

## **Culturally and Linguistically Diverse (CaLD) Inclusion Action Plan** **October 2021 to December 2023**

### **Background**

In 2021, Regional Arts WA's Board formed a working party to develop the Equity, Diversity and Inclusion Policy which requires the development of focused action plans for age, CaLD (culturally and linguistically diverse), disability, gender, and LGBTQIA+ (lesbian, gay, bisexual, transgender, queer or questioning, intersex, asexual, and agender).

This CaLD Inclusion Action Plan was created in consultation with CaLD artists working and living in regional Western Australia (WA). It aims to increase the accessibility of Regional Arts WA programs, services, and activities to artists and practitioners who identify as CaLD.

### **Our Intention**

Regional Arts WA is committed to increasing access to those in the regional arts sector, who identify as CaLD, across its programs, services, and activities over two years from October 2021.

### **Our Goals**

1. **Increase Participation and Representation:** Artists and practitioners who identify as CaLD are not being invited to apply, attending and/or putting their hands up for opportunities. They do not see themselves in the regional arts sector. Regional Arts WA will ensure over a two-year period there is an increase in representation across all activities by people who identify as CaLD.
2. **Use Accessible Language:** Words are difficult to interpret when English is not your first language. Language which is accessible and concise will support artists and practitioners who identify as CaLD to understand and translate information. Regional Arts WA will use accessible language throughout its services.
3. **Provide Support Networks:** A network of artists and practitioners who identify as CaLD is necessary to help navigate the arts sector. Having people who have similar lived experiences available to answer questions will encourage confidence. Regional Arts WA will provide CaLD support networks across services.

### **Our Responsibility**

This Action Plan is completed by Regional Arts WA staff, and it outlines the key responsibilities of each deliverable. The Board's key role is the determination and delivery of strategic intent and all Policies. The Board delegates responsibility for strategic business leadership, development, and overall performance of the organisation to the CEO. Each Program Manager leads a team and delivers a set of projects and activities to satisfy the key strategies. The Investment Coordinator manages strategic funding programs. The Network Coordinator manages key strategic programs such as the Regional Arts Network. The Research Officer ensure best practice research, analysis and evaluation which is responsive to the needs of the regional arts sector and to the Values of the organisation.

Action	Deliverable		Timeline	Responsibility
Increase Participation and Representation	Determine targets across activities, within Regional Arts WA's control, to increase participation over a two-year period. Use initial benchmark data as a starting point.		October 2021 to June 2022	CEO
	Advocate to decision makers to change processes of activities outside of Regional Arts WA's control.		October 2021, Ongoing	CEO
	Change processes to be more accessible. Explore video or audio applications, shorter Expressions of Interests (EOIs), or simplify applications, and/or expand Frequently Asked Questions (FAQs).	Grant Guidelines and Applications	July 2022 to June 2023	Investment Coordinator
		Grant Acquittals and Outcomes (Takso)	July 2022 to June 2023	Investment Coordinator and Research Officer
		Research, Surveys, and Feedback	January 2022, Ongoing	Program Manager (JA)
		Regional Arts Network activities	January 2022, Ongoing	Network Coordinator
		Communication Platforms	January 2022, Ongoing	Program Manager (WC)
	Develop targeted communications plans for each activity. Explore promotions with languages other than English (LOTE).		January 2022, Ongoing	Program Manager (WC)
Use Accessible Language	Write short sentences and use familiar words. Avoid jargon and slang.		July 2022 to June 2023	Investment Coordinator
			March 2022 to December 2022	Program Manager (WC)
	Provide meaning of words. Include glossaries or definitions.	Review and change Grant Guidelines, Applications and Acquittals	July 2022 to June 2023	Investment Coordinator
		Review and change Communication Platforms	March 2022 to December 2022	Program Manager (WC)
		Face-to-face and online forums	January 2022, Ongoing	All Staff
Provide Support Networks	Promote and support existing networks supporting CaLD artists and practitioners.		July 2022 to June 2023	Program Manager (WC)
	Explore a network to provide group face-to-face connections of CaLD artists/practitioners including the exploration of a partnership with Regional Arts Australia or regional state representative organisations		January 2023 to December 2023	Program Manager (TBC)

## **Glossary:**

**Accessible Language:** is language that includes everyone.

**Accessibility:** the quality of being able to be reached or entered.

**Acquittals (grant):** means accurately reporting on the funded activities and the expenditure of the funding.

**Action Plan:** is a checklist for the steps or tasks you need to complete in order to achieve the goals you have set.

**Advocate:** a person who publicly supports or recommends a particular cause or policy.

**Applications (grant):** is a structured, written document that describes how you plan to meet the stated needs for the grant program.

**Agender:** used to describe a person who does not consider that they belong to a particular gender.

**Asexual:** (of a person) having no sexual attraction to any gender.

**Benchmark:** a standard or point of reference against which things may be compared.

**Best practice:** commercial or professional procedures that are accepted or prescribed as being correct or most effective.

**Bisexual:** sexually attracted not exclusively to people of one particular gender; attracted to both men and women.

**Board (of Directors):** group of people who are responsible for the strategic planning, operations, management and performance of the organisation.

**Business leadership:** refers to how individuals go about making decisions, working toward goals and exercising authority in a professional environment.

**CaLD:** someone who identifies as having different cultural backgrounds and speaks other languages besides English.

**Communication Platforms:** tools that allows organisations to communicate to their audiences in real-time, for example, social media, website etc.

**Community Arts Network:** arts organisation which is based Perth - <https://www.can.org.au/>

**Decision makers:** a person who makes important decisions.

**Disability:** a physical or mental condition that limits a person's movements, senses, or activities.

**Diverse content:** Content that truly reflects the diverse communities.

**Diversity:** having different attributes and backgrounds, which in turn means people with different skills, experiences and perspectives.

**Equity:** when everyone is treated fairly and impartially.

**Evaluation:** the making of a judgement about the amount, number, or value of something; assessment.

**Expressions of Interests (EOIs):** summary from a potential supplier that shows they are interested in and capable of delivering particular goods or services. Asking for EOIs is usually the first stage of a multi-step process.

**Feedback:** information about reactions to a product, a person's performance of a task, etc. which is used as a basis for improvement.

**Funding:** money provided, especially by an organisation or government, for a particular purpose.

**Gay:** a homosexual person (typically referring to a man).

**Glossaries:** an alphabetical list of words relating to a specific subject, text, or dialect, with explanations; a brief dictionary

**Inclusion:** occurs when a range of people from diverse backgrounds and with varied skills feel valued and respected, have access to opportunities and resources, and can contribute their perspectives and talents to improving their communities.

**Jargon:** special words or expressions used by a profession or group that are difficult for others to understand.

**Language other than English (LOTE):** is the name given to language subjects besides English in a school setting.

**Lesbian:** Usually refers to a woman who has a romantic and/or sexual orientation toward women

**Lived experiences:** refers to a representation of the experiences and choices of a given person, and the knowledge that they gain from these experiences and choices.

**Long-term outcomes:** include the overall goals of the company set four or five years in the future and usually are based on reaching the short-term and medium-term targets.

**Methods:** a particular procedure for accomplishing or approaching something, especially a systematic or established one

**Navigate:** to successfully find a way from one place to another.

**Networks:** a group or system of interconnected people or things.

**Office of Multicultural Interests:** is a division of the Department of Local Government, Sport and Cultural Industries. Its key role is to advise the Minister on the development of State Government policies and programs to achieve the full potential of multiculturalism - <https://www.omi.wa.gov.au/>

**Online forums:** is an online discussion site where people can hold conversations

**Outcomes:** a result or effect of an action, situation, etc.

**Participation:** the action of taking part in something.

**Partnership:** an agreement between organisations, people, etc. to work together:

**Policy:** is a set of ideas or plans that is used as a basis for making decisions, especially in politics, economics, or business.

**Practitioners (arts):** someone who works in an arts job that involves long training and high levels of skills

**Processes:** a series of actions or steps taken in order to achieve a particular end.

**Queer:** not fitting traditional ideas about gender or sexuality, especially the idea that everyone is either male or female or that people should only have sexual relationships with the opposite sex.

**Regional Arts Network:** a Regional Arts WA initiative working with strategically aligned regional organisations who enter into a service agreement to become a Hub for their local community and be an active member of an emerging state-wide Network - <https://regionalartswa.org.au/programs/regional-arts-network/>

**Research:** the systematic investigation into and study of materials and sources in order to establish facts and reach new conclusions.

**Regional arts sector:** means every artist, arts worker, arts and cultural organisation, and organisation or group with regional programs in WA

**Representation:** the fact of including different types of people, for example in films, politics, or sport, so that all different groups are represented.

**Slang:** a type of language consisting of words and phrases that are regarded as very informal, are more common in speech than writing, and are typically restricted to a particular context or group of people.

**Strategic:** relating to the way in which an organisation decides what it wants to achieve and plans actions and use of resources over time

**Support Networks:** refers to the people in your life that help you achieve your personal and professional goals.

**Surveys:** the collection of information from a sample of individuals through their responses to questions

**Takso:** planning & evaluation tool - <https://culturaldevelopment.net.au/takso/>

**Targeted communication:** means finding an appropriate audience and ensuring that your messaging reaches them

**Transgender:** are people whose gender identity is different from the gender they were thought to be at birth

**Working party:** a committee or group appointed to study and report on a particular question and make recommendations based on its findings