

The Unconformity – Access and Inclusion Action Plan

Our vision is to inspire creativity, inclusivity, engagement and learning through art and artists. This Plan outlines our strategy to embed access and inclusion principles across all aspects of our work.

Acknowledgement of Country

The Unconformity acknowledges the palawa people as the original and traditional custodians of lutruwita/Tasmania. We commit to working respectfully to honour their ongoing cultural and spiritual connections to this land.

Alternative Formats

Our AIAP is available in alternative formats, including PDF and Word versions on our website. Hard-copy formats (in both large and standard print) and other alternative formats will be made available upon request.

Introduction

The Unconformity is an arts organisation that produces a biennial contemporary art festival and a range of other programs exploring new cultural commodities on the wild and mountainous western fringe of lutruwita/Tasmania.

We have had access and inclusion in our hearts and minds for some years. Up until now, the organisation has focused on removing accessibility barriers on a case-by-case basis without an overarching strategy to guide our work. The Unconformity is proud to release its first Access Inclusion Action Plan (AIAP), which represents a concerted shift towards a whole-of-organisation approach to ensure the provision of access for everyone in the community to engage with us – as artists, audiences, employees or other stakeholders. This Plan is the organisation's roadmap for the next four years, providing a framework for The Unconformity to become both a disability-competent and -confident organisation.

Who We Are

Through a municipal survey some years ago, the Queenstown community identified a festival as the best way to confront local challenges. From this modest beginning and through this mandate, the Queenstown Heritage and Arts Festival was held in 2010, 2012 and 2014. Over this time, the festival evolved into a significant cultural event authentically engaged with its community.

Characteristics of the festival include celebration of West Coast life, attraction of state and national audiences, the generation of significant economic benefits for the region, and winning major awards for artistic quality, social inclusion and cultural tourism.

Consequent to evaluation of the 2014 festival, the organisation was re-defined as The Unconformity with festivals held in 2016 and 2018, a postponed then cancelled festival in 2021, and planned festivals in 2023 and 2025. Inspired by a unique local feature – a geological unconformity – the festivals explore the profound spirit of place and the cultural paradoxes of Queenstown and Western lutruwita/Tasmania.

The Unconformity festival is now a mature permanent presence and, through the directions of the organisation's 2021–2025 Strategic Plan, is ideally placed to creatively lead regional lutruwita/Tasmania in standards of inclusivity, accessibility and participation.

Our Vision

Mining new cultural commodities at the edge of the world; let our unconformities inspire yours.

Our Values

We value:

- the palawa and pakana Aboriginal community, their continued connection to the land and to this place;
- the West Coast: our community and our spirit of place;
- artists, their art, and their power to transform individuals and communities;
- our volunteers, our staff, and our supporters in government, business and community.

As an organisation and multifaceted cultural platform fundamentally of its place, *'it originates here'* is our critical guiding value. Our organisation-wide practices realise and reflect the core values of this place and the communities we centre – creativity, fierce independence, risk, boldness and adventure. But we are responsive, evolving as our community does through responsible conduct, continual learning and care.

What We Do

The Unconformity is a community-based cultural entity centred in Queenstown on the West Coast of lutruwita/Tasmania.

Two interrelated streams define our output:

- Our **Explorations** form a responsive program of temporal, and/or spatial outcomes designed to strengthen the creative capacity, character and communal experience of our community. They are underpinned by a development model that centres knowledge-building, cultural infrastructure, professional development and creative exchange.
- Our **Festival** is our signature event, a biennial multi-artform festival presenting new, place-responsive works by local, state, interstate and international artists developed with, by and for, a discerning local community.

The Unconformity's position of regional leadership is a measured and conscious consequence of the creative activity of these interrelated outputs.

More detail about our Festival and our Explorations can be read in our Strategic Plan.

Disability in Australia

The United Nations Convention on the Rights of Persons with Disabilities (CRPD) defines disability as:

Persons with disabilities include those who have long-term physical, mental, intellectual or sensory impairments, which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others.¹

The Unconformity adopts the social model of disability, a model developed by people with disability which distinguishes between an individual's impairment and disabling barriers they experience around them. It recognises that people are disabled by barriers created by society and our environment – these barriers are what limits opportunity and creates disadvantage.

We acknowledge that not everyone who encounters disabling factors identifies as a person with disability. People who are D/deaf or hard of hearing may instead identify as part of a cultural and linguistic group, their first language being Auslan. Mental health is also included in this definition of disability, but not everyone with a mental health condition identifies as having disability.

Intersectionality

The barriers people with disability experience can compound and layer when they are part of more than one underrepresented group. The Unconformity is mindful of these intersections and aims to provide access for people with disability from all backgrounds and lived experiences.

Legislation and Policy

The Commonwealth Disability Discrimination Act 1992 makes it unlawful to discriminate against someone on the basis of their disability or a disability of any associates of that person, aims to promote equal

¹ Convention on the Rights of Persons with Disability, Article 1.

opportunity and access for people with disabilities, and to educate the community about the rights of people with disability.

This Plan aligns with international, national and Tasmanian social policy and legislative frameworks including:

- UN Convention on the Rights of Persons with Disabilities 2006 (UNCRPD)
- UN Sustainable Development Goals (2017)
- Disability Discrimination Act 1992 (DDA)
- Disability Services Act 1986 (Commonwealth)
- National Disability Strategy 2021–2031 (NDS)
- Disability (Access to Premises – Buildings) Standards 2010
- National Arts and Disability Strategy 2009
- Tasmanian Disability Services Act 2011

Key statistics

Disability is a very broad diversity group and is very commonly experienced across our community – with people either directly identifying themselves, being a carer for someone else, or having a family member or close friend with disability. The statistics shared below demonstrate how widespread disability is with the role of care partner likewise prevalent across every geographic, demographic and socio-economic level of the community.

- One in five Australians are people with disability (17.7% or 4.4 million people).²
- Over one-quarter (26.8%) of people in lutruwita/Tasmania have disability, which is the highest prevalence of all states and territories, followed by the Australian Capital Territory and South Australia (both 19.4%).³
- More than one million Australians with disability are from non-English speaking backgrounds.⁴
- Almost half (45.1%) of the Aboriginal and Torres Strait Islander population aged 15 years and over experience disability.⁵
- People with disability are twice as likely to be in the bottom 20% of gross household incomes.⁶
- 45% of those with disability in Australia are living either near or below the poverty line, more than double the OECD average of 22%.⁷
- 45% of the population will experience a mental health condition at some point in their lives.⁸
- 3.4 million (15%) of Australians have a physical condition.⁹
- Vision Australia estimates there are currently 357,000 people in Australia who are Blind or partially sighted.
- One in six Australians are impacted by hearing loss. There are approximately 30,000 Deaf Auslan users with total hearing loss.¹⁰

Participation in Cultural Life

- 9% of Australians in the cultural and creative workforce have disability.¹¹
- An Australia-wide survey in 2019 found that people with disability were more likely than people without disability to recognise the positive impacts of arts and creativity across all areas; to agree that the arts allow them to connect with others; to believe that the arts should receive public funding; and that artists make an important contribution to society.¹²
- People with disability were more likely than people without disability to give time or money to the arts; be motivated to attend the arts; to improve their wellbeing and to express themselves; to creatively participate in the arts; and to engage with the arts online.¹³

² Australia Bureau of Statistics, [Disability, Ageing and Carers, Australia: Summary of Findings](#), 2018

³ Ibid.

⁴ National Ethnic Disability Alliance (NEDA) People from NESB with disability in Australia: What does the data say? March 2010

⁵ ABS 4714.0 - National Aboriginal and Torres Strait Islander Social Survey, 2014-15

⁶ ABS 4430.0

⁷ PricewaterhouseCoopers, 'Disability expectations - Investing in a better life, a stronger Australia', 2011

⁸ ABS 4326.0 - National Survey of Mental Health and Wellbeing: Summary of Results, 2007

⁹ Australian Network on Disability, [Disability Statistics](#), 2019

¹⁰ Expression Australia, [Why Auslan Interpreting Matters](#)

¹¹ Australia Bureau of Statistics, Survey of Disability, Ageing and Carers 2018, customised data report. Cultural and Creative Occupations based on selected 6-digit occupation categories of ANZSCO 2013, Version 1.2.

¹² [Creating our future: Results of the National Arts Participation Survey](#) (2020), Australia Council for the Arts

¹³ Ibid.

- A research report from 2021 found that Australians living with disability are more likely than other Australians to be making art but are less likely to make money from it. And people with disability continue to face barriers in attending arts events.¹⁴
- Artists with disability earn 42% less than artists without disability.¹⁵
- 26% of Australian arts audiences are affected by access issues in some way, either identifying as d/Deaf, Disabled or immuno-compromised themselves, or attending with someone who is.¹⁶
- People with disability are substantially more likely to find health concerns (29%) and difficulty getting to events (25%) are barriers impacting their attendance (compared to 4% and 17% respectively for respondents without disability).¹⁷

Our Access and Inclusion Action Plan

Our vision is to inspire through creativity, inclusivity, engagement and learning through art and artists. This Plan outlines our strategy to embed access and inclusion principles across all aspects of our work and builds upon foundational work done by The Unconformity over recent years.

The Unconformity's AIAP is a crucial component of its organisational planning and will shape how we engage with audiences, artists, staff, volunteers and other stakeholders. We believe that access and inclusion makes good business and artistic sense. As a publicly-funded arts organisation, The Unconformity has a responsibility to make its work accessible for everyone.

We are mindful of the challenges we face regarding the accessibility of our physical space and the environments in which we program works, and are taking steps towards improvement. Whilst working inside particular parameters and constraints, The Unconformity is committed to finding ways around existing barriers and making meaningful change now and into the future.

This is a living document that relies upon information that is current at the time of writing. The Unconformity will continually review and evaluate this Plan, to measure its success and identify future areas of development, and make adjustments to it as our work evolves.

We look forward to realising the goals, objectives and actions outlined in our AIAP to platform diverse voices and create equitable access and opportunity for people with disability.

Challenges

Given the remote location of The Unconformity on the West Coast of lutruwita/Tasmania, the organisation may face challenges in the implementation of this AIAP, such as:

- A lack of resources.
- The inaccessible qualities of heritage buildings and industrial, cultural and natural environments that are used as event spaces.
- The limited number of accommodation options without physical access barriers.
- Limited access services in the West and North West region (such as Auslan interpreters).

The Unconformity will work to overcome these challenges as much as possible.

Plan commitment, vision and goals

The Unconformity is committed to increasing disability confidence and competence within the organisation and the arts sector as a whole. We are working to create an environment where everyone can engage with us on an equal basis.

We want to:

- Ensure our programs can be accessed by everyone.
- Ensure that all our patrons, artists, staff and our community can have an equitable artistic experience.
- Actively eliminate discrimination, so there are no extra steps required for those with disability.
- Be leaders, advocates and champions in the areas of access and inclusion.

¹⁴ [Towards Equity: A Research Overview Of Diversity In Australia's Arts And Cultural Sector](#) (2021), Australia Council for the Arts.

¹⁵ *Ibid*, p. 74.

¹⁶ [Improving the accessibility of live music venues in Melbourne](#): A report on the City of Melbourne and City of Yarra Accessible Music venues project (May 2023), Music Victoria.

¹⁷ [Towards Equity: A Research Overview Of Diversity In Australia's Arts And Cultural Sector](#) (2021), Australia Council for the Arts, p.72.

To do this, we have set ourselves the following outcome areas to achieve over the next four years:

Key Outcome Area 1: Cultural Revitalisation

Contemporary artistic experiences that originate here, in Western lutruwita/Tasmania

Artists: we value diverse artists and create inclusive environments for artists with disability to work with us.

Key Outcome Area 2: Engagement

Connection with communities, audiences and partners in lutruwita/Tasmania, nationally and internationally

Audiences and other stakeholders: we will remove barriers so that more audience members and other stakeholders can engage with us.

Key Outcome Area 3: Capability

Organisational resilience, reality and reliability

The organisation: we will embed access and inclusion principles across all work areas, ensuring systems and processes are inclusive.

Current Accessibility Highlights

This Plan builds on The Unconformity's commitment to make art and events accessible to everyone. Over the last few years, the organisation has taken strides to increase accessibility in a number of areas, as outlined below.

Selected highlights

- Digital accessibility – increasing the accessibility of our website and social media channels.
- Providing detailed information about accessibility, so that audience members can make informed choices.
- Providing flexible working arrangements for staff.
- Digital artistic offerings during COVID-19 and going forward (e.g. UNTV).
- Accessible face-to-face offerings during the festival and community conversations.
- Offering a range of accessible formats for applications for our 'Explorations' program.
- Providing mechanisms for all staff to contribute to the conversation around access and inclusion.

Methodology and Consultation

To develop this Plan, The Unconformity worked with access consultant, Morwenna Collett, who has lived experience of disability, and engaged with a diverse mix of stakeholders to seek feedback and ideas, including people with disability.

The methods used to develop this Plan include:

- Review of a draft plan prepared in June 2021 by The Unconformity.
- Presentations, workshops and discussions with staff and Board.
- Access and Inclusion training session for staff and Board.
- A series of interviews with staff and local community members.
- Two focus groups: one face-to-face session in Queenstown run by Patternmakers as part of the West Coast Cultural Strategy project, and an online session run by Morwenna.
- An external survey which received approximately 40 valid responses.
- Access assessments of various venues/spaces around Queenstown to be utilised during the 2023 festival.
- An online accessibility assessment of website and social media activity.

All consultation methods were accessible and incentives were offered to external survey respondents to acknowledge the time and expertise provided by respondents.

The consultation processes used throughout the development of this Plan will continue throughout its implementation and beyond, to ensure The Unconformity is receiving regular feedback directly from people with disability to inform our thinking and design of future projects.

Governance, Monitoring and Review

AIAP Project Team

The development of this Plan has been primarily driven by Creative Producer Maddie Korn and Artistic Director Travis Tiddy. Plan input has been provided from all members of The Unconformity team. The Creative Producer and Artistic Director will both have an ongoing role as the Project Team, monitoring the implementation of this Plan.

The Project Team will meet at least every six months to discuss the Plan's implementation and progress, resolve or escalate issues, and provide advice and champion accessibility throughout the organisation. Updates from these meetings will be shared with all staff. The Board will be provided with an annual detailed report on Plan progress.

Expertise

The Plan also recommends scoping the formation of an external Disability Advisory Committee, who will provide insights, knowledge, advice and perspectives to assist in the implementation of the Plan, including any required adjustments or changes. The Unconformity may also engage other experts, partners and stakeholders with lived experience of disability to assist with Plan implementation.

Reporting

The AIAP will be reviewed and evaluated on an annual basis with any updates published on our website.

Action Plan

Key Outcome Area 1: Cultural Revitalisation

Contemporary artistic experiences that originate here, in Western lutruwita/Tasmania

Artists – we value diverse artists and create inclusive environments for artists with disability to work with us

Objective	Action	Action Owner	Timeframe
Artist commissions Utilise artist commissioning processes to encourage artists to create accessible work	Develop a process of embedding accessibility into commissioned work	CP	2024
	Ensure commissioned artists are aware of creative access (sometimes called embedded or aesthetic access) and encourage its use in commissions	CP	2024
Artist agreements Maintain flexibility to provide access for all works presented	Build the ability for The Unconformity to add access services to all works presented (e.g. Auslan, captioning, Audio Description, etc.) into artist agreements	CP and GM	2024
Artist resources Support artists to make their work more accessible	Develop an artist resource pack to help artists embed access and inclusion into their thinking and planning for work both within, and external to, The Unconformity's festivals and programs	CP	2024
Working with artists with disability Broaden the range of artists we work with	Promote opportunities via networks utilised by artists with disability	MPO	2023/2024
	Ask all artists whether they have any access requirements and encourage the use of Artist Access Riders	CP	2024 and then rider in 2025
EOI and application submission processes Ensure the processes for submitting EOIs and applications are accessible and inclusive	Ensure submissions information and application forms are available in a range of accessible formats (e.g. FAQs document, Easy Read, Auslan, PDF/Word, enable applications to be submitted via word/email/phone/video call, etc.)	MPO, GM, CP, UC and CEC	Ongoing
	Ensure a diverse range of assessors and panel members are utilised to make funding decisions	AD/CEO and CP	2024
	Provide a briefing session to all assessors on access and inclusion considerations prior to assessment	AD/CEO and CP	2024

	Scope the potential of prioritising diverse artists for consideration for funding opportunities, including artists with disability	AD/CEO and CP	2024
Application support Provide support to ensure all artists have an equal chance of success with submissions	Present a briefing/information session for opportunities to walk artists through the process of applying	CP and CEC	2024
Digital work Harness digital offerings as an important access tool	Continue to provide digital and/or hybrid offerings as part of The Unconformity's programs (noting the accessibility benefits of online and digital art)	AD/CEO and CP	Ongoing
	Ensure digital offerings incorporate relevant accessibility features (e.g. captioning)	AD/CEO and CP	Ongoing
Art Trail Ensure accessibility is considered as part of this initiative	Develop a process of speaking with venue owners about accessibility in the lead up to this event and provide Visual Stories for Art Trail venues	ATC	Ongoing
Artist in Residence Programs Ensuring the artist in residence programs are accessible and inclusive	Consider developing a Visual Story of the AIR programs	CP, CEC and UC	Ongoing

Key Outcome Area 2: Engagement

Connection with communities, audiences and partners in lutruwita/Tasmania, nationally and internationally

Audiences and other stakeholders – we will remove barriers, so more audiences and other stakeholders can engage with us

Objective	Action	Action Owner	Timeframe
Accessible venues and spaces Ensure venues and spaces which are accessible for a broad range of the community	Consider accessibility as a key feature of venue selection for events and utilise an on-site accessibility checklist to help inform final venue decision-making	AD/CEO and CP	Ongoing
	Clearly communicate venue access information on the website, as early as possible, to ensure people can make decisions about attendance	MPO	2024
	Utilise temporary accessibility measures for venues/spaces, where required	PM	Ongoing
	Build a list of temporary accessible infrastructure for events	PM	Ongoing
	Scope the potential of building up a library of owned temporary access features, over time, which could then be loaned out to other local arts organisations and events	UC and GM	2024
	Explore other accessible options for artist accommodation and residency spaces	CP, UC, CEC and MPO	2024
Seating Ensure seating is provided for events for those who need it	Provide appropriate seating and rest areas and ensure this is communicated via the website	PM and MPO	Ongoing
	Ensure appropriate maps (showing seating and rest areas) of the festival area are provided, including in large print	MPO	2023 and 2025
Lighting Provide appropriate information on lighting	Ensure website provides information on any strobe lighting and sudden changes in lighting, that will be utilised in performances	MPO	Ongoing
Hearing augmentation Ensure appropriate levels of hearing augmentation are utilised for events	Utilise microphones for speakers at all events, including lapel mics where appropriate	PM, CP, UC and CEC	Ongoing
	Work with The Paragon Theatre to seek funding to provide a hearing loop in their venue	AD/CEO	2024

Quiet spaces Provide offerings for people who may require a quiet space in order to attend events	Offer a dedicated quiet/sensory-friendly space at the festival and work with relevant local partners where appropriate (e.g. Devonport Sensory Hub) to develop these spaces	CP, PM and GM	2023 and ongoing
	Provide information on the website about when ongoing events are likely to be quieter (including video and gallery works)	CP, PM, MPO and GM	2023 or 2025
Transport Ensure whole-of-journey access routes are considered for all events	Ensure there is accessible parking and nearby drop-off/pick-up areas near all venues, where appropriate, and that this information is shared via the website	CP, PM and MPO	Ongoing
	Scope the potential of bringing additional accessible transport options during the festival (e.g. additional wheelchair-accessible taxi or bus)	CP, PM and MPO	2025
Accommodation providers Advocate to improve the accessibility of local accommodation options	Advocate to Destination West Coast, WXNW and West Coast Council about the need for more accessible accommodation in the region	MPO	2024
	Provide information to festival audiences about the accessible accommodation that is available in the region	MPO	2024
	Establish relationships with homeowners, with universally-accessible properties, for use as artist residency houses	CEC and UC	2024
Accessible tourism Harness the interest in accessible tourism to our advantage	Be involved in ongoing conversations on accessible tourism as a representative from the North West region	MPO	Ongoing
Audience development Building relationships with local and visiting audiences who have a range of access requirements	Invest resources into connecting with potential local and visiting audiences with disability	MPO	Ongoing
	Undertake direct marketing to disability service providers and other relevant organisations in the West Coast region to target, and more meaningfully engage with, community members with disability	MPO	Ongoing
	Survey audience after festival/event about accessibility	MPO	2023
	Scope the potential of providing an offering via the local hospital and/or local aged-care provider	AD/CEO and CP	2025

<p>Youth engagement Engage with local young people with disability and/or from diverse backgrounds</p>	<p>Explore opportunities to engage with local young people with disability and/or from diverse backgrounds</p>	<p>UC, CP and AD/CEO</p>	<p>2025</p>
<p>Accessible marketing and communications Ensure communication is accessible to everyone in our community</p>	<p>Utilise inclusive and accessible language in all marketing and communications and ensure Plain English is utilised</p>	<p>All team, led by MPO</p>	<p>Ongoing</p>
	<p>Scope the potential of introducing the use of communication boards in key service areas (e.g. bars, food stalls, ticketing booths, etc.)</p>	<p>MPO</p>	<p>2023 and 2025</p>
	<p>Scope the potential of producing an access and inclusion specific brochure</p>	<p>MPO/TMC and CP</p>	<p>2023</p>
<p>Alternative formats of information Ensure communication is accessible to everyone in our community</p>	<p>Provide information in accessible formats via the website and on request</p>	<p>MPO</p>	<p>Ongoing</p>
	<p>Provide Visual Stories for key venue locations at the festival</p>	<p>ATC, UC, CEC, CP, MPO and GM</p>	<p>2023</p>
	<p>Provide Visual Stories for key organisation locations at the festival</p>	<p>UC, CEC, MPO and GM</p>	<p>2024</p>
	<p>Scope the potential of providing a Virtual Tour for key festival locations</p>	<p>MPO</p>	<p>2024</p>
<p>Significant dates Celebrate significant dates relating to disability and accessibility</p>	<p>Investigate the potential to mark key days/weeks/months relating to disability and accessibility via social media to demonstrate our awareness of, and commitment to, access and inclusion as part of our Communications Plan</p>	<p>MPO, AD/CEO and CEC</p>	<p>Ongoing (include in Communications Plan review)</p>
<p>Face-to-face offerings Ensure face-to-face offerings are provided</p>	<p>Utilise physical offerings, such as a physical box office for audiences for whom digital or online offerings aren't accessible</p>	<p>GM, MPO, UC and TMC</p>	<p>2023</p>
<p>Access services and requirements Enhance works by providing access services around them</p>	<p>Provide access services, such as Audio Description, Auslan interpretation and captions for events, where appropriate. Provide information about these services so that potential users of the service understand their benefits</p>	<p>CP and MPO</p>	<p>Ongoing</p>
	<p>Ensure options for providing details about access requirements are offered</p>	<p>GM, CT and TMC</p>	<p>2023</p>

Ticketing Ensure ticketing processes are accessible to people with disability	Provide a range of ticket pricing, where possible, including discounted tickets/pay-it-forward program and, where tiered-price seating is in effect, designated wheelchair spaces are sold at the lowest price band	CT, TMC, MPO, CP and GM	2023
	Ensure all ticketing processes are accessible, with a range of booking options (online, phone, face-to-face, etc.)	CT, MPO, CP, GM and TMC	2023
	Support for the Companion Card program with companion ticket offered at no cost	TMC	2023
Sunflower Program Engage with the Sunflower Program, for people with hidden disability	Provide information on our website and have Sunflower lanyards available at our events	CP	2024

Key Outcome Area 3: Capability

Organisational resilience, reality and reliability

The organisation – we will embed access and inclusion principles across all our work areas, ensuring all systems and processes are inclusive

Objective	Action	Action Owner	Timeframe
Embedding accessibility principles Ensure access and inclusion principles are embedded across the organisation	Embed access and inclusion into regular discussions and reporting across The Unconformity, with both staff and Board	All	Ongoing
	Ensure reference to access and inclusion is made in all project planning, budgeting and other relevant templates	GM and CP	Ongoing
	Report to the Board on access and inclusion topics on, at least, a six-monthly basis and report externally on an annual basis, via the Annual Report	GM and CEO/AD	2023/2024
Team confidence and competence Ensure staff, board and volunteers are provided with information to be able to offer accessible guest and artist experiences	Deliver annual Access and Inclusion training to core staff, Board members, volunteers and other relevant stakeholders	CP	2024
Contractors and third parties Ensure contractors are providing a good level of accessible customer service	Scope the potential of including access and inclusion as a consideration/criteria for third party contractors, art trail venues, vendors, etc.	PM and ATC	Ongoing
	Where applicable, include a clause around access and inclusion expectations in all third-party contracts (or put these expectations in writing where there is no contract)	PC	Ongoing
	Include information about access and inclusion in the induction for contractors, including stakeholders (e.g. security guards, Art Trail venues, etc.)	PC	Ongoing
Volunteers Ensure volunteers with disability are welcomed and supported	Ensure volunteering processes are accessible and that there are a range of accessible volunteering roles available	FOH/VC	2023

Online accessibility Provide accessible online experiences for all people engaging with The Unconformity content	Continue to improve the level of accessibility provided by the website/microsites and social media	MPO, TMC, CT and AD/CEO	Ongoing
	Audit website and microsites to review previously uploaded images and add alt text	MPO	2024
	Conduct an annual Accessibility Audit of the website, microsites and social media	MPO	Ongoing
	Consider implementing additional accessibility plug-ins to increase the accessibility of the website and microsites	CT and MPO	2025
HR policies and procedures Ensure equitable opportunities are provided for people with disability to work with The Unconformity	Continue to utilise and promote The Unconformity's current flexible working arrangements	GM	Ongoing
	Review the recruitment and selection process to ensure it is accessible for people with various access requirements	GM	2024
	Ensure any traineeships or internships run are accessible and inclusive to everyone	AD/CEO and GM	2025
Funding Utilise grants and other funding to support the goals of this Plan	Seek opportunities to secure funding and support for the access program from grants, donors and sponsors	GM, MPO and AD/CEO	Ongoing
	Build accessibility costs into all grant budgets	GM and CP	Ongoing
Disability expertise Utilise lived experience to inform future access and inclusion work	Scope the potential of establishing an external Disability Advisory Committee, to inform access and inclusion work	CP, AD/CEO, GM and Board	2024
	Maintain relationships and/or partnerships with other individuals and organisations with lived experience of disability who can guide and inform our work	CEC, CP, GM and MPO	Ongoing
Emergency evacuation Ensure emergency evacuation plans are accessible	Ensure emergency evacuation procedures are in place for people with disability across all our work	PM and PC	Ongoing
Continuous improvement and feedback Seek regular feedback to ensure access and inclusion work continues to improve	Ensure any post-festival or -event survey and/or evaluation work incorporates questions around access and inclusion	MPO	2023

	Provide contact information via the website for people to get in touch with any access and inclusion feedback	TMC and CP	Ongoing
Leadership and influence Share our access and inclusion work and learnings externally to positively influence our sector	Publish our Plan on our website and on the Australian Human Rights Council's disability plan register	MPO	2023
	Share our Plan and accessibility knowledge locally via various platforms (e.g. conversation, <i>Western Echo</i> , etc.)	CEC and MPO	2023
	Advocate for access and inclusion across the North West lutruwita/Tasmania region by participating in events and having discussions with West Coast Council and Destination West Coast	AD/CEO and MPO	2024
	Encourage partner organisations, collaborators, stakeholders and local businesses to also prioritise access and inclusion in their work	MPO, CEC and ATC	2024

Legend	
AD/CEO	Artistic Director/Chief Executive Officer
ATC	Art Trail Coordinator
CEC	Community Engagement Coordinator
CP	Creative Producer
FOH/VC	Front of House/Volunteer Coordinator
GM	General Manager
MPO	Marketing and Partnerships Officer
PC	Production Coordinator
PM	Production Manager
TMC	Ticketing and Marketing Coordinator
UC	Uncoordinator

Contact Us

The Unconformity values community feedback on our progress in meeting the goals and actions outlined in our AIAP. We encourage individuals and organisations to share their thoughts and experiences with us to ensure our continued improvement.

Please contact us via:

Name: Maddie Korn, Creative Producer

Email: info@theunconformity.com.au

Post: The Unconformity, PO Box 235, Queenstown TAS 7467

In person: You can visit us from 9am–12pm and 1pm–5pm on Tuesday–Friday in our office at 35 Cutten Street, Queenstown, lutruwita/Tasmania

Acknowledgements

The Unconformity would like to acknowledge the people who contributed their time and expertise to participate in the development of this Plan, including:

- Interview and focus-group participants and survey respondents
- Artists, staff, Board and volunteers
- Audience members, partners and other stakeholders
- Access consultant Morwenna Collett

The Unconformity also acknowledges the foundation of relationships that have been established and deepened through this process. We recognise that nurturing and prioritising these relationships is crucial for our continued success in providing levels of accessibility and inclusion that are both appropriate and contemporary.