reference Committee. Special thanks to Caroline Bowditch, Eleanor Jackson, Jinghua Qian, Ruth De Souza, Nilmini Fernando and Timmah Ball for advice in preparing and providing feedback on the draft version of these principles.

Our Principles

- Together, we acknowledge and respect that we are on Aboriginal land that was never surrendered by its original custodians. We respect the histories, values, languages and cultures of the traditional custodians of the land we are on, and of all people from First Nations backgrounds and communities.
- We recognise and honour people's right to equally participate in and experience cultural life, regardless of physical, cognitive, social, cultural or language differences.

¹ Creative Victoria *First Peoples Action Plan for the Creative Industries 2018-2020*, pdf downloaded 20 May 2019 from <<https://creative.vic.gov.au/major-initiatives/firstpeoples>>

- We acknowledge and respect the rights of First Nations and people from Culturally and Linguistically Diverse Backgrounds to identify themselves as such, and to determine their own destiny, including the need for their own safe spaces.
- We recognise, honour and help to amplify the voices and perspectives of First Nations and people from Culturally and/or Linguistically Diverse Backgrounds when describing how they experience their identities and situations, including the barriers they face.
- We acknowledge and respect that people's lived experience of being marginalised is complex, that we all experience multiple, overlapping identities, and that people of a particular identity are not all the same or free of conflict within their own communities.

Working with people from under-represented & marginalised communities

- Cultivate meaningful relationships with First Nations communities that value their cultural knowledge, wisdom and expertise, and that demonstrate trust and respect.
- Foster events that prioritise First Peoples and People from Culturally and Linguistically Diverse backgrounds as speakers, performers, researchers, consultants and content producers.
- Recognise the unacknowledged and often unpaid labour that First Peoples and People from Culturally and Linguistically Diverse backgrounds often need to perform when they interact with institutions that fail to include their communities.

- Organise projects and events that help to build the experience, expertise and resources of creative practitioners from First Nations and/or Culturally and Linguistically Diverse backgrounds.
- Organise projects and events that embed cultural safety, support, and debriefing for participants from First Nations and/or Culturally and Linguistically Diverse backgrounds
- Consult with people from First Nations and/or Culturally and Linguistically Diverse backgrounds before, during and after activities in order to find the best ways to promote their participation and inclusion.

Suggestions for making events accessible and inclusive

- Ensure that meetings are held in venues that are accessible by wheelchair and public transport users.
- Check that video-conferencing meetings are accessible to all participants, or that people without broadband can participate via phone or another way.
- Offer Auslan interpreters and audio describers to participants with hearing and sight impairments.
- Commit to providing 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 encouraging 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

- Be mindful and respectful of different communication styles: check in and ask what people need to communicate clearly: e.g. visual information, being able to interrupt or not, audio descriptions, etc.
- 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 conflict and disputes in a productive manner, through appropriate channels.
- Don't expect people from First Nations and/or Culturally and Linguistically Diverse backgrounds to engage in unpaid advice or education.
- Be mindful of who is communicating the most in a gathering and try to encourage feedback and input from a range of sources.
- Be mindful of those who are silent or isolated in a gathering, and try to obtain their feedback or input outside of the gathering.