



Equity Action Plan 2020-2022

Date of plan: 18 June 2020

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Date presented board: 23 June 2020

Planned date for review: 30 June 2022

Background:

In 2019 Music Victoria was accepted into the Fair Play Program. Fair Play was delivered by Diversity Arts Australia and backed by the Andrews' Labor Government with the intention to reduce barriers to leadership, employment and participation faced by First Peoples, Victorians from culturally and linguistically diverse backgrounds, and Victorians with a disability. In addition to staff training, the centrepiece of the program was to create a comprehensive Equity Action Plan that brings together the various action plans Music Victoria has to support these groups and improve diversity both internally and in the wider music community. An internal diversity audit was conducted, and the Equity Action Plan seeks to address those findings.

Our Commitment to Diversity:

The Victorian music community come from a variety of backgrounds and we wish to represent and service this community in an equitable way. We aim to have a diverse group of people working at Music Victoria and strongly encourage applications by First Peoples, people from culturally and linguistically diverse backgrounds, deaf and disabled people and people from the LGBTQIA+ community. We embody values of inclusivity, generosity and empathy. We aim to ensure the people artistic expressions and experiences in music are diverse and that everyone has the opportunity to participate.

Internal Mission:

To be an organisation that demonstrates best practice by example with consistent messaging, that is proactive rather than reactive in the diversity space. An organisation that provides pathways and bridges, removes barriers to participation and increases relevance. An organisation that works towards having decolonised work practices, culturally sensitive environments that is working within accessible spaces, with diverse staff and board members and artists and businesses recruited through clear HR policies that enshrine diversity.

External Mission:

To have a significant measurable impact on making the music sector more diverse. To support grassroots participation and pathways for people from diverse backgrounds to more industry opportunities. To identify music goals for people from underrepresented backgrounds and the barriers that exist to achieving these goals within the industry.

Goals:

Short Term:

1. Develop a recruitment policy and plan that ensures diverse representation across all levels of the organisation.
2. Develop meaningful consultation, partnerships and engagement models with diverse communities.

Long Term:

1. Formalise strategies to increase participation of underrepresented communities in all aspects of the organisation and wider community.
2. Enshrine diversity into the governance of Music Victoria.

Diversity Working Group (DWG):

A cornerstone to the delivery of the Equity Action Plan is the establishment of a Diversity Working Group (DWG) in July 2020. This group will guide the delivery of the plan and ensure appropriate consultation is conducted. The group will consist of 3-4 staff members from different parts of the organisation and provide recommendations to the CEO and Board. Staff are invited to nominate for the DWG and are appointed by the CEO.

Evaluation:

The Diversity Working Group will develop performance indicators that will enable Music Victoria to evaluate the effectiveness and outcomes of the Equity Action Plan with results on the effectiveness and outcomes reported annually. The CEO will approve a proposed schedule of activities prior to the commencement of each financial year.

SHORT TERM GOAL 1: Develop a recruitment policy and plan that ensures diverse representation across all levels of the organisation			
NO.	DATES	ACTION	STAFF AND RESOURCES
Action 1	May-July 2020	Develop recruitment matrix that includes a weighting towards underrepresented groups for board and staff	DWG and Board
Action 2	July 2020	Appoint a First Nations Board Member	Board
Action 3	August 2020	Establish internal diversity targets for applications from CALD/Disability/First Nations people	DWG
Action 3	September 2020	Identify strategies that increase applications from underrepresented groups and ensures a fair and welcoming interview experience.	DWG – with consultation from MAV, The Boite, Songlines, AAV, Wild at Heart, Barpirdhila.
Action 4	June 2022	Evaluation - diversity audit of board and staff	DWG
OUTCOMES	<i>June 2022</i>	<i>- Audit shows that diversity of board and staff has increased.</i> <i>- Applications from underrepresented groups are increased so recruitment pool is representative</i> <i>- Staff/board are surveyed and report that the organisation is a welcoming place for people from all backgrounds</i>	<i>DWG</i>

SHORT TERM GOAL 2: Develop meaningful consultation, partnerships and engagement models with diverse communities			
NO.	DATES	ACTION	STAFF AND RESOURCES
Action 1	July to October 2020	Develop and maintain a database of diverse music communities in Victoria to be applied across all areas of the organisation when delivering programs	CEO and GM oversee the tool. All staff delegated to feed in to it. GM to monitor.
Action 2	September 2020	Reach out to other organisations who represent diverse groups about how Music Victoria can expand their reach and who they should speak to	All staff – with consultation from MAV, The Boite, Songlines, AAV, Wild at Heart, Barpirdhila
Action 3	November 2020	Establish MOUs with key peak bodies for First Nations, Disabled and CALD people	CEO in partnership with MAV, Songlines, AAV
Action 4	January 2021	Create a process for tracking and assessing the engagement with each group	DWG
Action 5	February 2021	Customise staff professional development in community engagement and cultural safety	GM and CEO
Action 6	June 2022	Evaluation - assess engagement with each group qualitatively and quantitatively	DWG
<i>OUTCOMES</i>	<i>June 2022</i>	<i>- Database developed that is comprehensive and representative of Victoria's wider diverse music community - Songlines, MAV and AAV have a strong and meaningful partnership to Music Victoria. This is measured through in person dialogue and email correspondence.</i>	<i>DWG</i>

LONG TERM GOAL: Formalise strategies to increase participation of under-represented communities in all aspects of the organisation and wider community			
NO.	DATES	ACTION	STAFF AND RESOURCES
Action 1	November 2020	Continue to present awards celebrating diversity at the Music Victoria Awards including: Archie Roach Foundation Award and Best Intercultural Act	Awards Producer in partnership with Archie Roach Foundation
Action 2	December 2020	Host music industry forum with a focus on a specific underrepresented group. This would be repeated annually with a different focus each time	DWG – in consultation with relevant group
Action 3	January 2021	Develop a checklist for ensuring diverse groups are invited and involved in key events and consultations and that culturally safe protocols are adhered to	Event Manager
Action 4	March 2021	Personal invitation – invite people/groups in person to workshops/programs. Make sure	Event Manager – All Staff

		the panelists are also representative of the community	
Action 5	April 2021	Conduct diversity audit amongst Victorian venues, festivals and promoters with a sample size of 10%. Use results to inform diversity policies and initiatives	DWG
Action 6	June-July 2021	Promote First Peoples' artists/musicians during NAIDOC and Reconciliation Week	Marketing Manager / First Peoples Manager
Action 7	June 2022	Evaluation - conduct follow up audit amongst Victorian venues, festivals and promoters with same sample	DWG
<i>OUTCOMES</i>	<i>June 2022</i>	<ul style="list-style-type: none"> - 2 x awards given out to First Peoples - 2 x awards given out to Intercultural Acts - Increase in number of people attending Music Victoria events from underrepresented groups ensuring a diversity of perspectives. - Panelists on Music Victoria events are representative of the community - Diversity audit shows that venues/festivals/promoters show an improvement in the diversity of their programming 	<i>DWG</i>

LONG TERM GOAL: Enshrine diversity into the governance of Music Victoria.

NO.	DATES	ACTION	STAFF AND RESOURCES
Action 1	August 2020	Develop and publish a cultural diversity policy that works alongside gender diversity policy regarding quotas for Music Victoria Awards and other events.	Awards Producer and DWG – in consultation from MAV
Action 2	September 2020	Continue to advocate for accessible music venues and seek funding for accessible venue project to create database of accessible venues, including establishment of Access Round Table to work on Charter of Best Practice.	DWG in consultation from AAV
Action 3	February 2021	Develop and publish a policy ensuring all Music Victoria events and public facing initiatives are as accessible as possible	DWG in consultation from AAV
Action 4	March 2021	Ensure workshops/events are held in accessible venues wherever possible and that events are recorded and published online	Event Manager
Action 5	April 2021	Develop and publish a policy with the aim of decolonising the work practices of Music Victoria and empowering the First Peoples of the land on which we live and work. This	First Peoples Manager in consultation with DWG, Songlines, APRA AMCOS ATSI Office, Barpirdhila

		includes Welcome to Country, Acknowledgement of Country	
Action 6	June 2022	Evaluation – Review all policies in consultation with relevant groups	DWG – with community consultation
<i>OUTCOMES</i>	<i>June 2022</i>	<i>- Music Victoria has policies that address inequity in the music community and support a culturally safe workplace</i> <i>- Disabled people, First Peoples and people from CALD backgrounds feel that Music Victoria has an inclusive work place culture with strong policies that support them. This is measured via a survey and in person meetings</i>	<i>DWG</i>

References:

- [A Summary Report of Arts Funding for Diverse Musical Disciplines in Australia](#)
- [Australia Council for the Arts – Arts and Culture Governance Report](#)
- [UK Music Diversity Report 2018](#)
- [Disability Discrimination Act 1992](#)
- [Fair Work Act 2009](#)
- [Public Service Act 1999](#)
- [Racial Discrimination Act 1975](#)
- [Sex Discrimination Act 1984](#)
- [Australian Public Service Commissioner’s Directions 2013](#)