



PROMOTING Change

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summary



- TNA's change agenda
- Change is hard
- Case study – safe theatres work
 - What's happening?
 - Resistance to gender equity – vic health toolkit

TNA's change agenda includes:



- FIRST NATIONS' LEADERSHIP
- INCREASING DIVERSITY
- FAIRER TOURING AND PRESENTATION #PayTheArts
- GENDER EQUITY
- SAFE WORKPLACES
- STRONGER ECOLOGY – MAJORS, SMALL-TO-MEDIUMS & INDIES
- MULTI-YEAR LARGE SCALE FUNDING.

Change is Hard



- people's natural tendency for inertia¹.
- change in organisations can be uncomfortable².
- Seeing ourselves as the problem can be very humbling².
- Power is hard to give up².
- Australian theatre forum example - tired of 'saying sorry'

Case Study – Safe theatres' work



- ADDRESSING BULLYING & SEXUAL HARASSMENT
- USEFUL FRAMEWORK*:
 1. CULTURE
 2. PREVENTION
 3. REPORTING

(*Vic Human rights commission)

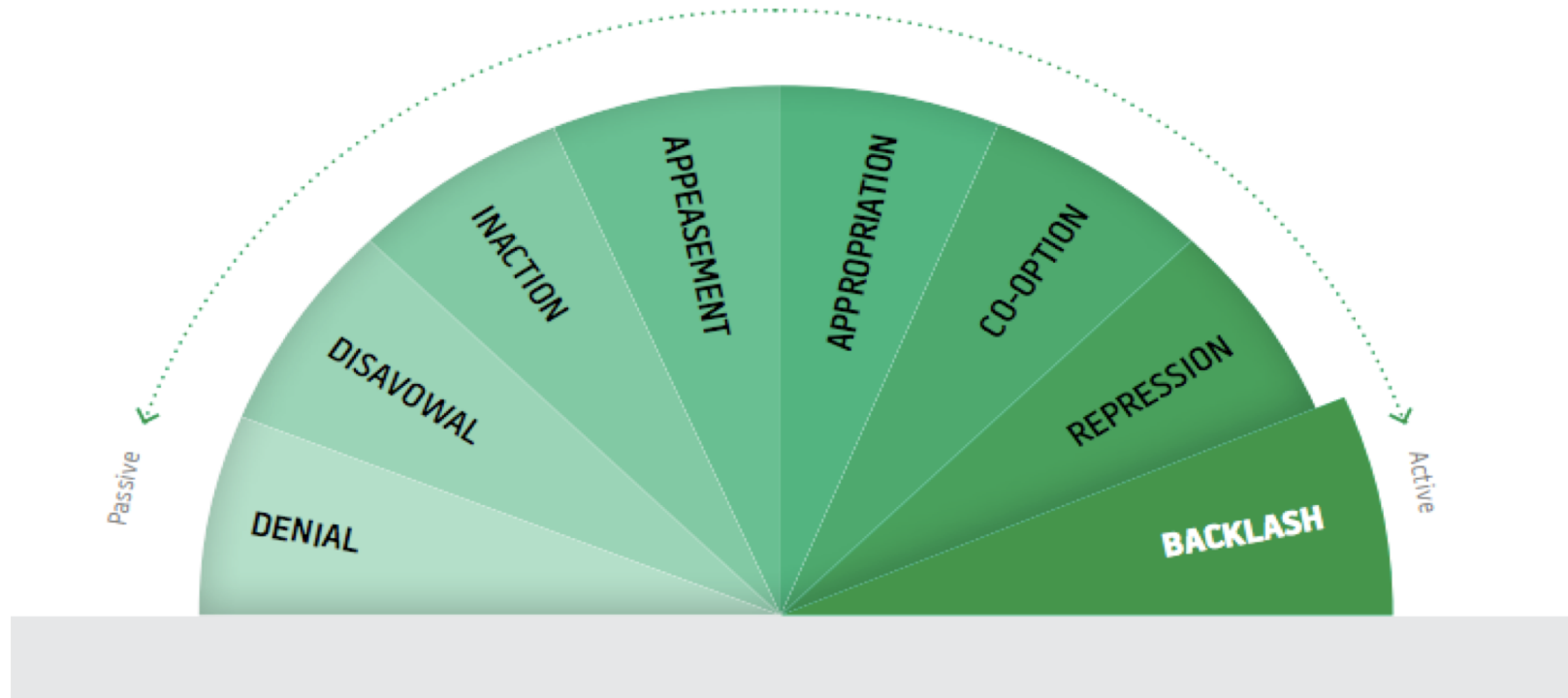
Case Study – Safe theatres' work. Cont.

UNDERWAY:

- Live performance Australia - code of practice - Due mid 2018.
- MAJOR THEATRE COMPANIES - ACTION INCL. STATE FORUMS
- CREATIVE VIC – WORKING GROUP & OBLIGING FUNDED ORGS TO DEVELOP POLICY & PRACTICE.
- TNA – 10 POINT action PLAN, INCLUDES: Adapt resources for independents; SECTOR WORKSHOPS; POLICY ADVICE.
- Vic health toolkits

Vic Health's toolkit to tackle gender discrimination

Forms of resistance



Vichealth's 13 steps to manage resistance

1. Don't be surprised
2. Understand the form
3. Assess who it's from
4. Be willing to listen
5. Focus efforts on those you can influence
6. Get leaders involved
7. Harness the power of your peers
8. Frame, don't shame
9. Make sure to monitor
10. Defend against domination techniques
11. Put guidelines in place
12. Practice self-care
13. Celebrate success

References

1. Marquis, Christopher; Tilcsik, András (2013). "Imprinting: Toward A Multilevel Theory".
2. *"Of Newton and Ostriches or; what Ive learned from a change management project"*. Salo Impera-Strategy consulting-business strategy-Malaysia-Singapore.
3. <https://www.vichealth.vic.gov.au/search/13-steps-to-tackle-gender-discrimination>
4. <https://www.humanrightscommission.vic.gov.au> Guideline: Sexual harassment>Complying with the Equal Opportunity Act 2010