

Accessibility, Diversity & Inclusion

Key points

Despite many of our best efforts, some parts of our communities remain invisible to us. These are the people who may be interested in or even love what we offer, but face barriers that stop or limit their engagement – as audience members or co-creators

Barriers include; lack of information on our websites about accessibility, lack of representation at all levels or because we offer up images and language that, often unknowingly, prevents some people from feeling welcome, safe and included

Many of these barriers can be easily broken down and provide us many benefits, with audience growth, and opportunities to innovate and collaborate in exciting ways

Our communities are already increasingly diverse and dynamic. When we open our doors and welcome all of those within our community, we invite fresh perspectives and allow more diverse stories to be told. When our community is truly reflected in our offerings we enhance our ecosystem, and in turn, our creative sector flourishes

When people don't see themselves in what we offer, they do not feel welcome or included

Are you wanting to engage more youth, more diverse cultures, more women or fresh perspectives in your organisation? Are you wanting to ensure your organisation adapts with the changing times and its legacy continues well into the future? Think of this as future proofing

The best way to look at being more inclusive and accessible to the different communities that we seek to engage with, is to go directly to those communities, and find a way to start a conversation

An accessibility policy is a public statement on your website or Facebook page that outlines your commitment to accessibility

Useful questions

In what ways is your space/activity aware of, supportive of and welcoming of ethnic diversity, gender equality, those living with a disability or those in the Deaf community?

In what ways are you not aware or supportive of the above – where are your gaps?

Do you demonstrate on your website all the ways you cater for those living with disabilities, of all the ways you are aware of potential obstacles, and how you are supportive of overcoming them?

What does gender equality mean in your creative world?

How diverse are you in what you do/offer? If you would like to be more diverse, what are some steps you can take?

If you want to encourage more engagement from different cultures, are you prepared for and have you made space for the different perspectives they bring?

If you are a venue, can you consider including ‘diversity riders?’

Can you create gender neutral bathrooms in your spaces and venues by removing “male” and “female” signs, and either have both gender signs on each door or find an alternative, fun and inclusive gender-neutral sign?

What small or big changes could you make that could have an innovative and exciting impact on your mahi – and have huge positive ramifications in the lives of diverse and often marginalised people?

E tīo te tūi, e
ketekete te kākā,
e korihi te kōkako
It takes many
instruments to
make a symphony