



The Hon Michael Sukkar MP
Assistant Treasurer
Australian Government – The Treasury
PO Box 6021
Parliament House
CANBERRA ACT 2600

28 January 2022

Dear Assistant Treasurer

PRE-BUDGET SUBMISSION: EQUITY TESTED FUNDING FOR THE CREATIVE SECTORS

Diversity Arts Australia is pleased to present this Pre-Budget Submission for the 2022-2023 Federal Budget. It provides guidance on ensuring that the arts, creative and screen sectors are representative of the Australian community.

This submission has been informed by our work with thousands of culturally and linguistically diverse (CaLD), migrant and refugee artists and creative workers each year via our programs, talks, research and events. It has also been informed by our work with other a range of national peak and grass-roots arts, screen and creative sector organisations. This submission has also been guided by our work with a group of national peak cultural organisations whose submissions we broadly support.¹ It is critical that we work together to create a robust, relevant and inclusive creative sector.

Diversity Arts recommends that Government commits to, and resources, the development of a National Cultural Plan, as recommended in Sculpting a National Cultural Plan², the report from the Parliamentary Inquiry into Creative Industries and Institutions.

¹ These organisations are: APRA/AMCOS, Arts Access Australia, Ausdance National, Australian Museum and Galleries Assoc, Australian Music Centre, Australian Writer's Guild, BlakDance, Live Performance Australia, Moogahlin Arts Centre, National Association for the Visual Arts, Performing Arts Connections Australia, Regional Arts Australia, Screen Producers Association, Symphony Services Australia, Theatre Network Australia.

² https://www.aph.gov.au/Parliamentary_Business/Committees/House/Communications/Arts/Report

About Diversity Arts Australia

Diversity Arts Australia is the peak national organisation promoting cultural diversity across the arts, cultural and screen sectors. Diversity Arts works to build a creative sector that reflects Australia's true cultural diversity and believes creative expression is a fundamental human right, which strengthens and connects communities. While our focus is on cultural and linguistic diversity (CALD), we work in partnership with other communities to deliver programs.

We are committed to working for ethno-cultural and migrant cultural equity and our work is underpinned by principles of human rights and the belief that a truly diverse creative sector is fundamental to a democratic, inclusive, sustainable society.

Diversity Arts combines service provision — resources, events, research, training — with creative production. We act as a broker between artists, industry, educators and government, and commission content from artists that articulates key issues and showcases best practice.

Underrepresentation in the arts, cultural and screen sectors

- Federal Government should have an expectation that the work of the organisations they fund, particularly those who receive the majority of funding and support, reflect the diversity of contemporary Australia.
- We know that Australia is a culturally diverse nation. According to the Australian Bureau of Statistics and Reserve Bank data, 39% of Australians are from a culturally and linguistically diverse (CALD) background, with over 28% of Australians born overseas.³
- CALD Australians are more likely to attend live performances, and creatively participate in the arts, than the national average.⁴
- However, this is not reflected on our screens, main stages or at the Board and executive levels of the country's leading companies, universities and government departments. As of 2018, CALD Australians were under-represented across every leadership role in every cultural sector, organisational type and jurisdiction.⁵
- People from a non-English speaking background account for only 10 percent of the arts workforce, compared to 18 percent of the general workforce.⁶ This suggests there are

³ Australian Human Rights Commission (2018). The Australian Human Rights Commission data is based on the Australian Bureau of Statistics Census data 2011 and 2016, and the Reserve Bank of Australia's Race and Cultural Identity Employee Resource Group analysis: Australian Human Rights Commission (2018), op. cit., 7 and 33.

⁴ Australia Council for the Arts, *Creating Our Future: Results from the National Arts Participation Survey (2020)* <https://www.australiacouncil.gov.au/research/creating-our-future>

⁵ Diversity Arts Australia, *Shifting the Balance Report (2019)* <http://diversityarts.org.au/app/uploads/Shifting-the-Balance-DARTS-small.pdf>

⁶ Australia Council for the Arts, *Making Art Work Report (2017)* <https://www.australiacouncil.gov.au/research/making-art-work/>

not enough employment and professional pathways for CALD artists and creative workers.

- In 2016 Screen Australia found that only 18% of main characters on Australian TV were from non-Anglo Celtic backgrounds.⁷
- In 2017, performer and writer Kim Ho independently undertook research looking at cultural diversity in Australia's 10 major theatre companies. He found that 70 out of 95 productions were both written and directed by artists with an Anglo-Celtic background.⁸
- In 2021, Media Diversity Australia released the first comprehensive picture of who tells, frames and produces stories in Australian television news and current affairs. It found more than 75% of presenters, commentators and reporters have an Anglo-Celtic background while only 6% have an Indigenous or non-European background.⁹
- In 2021, the Australia Council released research demonstrating that Australia's arts and culture does not yet reflect the diversity of our people.¹⁰

In this context, Diversity Arts Australia is calling for:

1. Equity-tested funding which reflects the demographics of the Australian population, with at least 39% of all funding allocated, to be earmarked for people from CALD background.
2. An investment of \$12 million in building CALD Capacity in the Arts and Creative Sectors
3. Development of a national First Nations Arts Skills and Workforce Plan
4. An additional \$134 million per year to the Australia Council for the Arts to invest in four-year funded arts organisations, project initiatives including new work.
5. A targeted wage subsidy for workers who continue to be impacted by COVID-19.
6. Establishment a Live Entertainment and Events Insurance Scheme.
7. Support for a \$20 million Regional Strategic Framework.
8. Provision of greater resourcing and support for the arts in the secondary and tertiary education sectors.
9. Increase support to the Visual Arts sector.

⁷ Screen Australia, *Seeing Ourselves: Reflections on Diversity in Australian TV Drama* (2016), <https://www.screenaustralia.gov.au/fact-finders/reports-and-key-issues/reports-and-discussion-papers/seeing-ourselves>

⁸ Kim Ho, *Cultural Diversity in Australian Theatre* (2017)

⁹ Media Diversity Australia, *Who Gets To Tell Australian Stories?* (2021) https://www.mediadiversityaustralia.org/wp-content/uploads/2020/08/Who-Gets-To-Tell-Australian-Stories_LAUNCH-VERSION.pdf

¹⁰ Australia Council for the Arts, *Towards Equity: A research overview of diversity in Australia's arts and cultural sector* (2021) <https://australiacouncil.gov.au/wp-content/uploads/2021/07/Towards-Equity-Report.pdf>

Recommendations

1. Ensure all funding is equity tested

Diversity Arts makes the case for equity tested funding to increase CALD participation in the arts and creative sectors. There is great economic value in arts-based participation for CALD and migrant communities, including in maintaining wellbeing, professional development and employment. Due to the lack of employment pathways for diverse Australians in the creative industries, there is much untapped potential to generate income for the Australian economy. Migrant and diasporic communities have international connections, translating into international marketplaces. These communities' skills, talents and connections must therefore be properly utilised. Diversity Arts Australia recommends:

- To reflect the Australian population, **39% of Federal funding in the arts and creative sectors should be allocated to CALD, migrant and refugee productions, artists and creative workers.** This should also include professional development and employment pathways for underrepresented artists and creative workers.
- **Equity tested funding to support young marginalised artists and creative workers' economic futures. 45% of young¹¹ Australians are either first or second generation migrants.¹²** CALD young people need to be supported during the pandemic recovery. Therefore 40% of equity-tested CALD arts funding should be used to support skills development and professional opportunities for young underrepresented CALD people working in the arts and creative sectors.

2. Invest \$12 million in building CALD Capacity in the Arts and Creative Sectors

Provide a dedicated \$12 million investment in building cultural and linguistically diverse capacity in the arts and creative sectors, including via creating a CALD Employment and Participation Pathways Strategy, developing cultural archives and systems to recognise the historical contributions of CALD artists, and invest in future-proofing the arts and creative sectors by supporting a national sector-wide capacity and training program in equity.

This investment is outlined as follows:

Description	Term ¹³	Amount
Development of a national CaLD cultural archives to be rolled out by Diversity Arts Australia and its partner organisations.	4 years	\$4 million

¹¹ Young people are here defined as 12-24 year olds.

¹² Multicultural Youth Advocacy Network adapted from the Australian Bureau of Statistics (2016).

¹³ This is our recommended term based on our extensive experience in undertaking similar projects.

<i>Curation of artefacts of national significance relating to archives, recordkeeping and cultural heritage documenting the historical contributions of our culturally and linguistically diverse and migrant communities within the arts and cultural sectors.</i>		
<i>National Equity Program.</i> Support for a national equity capacity-building program delivered to key arts and creative organisations nationally. To strengthen and future-proof the sector. A State-based program has been successfully trialled to 20 organisations by Diversity Arts.	4 years	\$3.5 million
<i>CALD Employment and Participation Pathways Strategy.</i> Support for Diversity Arts Australia and its partners to develop a 10 year national strategy and framework to increase CALD employment across the arts and creative sectors, with a focus on increasing people in leadership and key creative roles.	2 years	\$500,000
A CALD fund is established and administered by Australia Council and Screen Australia to provide additional funding and support to CALD organisations / organisations whose work is focused on CALD communities eg. Nexus Arts, Cinespace, Brisbane Entertainment and Multicultural Centre, MAV (Multicultural Arts Victoria).	4 years	\$4 million

We also endorse the recommendations made by our peer organisations, as outlined below:

3. Develop a national First Nations Arts Skills and Workforce Plan. We support Blackdance’s Submission request for \$500,000 to develop a 10 year plan to support skill development and build capacity for First Nations Arts. (Please refer to Blackdance’s submission).

4. An additional \$134 million per year to the Australia Council for the Arts to invest in four-year funded arts organisations, project initiatives, including new work.

As outlined above, this funding must be equity tested to ensure funds are fairly distributed

- \$20m annually for a self-determined First Nations funding to address unmet funding needs for artists and organisations. (Please refer to BlakDance’s submission)
- As noted above, an additional \$1m annually for a dedicated CALD Fund;
- \$28m to extend peer reviewed grant programs for small to medium organisations and independents as well as offer additional fellowships for artists;
- \$15m for a Young People and Culture Plan and its implementation. Of this funding, **45% should be earmarked for CALD young people who comprise 45% of the population of young people** (Please refer to Theatre Network Australia’s submission);
- \$5m to support Playing Australia, the national performing arts touring program. (Refer to Performing Arts Connections submission);
- \$10m to increase capacity to invest in four-year funded arts organisations strengthening capacity in the small to medium arts sector;
- \$25m to create a Reserves Incentive scheme where funds raised by arts organisations towards their reserves or endowments are matched with funding from Government. (Refer to Live Performance Australia’s submission);
- \$30m for the extension of the National Performing Arts Partnerships Framework to make way for new appointments. (Refer to Live Performance Australia’s submission);

Of this \$134 million, we request the Government ensure that this funding is equity-tested and that 39% of funding is designated for creatives and communities from CALD backgrounds.

5. A targeted wage subsidy for workers who continue to be impacted by COVID-19.

Diversity Arts supports the call for a reintroduction of a targeted wage subsidy through JobKeeper or a new initiative. A wage subsidy will give confidence to companies and venues to re-open amidst the continuing uncertainty. (Refer to Theatre Network Australia submission).

6. Establish, in partnership with states and territories, an insurance scheme. In their submission, Live Performance Australia has called this a **Live Entertainment and Events Insurance Scheme** to increase industry confidence to reactivate live events. In National Association of Visual Arts’ (NAVA) submission, they have called for \$200 million to establish a similar insurance scheme across all artform areas and industries, to provide support to artists, sole traders, venues and

organisations. NAVA have called this the **national exhibitions and events business insurance fund**.

7. **Support a \$20 million Regional Strategic Framework** to provide new regional arts funding and extend funding to the current Regional Arts Fund. (Refer to Regional Arts Australia's submission).

8. Provide greater resourcing and **support to the secondary and tertiary arts education sectors** and revoke tertiary education fee increases in the Arts to remove access barriers which have compounded equity issues for students. (Refer to Ausdance submission and National Association of Visual Arts submission).

9. **Visual Arts Sector support**. We also support the National Association of Visual Arts (NAVA) submission calling for:

- \$20m to subsidise employment and the payment of artist fees at minimum standards, as recommended by NAVA's Code of Practice for the Professional Australian Visual Arts, Craft & Design Sector, for unfunded galleries and organisations.
- \$5m to deliver an 'Art Starter' portal with industry peak bodies to strengthen existing programs containing information for artists and arts workers.
- \$250,000 annually to support NAVA in the delivery of a Professional Practice Curriculum Unit that introduces artists' rights and industry best practice in tertiary education.
- \$10 million to develop a program of internships and cadetships for students and young people to work in regional, small and/or community-focussed galleries, libraries, archives and museums.

Diversity Arts Australia welcomes the opportunity to discuss the contents of this Submission with you further.

Kind regards

Lena Nahlous
CEO
Diversity Arts Australia