# TNA SURVEY

# Access & Inclusion Experiences in Australian Circus Workplaces

Overview
At Theatre Network Australia (TNA), we work to promote equity in the performing arts. We believe in the [social model of disability](https://www.drakemusic.org/blog/nim-ralph/understanding-disability-part-5-the-social-model/). This model recognises that people's disabilities don't limit their access and participation. Instead, people are limited by physical, attitudinal, communication, and social barriers in society.

We're running a survey about access in Australian Circus and Physical Theatre workplaces. It's for people who have personal experience with disability of any kind or duration. The survey focuses on understanding your experiences of access and equity.

[Loki Rickus](https://access2arts.org.au/team/lachlan-loki-rickus/) has been driving this project since 2023. Loki is a circus professional with a disability and dedicated disability advocate. Loki was a member of TNA's Circus and Physical Theatre Advisory Committee from 2021-23.

Your input in this survey is crucial for shaping what we do next. By sharing your thoughts, you are helping to improve our circus sector. Together, let's work towards making circus workplaces fair and accessible for everyone.

We are grateful for your time and effort to take part.

## Free TNA Membership

If you are not a TNA member, and you complete the full survey, you'll get a one-year TNA Individual Membership for free. If you are only eligible to complete section one, we'll give you 3 months for free.

Before You Begin
​The survey asks questions about barriers to access within the circus sector. This includes experiences of discrimination, which some may find confronting. Please be gentle with yourself - take a break if needed or stop if you feel like you cannot proceed.

This survey will take between 20-25 minutes to complete. Questions with an asterisk are required.

Please note that your responses are only saved on a page when you click 'Next'.

If you are midway through the survey and wish to complete it at a later time, please ensure that you:
1. Complete responses for the page you are on
2. Click 'Next'
3. Close your browser
Next time you return to the survey, you may pick up where you left off.

If you wish to edit your answers on a previous page:
1. Complete responses for the page you are on
2. Click 'Next' to save your answers
3. Click 'Prev' to the page you wish to edit

About TNA
Theatre Network Australia advocates for a safe, healthy and relevant performing arts sector. We have all kinds of members, but our priority is independents and small to medium companies. TNA is guided by the following key objectives:

* First Nations First
* Justice and Diversity
* Safe Theatres/Workplaces
* Access and Inclusion
* Gender Equity
* Growing Arts Funding
* Strong Ecology
* Artists Central
* Effective Networks

The data collected here will influence our advocacy and provide practical benchmarking.

Thank you in advance for your participation.

**1. If you would like to complete some, or all, of this survey in another way, please tell us the best way to contact you so we can assist:**

For assistance, please contact Steph on: steph@tna.org.au or 0435 757 407.

Steph works part-time and is available most afternoons, Monday to Friday. Please text, email, or leave a voicemail if she doesn't answer and you'd like her to call you back.

### Section 1

Section 1 has three screening questions. Everyone can complete Section 1. If you are eligible, you will be able to complete Section Two.

NOTE: your responses will be kept anonymous. TNA will not publish your personal information anywhere. All data will be de-identified in findings and reports. If we want to use a quote from your response, it will be anonymous or we will ask your permission to credit you. We will only gather contact details in Section Two, and only use them to clarify answers or follow up on your response. People who complete Section Two can also opt in to be updated on outcomes of the survey.

####  \*2. How are you primarily engaged with the Australian circus sector:

* I am currently working/available for work in the Australian circus sector.
* I am studying/training to work in the Australian circus sector.
* I have previously worked in the Australian circus sector and would like to again in the future.
* I used to work in the Australian circus sector but have left the sector / am now retired
* I do not work in the Australian circus sector – **please go to PAGE 8**

### Section 1

\*3. **Do you identify with, or have lived experience of, any of the below disabilities (regardless of formal diagnosis):**

*NOTE: for this question we have used language and definitions from the* [Australian Bureau of Statistics](https://www.abs.gov.au/statistics/health/disability/disability-ageing-and-carers-australia-summary-findings/latest-release) *and the* [Australian Government's Institute of Health and Welfare](https://meteor.aihw.gov.au/content/680763)*. This is so the data we collect is most useful for advocacy work and funding applications. We have tried to simplify this language as much as we can. We acknowledge that these frameworks can reinforce the Medical Model of disability. We also acknowledge that some terms may be outdated, or not preferred/used by the community.*

**DEFINITION**: for this question, ['disability' is defined as](https://www.abs.gov.au/statistics/health/disability/disability-ageing-and-carers-australia-summary-findings/latest-release#disability) any limitation, restriction or impairment which restricts everyday activities, and has lasted, or is likely to last, for at least six months.

Select all that apply.

* **Intellectual Disability**
Applies to conditions appearing in the developmental period, age 0–18 years. These conditions are associated with impairments of mental functions. This includes difficulties in learning and performing certain daily life skills. It also includes limitations of adaptive skills. This is in the context of community environments, compared to others of the same age. Includes: Down syndrome, tuberous sclerosis, cri-du-chat syndrome.
* **Learning Disabilities and Disorders**Refers to a group of disabilities presumed due to central nervous system dysfunction, rather than an intellectual disability. Covers significant difficulties in learning and using organisational skills, listening, speaking, reading, writing, reasoning or mathematical skills. Includes: Attention Deficit Hyperactivity Disorder (ADHD).
* **Autism**
Autism is used to describe pervasive developmental disorders involving disturbances in cognition, interpersonal communication, social interactions and behaviour (in particular obsessive, ritualistic, stereotyped and rigid behaviours). Includes: Asperger's syndrome and Pervasive Developmental Delay.).
* **Physical Disability, Disfigurement or Deformity**
Used to describe conditions that are attributable to a physical cause. Or, conditions that impact on the ability to perform physical activities, such as mobility. Physical disability often includes impairments of the neuromusculoskeletal systems. This includes, for example, the effects of paraplegia, quadriplegia, muscular dystrophy. Also, motor neurone disease, neuromuscular disorders, cerebral palsy, absence or deformities of limbs. Other examples include facial difference, spina bifida, arthritis, back disorders. Also, ataxia, bone formation or degeneration, scoliosis.
* **Acquired Brain Injury**
Acquired brain injury refers to several disabilities. Specifically, those arising from damage to the brain acquired after birth. Results in deterioration in cognitive, physical, emotional or independent functioning. May be as a result of accidents, stroke, brain tumours, infection. Or as a result of poisoning, lack of oxygen or degenerative neurological disease.
* **Learning Difficulties and Disorders**
Refers to a group of disabilities presumed due to central nervous system dysfunction, rather than an intellectual disability. Covers significant difficulties in the acquisition and use of organisational skills, listening, speaking, reading, writing, reasoning or mathematical skills. Includes: Attention Hyperactive Deficit Disorder (ADHD).
* **Neurological Disability**
Applies to impairments of the nervous system occurring after birth. Includes epilepsy and organic dementias such as Alzheimer’s disease. Also conditions such as multiple sclerosis and Parkinson’s disease.
* **Deafblind (dual sensory)**
Refers to dual sensory impairments associated with severe restrictions in communication, and participation in community life. Deafblindness is not just vision impairment with a hearing loss, or a hearing loss with a vision impairment. Deafblindness is a unique disability of its own requiring distinct communication and teaching practices.
* **Vision Disability**
Encompasses blindness and vision impairment that isn’t corrected by glasses or contact lenses. Can cause severe restrictions in communication and mobility. Also in the ability to participate in community life.
* **Hearing Disability**
Encompasses deafness, hearing impairment, hearing loss.
* **Speech Disability**
Encompasses speech loss, impairment and/or difficulty in being understood.
* **Psychiatric Disability or Mental Illness**
Psychiatric disability includes recognisable symptoms and behaviour patterns. Often associated with distress, and may impair personal functioning in normal social activity. Includes the typical effects of conditions such as schizophrenia, affective disorders, anxiety disorders. Also addictive behaviours, personality disorders, stress, psychosis, depression and adjustment disorders.
* **Other Chronic or Long-term Health Condition**A disease or disorder that has lasted, or is likely to last, for six months or more. People whose long-term conditions limit their activities are identified as having a disability. Includes: chronic pain, chronic illness, CFS/ME, Long COVID, repetitive strain injury (RSI). Also long-term illnesses, syndromes, conditions and ailments not covered elsewhere.
* **Non-Permanent/Short-term Injury or Health Condition**Short-term conditions causing limitation, restriction, or impairment lasting less than six months. Includes injuries, broken bones, dislocations. Can include acute psychological distress, trauma or impairment. Also acute illnesses not covered elsewhere, including cancer and COVID.
* **I don't identify as disabled or having a disability, but I do have one of these diagnoses**
* **None of the above, and I don't have any experience of disability** – **please go to PAGE 8**
* **Other (please specify below)**

### Section 1

#### \* 4. Are you over 18 years of age as of May 31, 2024?

* Yes – **please go to Section 2 on PAGE 9**
* No, I will be under 18 years of age on May 31, 2024 – **please go to the End of Section 1 on PAGE 8**

​​

### THE END – eligible to complete Section 1 only

THANK YOU for taking the time to complete this survey. You are eligible to complete Section 1 only.

We deeply appreciate your participation, as your experiences and perspectives will help inform and guide our efforts in creating a more inclusive and accessible circus community in Australia. Our network only grows stronger with many voices.

Anonymised data from this survey will inform TNA's advocacy work and feed into in a free public report that will be shared later in the year.

## Free Membership Offer

We are offering a complimentary 3-month TNA Individual Membership if you aren't yet a member. If you are new to TNA, [sign up here](https://tna.org.au/register/individual-membership/) and use 'THREE' in the promo code field to get your first 3 months free. (*Please note that you will be billed $33/yr after the first 3 months unless you cancel.)*

Optional Questions

Below are some questions to help TNA improve our services to you. If you have a minute, we'd love to hear your thoughts!

#### 5. We'd love to hear your thoughts on how TNA can best represent you and advocate for your needs as a circus professional?

#### 6. We are seeking short testimonials about TNA's work and support for independent arts workers. If you are willing, please write something here. It will be anonymous.

# END SECTION 1 – SCREENING SURVEY

### Section 2

This section has 9 required questions and 7 optional questions. These questions are about your personal details, and your experiences of access and equity. There are 16 questions in total.

*NOTE: your responses will be kept anonymous. TNA will not publish your personal information anywhere. All data will be de-identified in findings and reports. If we want to use a quote from your response, we will ask your permission first. We will only use contact details to clarify answers or follow up on your response. You can also opt in to be updated on outcomes of the survey.*

**The following section asks you to reflect on barriers to access that you've encountered within the circus sector (including experiences of discrimination). We acknowledge that this may be challenging or confronting. Please be gentle with yourself - take a break if needed, or stop if you feel like you cannot proceed.**

Question 5 has been adapted from the online matrix format, and starts on page 10.

For assistance, please contact Steph on: steph@tna.org.au or 0435 757 407.

Steph works part-time and is available most afternoons, Monday to Friday. Please text, email or leave a voicemail if she doesn't answer and you'd like her to call you back.

### Section 2

#### \*5. In Australia, which of the following access barriers have you experienced in each of these areas:

*This question includes detailed and useful data for benchmarking and reporting, so we ask you to please answer as much as you can.*

**Arts admin/management or producing work:**

* I have not worked in this area/does not apply to me/don't want to answer for this area
* Lack of (or reduced) physical access
* Refusal of service/participation
* Discrimination because of your access requirements
* Refusal to adjust systems/processes to meet your access requirements
* Refusal to provide alternative delivery of service to meet your access requirements
* Inaccessible application (or other administrative) processes
* Lack of (or poor) access to mediation and/or advocacy support
* Lack of (or poor) disability and accessibility awareness training
* Lack of internal policies and embedded practices that support you
* Not been hired or have missed out on an opportunity because of your access requirements
* Lost or reduced income because of your access requirements
* Increased costs
* Expectation of providing disability access training above and beyond your role, without additional compensation

**Circus education/training/classes (as a student):**

* I have not worked in this area/does not apply to me/don't want to answer for this area
* Lack of (or reduced) physical access
* Refusal of service/participation
* Discrimination because of your access requirements
* Refusal to adjust systems/processes to meet your access requirements
* Refusal to provide alternative delivery of service to meet your access requirements
* Inaccessible application (or other administrative) processes
* Lack of (or poor) access to mediation and/or advocacy support
* Lack of (or poor) disability and accessibility awareness training
* Lack of internal policies and embedded practices that support you
* Not been hired or have missed out on an opportunity because of your access requirements
* Lost or reduced income because of your access requirements
* Increased costs
* Expectation of providing disability access training above and beyond your role, without additional compensation

**On tour:**

* I have not worked in this area/does not apply to me/don't want to answer for this area
* Lack of (or reduced) physical access
* Refusal of service/participation
* Discrimination because of your access requirements
* Refusal to adjust systems/processes to meet your access requirements
* Refusal to provide alternative delivery of service to meet your access requirements
* Inaccessible application (or other administrative) processes
* Lack of (or poor) access to mediation and/or advocacy support
* Lack of (or poor) disability and accessibility awareness training
* Lack of internal policies and embedded practices that support you
* Not been hired or have missed out on an opportunity because of your access requirements
* Lost or reduced income because of your access requirements
* Increased costs
* Expectation of providing disability access training above and beyond your role, without additional compensation

**Performing work (circus/arts company):**

* I have not worked in this area/does not apply to me/don't want to answer for this area
* Lack of (or reduced) physical access
* Refusal of service/participation
* Discrimination because of your access requirements
* Refusal to adjust systems/processes to meet your access requirements
* Refusal to provide alternative delivery of service to meet your access requirements
* Inaccessible application (or other administrative) processes
* Lack of (or poor) access to mediation and/or advocacy support
* Lack of (or poor) disability and accessibility awareness training
* Lack of internal policies and embedded practices that support you
* Not been hired or have missed out on an opportunity because of your access requirements
* Lost or reduced income because of your access requirements
* Increased costs
* Expectation of providing disability access training above and beyond your role, without additional compensation

**Performing work (corporate gigs):**

* I have not worked in this area/does not apply to me/don't want to answer for this area
* Lack of (or reduced) physical access
* Refusal of service/participation
* Discrimination because of your access requirements
* Refusal to adjust systems/processes to meet your access requirements
* Refusal to provide alternative delivery of service to meet your access requirements
* Inaccessible application (or other administrative) processes
* Lack of (or poor) access to mediation and/or advocacy support
* Lack of (or poor) disability and accessibility awareness training
* Lack of internal policies and embedded practices that support you
* Not been hired or have missed out on an opportunity because of your access requirements
* Lost or reduced income because of your access requirements
* Increased costs
* Expectation of providing disability access training above and beyond your role, without additional compensation

**Performing work (making your own work):**

* I have not worked in this area/does not apply to me/don't want to answer for this area
* Lack of (or reduced) physical access
* Refusal of service/participation
* Discrimination because of your access requirements
* Refusal to adjust systems/processes to meet your access requirements
* Refusal to provide alternative delivery of service to meet your access requirements
* Inaccessible application (or other administrative) processes
* Lack of (or poor) access to mediation and/or advocacy support
* Lack of (or poor) disability and accessibility awareness training
* Lack of internal policies and embedded practices that support you
* Not been hired or have missed out on an opportunity because of your access requirements
* Lost or reduced income because of your access requirements
* Increased costs
* Expectation of providing disability access training above and beyond your role, without additional compensation

**Production, technical or design work:**

* I have not worked in this area/does not apply to me/don't want to answer for this area
* Lack of (or reduced) physical access
* Refusal of service/participation
* Discrimination because of your access requirements
* Refusal to adjust systems/processes to meet your access requirements
* Refusal to provide alternative delivery of service to meet your access requirements
* Inaccessible application (or other administrative) processes
* Lack of (or poor) access to mediation and/or advocacy support
* Lack of (or poor) disability and accessibility awareness training
* Lack of internal policies and embedded practices that support you
* Not been hired or have missed out on an opportunity because of your access requirements
* Lost or reduced income because of your access requirements
* Increased costs
* Expectation of providing disability access training above and beyond your role, without additional compensation

**Teaching/coaching work:**

* I have not worked in this area/does not apply to me/don't want to answer for this area
* Lack of (or reduced) physical access
* Refusal of service/participation
* Discrimination because of your access requirements
* Refusal to adjust systems/processes to meet your access requirements
* Refusal to provide alternative delivery of service to meet your access requirements
* Inaccessible application (or other administrative) processes
* Lack of (or poor) access to mediation and/or advocacy support
* Lack of (or poor) disability and accessibility awareness training
* Lack of internal policies and embedded practices that support you
* Not been hired or have missed out on an opportunity because of your access requirements
* Lost or reduced income because of your access requirements
* Increased costs
* Expectation of providing disability access training above and beyond your role, without additional compensation

**Venues:**

* I have not worked in this area/does not apply to me/don't want to answer for this area
* Lack of (or reduced) physical access
* Refusal of service/participation
* Discrimination because of your access requirements
* Refusal to adjust systems/processes to meet your access requirements
* Refusal to provide alternative delivery of service to meet your access requirements
* Inaccessible application (or other administrative) processes
* Lack of (or poor) access to mediation and/or advocacy support
* Lack of (or poor) disability and accessibility awareness training
* Lack of internal policies and embedded practices that support you
* Not been hired or have missed out on an opportunity because of your access requirements
* Lost or reduced income because of your access requirements
* Increased costs
* Expectation of providing disability access training above and beyond your role, without additional compensation

**Everyday life:**

* I have not worked in this area/does not apply to me/don't want to answer for this area
* Lack of (or reduced) physical access
* Refusal of service/participation
* Discrimination because of your access requirements
* Refusal to adjust systems/processes to meet your access requirements
* Refusal to provide alternative delivery of service to meet your access requirements
* Inaccessible application (or other administrative) processes
* Lack of (or poor) access to mediation and/or advocacy support
* Lack of (or poor) disability and accessibility awareness training
* Lack of internal policies and embedded practices that support you
* Not been hired or have missed out on an opportunity because of your access requirements
* Lost or reduced income because of your access requirements
* Increased costs
* Expectation of providing disability access training above and beyond your role, without additional compensation

### Section 2

6. Are there other barriers or areas not covered above that you would like to share with us?

\*7. Are there additional impacts of COVID that have affected your participation in circus work that you would like to share?

8. Do you have examples or experiences of good practice in access, inclusion, equity and justice that you would like to share?

These can be from circus or from other industries/sectors. They can be from Australia or from overseas.

9.   What do you want the future of accessibility and circus to look like?

10. Is there anything else you would like to share with us about your experiences of access & equity in Australian circus workplaces?

### Section 2

13. Personal details

This information is optional - you are welcome to participate anonymously. This information will not be linked to your responses. It will not be shared and will only be used by TNA if we need to contact you regarding your participation in this survey.

First Name

Last Name

Pronouns

Email

Phone

\*14. What is your age?

\*15. In what state are you currently based?

If you are on tour, please choose the state where you spend the most time.

* ACT
* NSW
* NT
* QLD
* SA
* TAS
* VIC
* WA

\*16. What is your postcode?

\*17. Do you identify as:

Select all that apply.

* Aboriginal
* Torres Strait Islander
* Culturally and Linguistically Diverse
* Person of Colour
* LGBTQIA+
* Disabled
* D/deaf
* Woman or gender-diverse (incl. trans, non-binary, gender non-conforming)
* One of the above, but prefer not to specify
* None of the above

\*18. What is your main practice/career?

Select a maximum of 3 main focus areas that apply – not necessarily the source of highest income.

* Academic/Researcher
* Arts Manager/Administrator
* Designer (set, props, apparatus, lighting, costume, sound etc.)
* Director
* Educator/Teacher
* Musician/Composer
* Performer
* Playwright/Dramaturg
* Producer
* Production/Stage Manager
* Rigger
* Technician/Operator (lighting, sound, AV, etc)
* Trainer/Coach
* Other (please specify)

\*19. Have you undertaken circus training in Australia?

* Community Circus School
* Private Circus Classes
* Full-time Youth Circus School (Primary/Secondary)
* Certified Post-Secondary Training (Tertiary)
* No circus training in Australia
* Other (please specify)

\*20. Have you undertaken circus training outside of Australia?

* Yes
* No

21. Any other comments on this survey, or things you would like to add?

### THE END – end of Section 2

THANK YOU for taking the time to complete this survey.

We deeply appreciate your participation. This survey is about creating a more equitable circus community in Australia. Your perspective and experiences will guide our next steps. Our network only grows stronger with many voices.

De-identified data from this survey will inform TNA's advocacy work and feed into a free public report that will be shared later in the year.

## Free Membership Offer

We are offering a free one-year​ TNA Individual Membership if you aren't yet a member. If you are new to TNA, [sign up here](https://tna.org.au/register/individual-membership/) and use '1yrstart' in the promo code field to get your first year free. (*Please note that you will be billed $33/yr after the first year unless you cancel.)*

\*20. Do you want TNA to email you about the outcomes of this survey?

* Yes
* No

\*21. Do you want to receive any of TNA’s free e-newsletters?

* Circus & Physical Theatre Bulletin – four per year
* TNA E-news – monthly
* ASSITEJ Bulletin for Arts With/For/By Young People – four per year
* None of these

## Optional Questions

Below are some questions to help TNA improve our services to you. If you have a minute, we'd love to hear your thoughts!

22. TNA is the peak body for Circus & Physical Theatre in Australia. We'd love to hear how TNA can best represent you and advocate for your needs as a circus professional?

23. We are seeking short testimonials about TNA's work and support for independent arts workers. If you are willing, please write something here. It will be anonymous unless we contact you.