

# Media Release

**The Hon Martin Foley MP**  
Minister for Mental Health  
Minister for Equality  
Minister for Creative Industries



**DELIVERING  
FOR ALL VICTORIANS**

Thursday, 15 August 2019

## CREATING A FAIRER, MORE INCLUSIVE ARTS SECTOR

Ten leading Victorian arts organisations will be the first to take part in a transformative program to become more diverse and inclusive.

*Fair Play: Equity, Inclusion and the Creative Industries* is a first-of-its-kind initiative backed by the Andrews Labor Government to ensure Victoria's creative sector better reflects our diverse communities.

The program acknowledges that particular groups are under-represented at all levels of Australia's creative landscape and focuses on building organisational capacity and opportunities.

Tailored to each organisation, the program seeks to reduce barriers to leadership, employment and participation faced by First Peoples, Victorians from culturally and linguistically diverse backgrounds, and Victorians with a disability.

Research by Diversity Arts Australia analysed the leadership of 200 Australia arts and cultural organisations and found that culturally and linguistically diverse Australians comprise only about 10 per cent of leadership and board roles – despite making up 39 per cent of the population.

To address this and other issues of under-representation, organisations will be matched with expert mentors.

Organisations will learn how to adapt their programs and practices to improve accessibility, respect and inclusion of marginalised communities, and set realistic goals for change.

The participating organisations are:

- Regional Arts Victoria (RAV)
- Australian Centre for Contemporary Art
- Warrnambool Art Gallery
- Melbourne International Arts Festival
- Theatre Network Australia
- Australian Centre for the Moving Image
- Bendigo Art Gallery
- The Wheeler Centre
- Music Victoria
- Emerging Writers' Festival

*Fair Play* is being delivered by Diversity Arts Australia and addresses one of the priorities of the Labor Government's *Creative State* strategy. A further 10 organisations will be selected to participate in 2020.

### Quotes attributable to Minister for Creative Industries Martin Foley

*"Diverse voices and perspectives bring better understanding and strength to our workplaces, boardrooms and creative offerings – Fair Play seeks to do just that."*

*"I commend each of the participating organisations and their leadership who have shown a genuine commitment to equity and inclusion and to creating meaningful change."*

### Quote attributable to Diversity Arts Australia executive director Lena Nahlous

*"This project goes far beyond the tick-boxing exercises of most diversity programs. The Victorian Government should be acknowledged for developing such a groundbreaking initiative."*

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