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**TNA’s Equity Action Plan (EQAP)
Progress to Date Summary – August 2021**

# TNA’s Equity Action Plan (EQAP) is an extension of Theatre Network Australia’s 2021-2025 Strategic Plan, and is based on a human rights framework where every human has the right to participate in cultural life.

# TNA is reporting on our first year of implementation of the EQAP (Sept 2020 – August 2021). TNA staff presented a more detailed report to the TNA board, and the board has requested that a summarized version is made public to increase transparency and to share our progress to encourage other organisations to develop, implement and report on their own EQAP.

The following list is the desired impact of our work in five target areas. We give examples of implementation under each.

1. *Reducing Racism and Ableism (Year 1 Target -All Staff and Board to do Key Readings and Training)*
* Mostly achieved.

Example:

* All staff have done at least one training program. Ongoing annually.
* Essential Anti-Racist reading done and material shared in TNA’s June 2020 e-news. Feedback includes thanks from members and subscribers.

Room for improvement: TNA staff to more consistently offer board members opportunities to participate in training. Key readings to be added as an ongoing agenda item at each Board meeting.

1. *Governance and Leadership (Year 1 Target- Create a Plan for the Succession Plan – Board and Staff)*
* Mostly achieved. Board succession plan in place. Staff succession plan in progress. EQAP objectives built into all staff roles.

Examples:

* New sitting fee for independent Board members researched and implemented in 2021 – to address the disproportionate representation of under-represented groups as independents in the sector. Endorsed by the Board in February 2021. Shared widely with the sector and funding bodies as a best -practice model.
* To create easier pathways to leadership roles, all staff members attending board meetings where it fits their workplans (and where there are no conflicts). This breaks down barriers, demystifies the governance process, and allows staff to quickly become adept at board reporting processes.
* TNA’s 2022 budget includes a new Associate Director role designated First Nations, person of colour or Deaf/disabled (subject to funding).

Room for improvement: TNA has an extensive employment policy and process to ensure diverse recruitment – this needs to be better documented and shared.

1. *An arts industry which lives and breathes Universal Access principals (Year 1 Target - Partnership with Arts Access Victoria to Design and Deliver Programs, Events and Activities).*
* Partly achieved.

Examples:

* TNA’s new office fit-out was achieved with deep access considerations, with paid access advice from Arts Access Victoria.
* In person events have budgeted best practice access. Eg. Converge national symposium in 2019 and Neighbourhood Adelaide May 2021 both had excellent feedback regarding our access programs.
* 37% of VIPI Round 2 participants identified as Deaf or disabled people.

Room for improvement:

Work with Arts Access Australia on their new Code of Practice and add value wherever possible to imbed access thinking into the performing arts sector.

1. *People from under-represented groups have equity of opportunity including paid leadership roles. (Year 1 Target - create paid positions across all levels of TNA for the four target demographics).*
* Mostly achieved.

Examples:

* TNA’s employment policy actively addresses under-application by our target groups.
	+ A minimum of 50% short-term and sub-contractors at TNA are from the target groups. Currently TNA has a major contract with a First Nations web-site development firm for the new website – our biggest contractor in 2020/2021.

Room for improvement:

TNA could more pro-actively promote our employment policy and process to members and increase our focus on diverse leadership in our programs.

1. *The arts sector is more inclusive and leads a culture which understands and addresses the intersectional needs of different groups of people. (Year 1 Target - long-term, ongoing, meaningful and trusted engagement with four target communities).*
* Mostly achieved.

Examples

* + In 2020, TNA provided 25 free memberships to the target groups: 3 to First Nations members (12%), 12 to CALD people (48%), 10 people with a disability (40%).
	+ We do not sit on panels or groups that are all white people/people without disability, we explain why, and we seek to replace ourselves with First Nations people, people of colour, and/or people with disabilities.
	+ Significant time and budget allocation for care and access within Victorian Independent Producers Program. To date, 24 of 29 participants (all paid) are from our target groups.

Room for Improvement: More work to be done in getting the whole sector to be more representative: working with funding bodies on KPIs and Quotas, working with partners on their own change, leading by example at TNA.

Change is hard. TNA pledges to work hard to make change. Our strong internal culture will celebrate the small wins, and the process as well as the outcome, hoping we can embrace and celebrate difference, diversity and champion First Nation voices. We aim to lead by example and be part of positive change, knowing we will face challenges.