

Consultation Outcomes Report

2014

Discussion Paper:
Framing the future:
Developing an arts and
cultural policy for NSW



Trade &
Investment
Arts NSW

Contents
Page 2

Executive Summary	4
Introductory context	4
Major themes from consultation	5
Implications for the development of the NSW arts and cultural policy	9
Introduction	11
Overview of consultation process	11
Major themes by target sector	14
Regional arts	14
Independent artists	14
Peaks and services	15
State Cultural Institutions	15
NSW Local Government	17
Key conclusions by discussion paper theme	18
NSW's cultural life and the proposed vision for NSW	18
Artists and cultural organisations are celebrated and sustainable	20
NSW artists and cultural organisations	21
State Cultural Institutions are leaders in their field	24
People enrich and shape the arts	26
Aboriginal arts and culture	27
Cultural and linguistic diversity	29
Arts and disability	30
Creative Ageing	31
Arts and culture for, by and across the whole of NSW	32
Regional NSW	33
Sydney, Western Sydney and Greater Metropolitan Sydney	35
Venues and spaces to create and experience	36
Physical cultural infrastructure	37
Adaptable spaces	38
Stories on screen	39
Digital technologies	41
Government funding programs	42
Summary of recommendations	43
Appendix A: Key dates and activities	61

EXECUTIVE SUMMARY

INTRODUCTORY CONTEXT

The NSW Government has committed to the development of the first state based Arts and Cultural policy (the Policy), which will set the future direction for support for arts and cultural activities throughout the State for the next 10 years.

The development of the Policy is providing Arts NSW with a chance to open up a dialogue with arts organisations, artists and the community about what the vision for arts and culture in NSW should be and what government can do to support that.

The first step in the process was the development of a discussion paper *Framing the Future: Developing an arts and cultural policy for NSW*, under the guidance of an independent Reference Group appointed by the Minister in early 2013.

The second step involved consultation with key arts organisations, artists and the public, as well as agency consultation across the NSW public service.

Consultation involved a range of methodologies, including a series of deliberative stakeholder engagement forums and workshops which involved some 200 participants across the State and online forums and surveys which garnered over 130 written submissions.

This report contains the overall findings from this consultation process, and is designed to provide the Minister, independent Reference Group and Policy project team at Arts NSW with sector feedback to shape the development of the final Arts and Cultural Policy. Additional research and consultation will be carried out as needed to further shape the Policy.

This report is designed to:

- summarise the overarching themes of consultation;
- provide an overview of the consultation process and level of engagement;
- present key findings by discussion paper theme and key stakeholder group; and
- analyse stakeholder input and proposals for consideration in the development of the Policy.

Stakeholder consultation results are an important source of information that will be taken into consideration in development of the Policy. Not all recommendations put forward by stakeholders (for example, the reinstatement of TAFE fine arts courses) align with current NSW Government priorities. Other elements that will also be taken into account in the next stages of Policy development are:

- existing NSW government priorities and commitments;
- additional analysis of sector needs, research on best practice and resources available; and
- work with the State Cultural Institutions, NSW Government agencies and the Minister's Reference Group to refine policy concepts and programs to be delivered.

MAJOR THEMES FROM CONSULTATION

Scope of Policy

The majority of respondents suggested that the Policy would benefit from a broader scope than the Discussion Paper. In the Discussion Paper, the NSW Government's focus in this area was defined as professional core arts (the artistic, creative and material expression of culture, identity and ideas, including through music, visual arts, performance, writing, screen production, digital and hybrid arts) and cultural heritage (the work of museums, galleries, libraries and archives to preserve and provide access to the tangible [artefacts and cultural objects] and intangible heritage of Australia's culture).

Many people requested a more in depth consideration of intangible culture (languages, customs, oral traditions) and creative industries. Citing the *NSW 2021* target of 'enhancing the cultural and natural heritage of NSW', it was suggested that the Policy encompass a broader area of cultural and natural heritage, including heritage buildings, parks, gardens and other areas of government that produce cultural activity, as well as considering links with complementary fields such as science.

Feedback also focused on the desire to see an arts and cultural policy of relevance to everyone in the community, regardless of their level of engagement in culture. As well as reflecting the needs of professional artists and arts workers, the Policy needs to cater to an arts industry encompassing a full spectrum of practice, from amateurs, emerging, pre-professional and semi-professional artists as well as hobbyists, covering both receptive and productive participation.

Many participants stated there should be more emphasis on individual artists and smaller organisations, as both these groups play an essential role in a thriving arts ecology. The discussion paper was viewed by many as focusing too exclusively on the 'big end of town' - the Sydney CBD based State Cultural Institutions and major organisations.

Participants observed that community and cultural development were largely excluded from the Discussion Paper, with many reiterating that in addition to its artistic value, this sector plays a significant role in introducing people to the arts and engaging marginalised communities in NSW.

Stakeholders, particularly from regional areas, felt the role of local councils in supporting arts and culture needed to be addressed in greater detail in the Policy, with many local councils perceived as playing an essential role in

their community through grants for small projects, cultural infrastructure and professional development and information sharing.

Value of the arts and building the evidence base

Stakeholders stressed the importance of the Policy articulating and promoting the intrinsic value of the arts at both a personal and societal level. The arts were viewed as integral to wellness, happiness and identity and the perceived centrality of an 'art for art's sake' message was continually reiterated.

Conversely, there was also a desire for the Policy to highlight the instrumental value of the arts (where art is used as an instrument to achieve another aim such as social cohesion) in a sophisticated way and advocate for its contribution to society. This included quantifying its economic benefit to the State, its role in contributing to community development, social capital and intercultural understanding and case studies of successful partnerships with complementary sectors such as health and education.

In connection to this, a high proportion of respondents were concerned with the lack of research that articulates the value of arts and culture, suggesting it is often done on an ad hoc basis and that NSW needs a stronger public narrative on the contribution of arts to society. Many expressed frustration at their inability to confidently undertake assessments of their projects for purposes such as acquittals, and viewed the resourcing of ongoing evidence based research for the sector as a priority for the NSW Government to deliver under the Policy.

Youth arts and arts education

The lack of goals relating to youth arts and arts education were viewed by many as a critical and obvious omission, particularly in the context that the 0-24 demographic makes up one third of the NSW population. Many suggested that it was impossible to have a forward looking document without including youth arts and arts education, as these parts of the sector 'nurture our cultural future' and are the foundation for the building of arts appreciation and skills, creating future generations of cultural consumers and workers to encourage growth in the sector.

Cultural Infrastructure

A recurring theme was the limited range of affordable spaces and venues available for artists in Sydney and regional areas. In Sydney this was attributed to over-regulation and bureaucracy because it was thought that often the spaces exist but are not being used. It was suggested that a resource audit of each region should be conducted, so that resources can be shared between organisations. There was also strong interest in making existing spaces such as schools and TAFEs available as studio and performance/exhibition spaces.

Digital domain

In the digital space a key theme was that there should be more sharing of best practice in the sector so that individual organisations are not 'reinventing the wheel' each time they embark on a digital project, for

example when upgrading technology or digitising collections. Mentoring programs for individuals and organisations were also suggested as a way of sharing knowledge and best practice.

NSW arts and culture on the international stage

A number of submissions highlighted the important role that arts and culture can play in developing cultural understanding and enhancing NSW's global tourism brand. A focus on developing Asian markets for NSW's work was seen as particularly critical, with programs such as Performing Lines' Asian Producers Initiative seen as a positive step. Both artists and arts organisations described feeling insufficiently supported to capitalise on international opportunities in the Asian century, and some suggested that the NSW community is not actively engaged in a two way artistic and cultural exchange with our regional neighbours. It was noted that international artistic cooperation and exchanges are a key part of the vision but this area was not covered in great detail in the body of the Discussion Paper.

Audience development and diversity

Audience development should have a greater prominence in the Policy, in particular the promotion of arts to the wider community to encourage participation and engagement, as everyone has a right to the enjoyment of arts and culture. Respondents noted there were a variety of factors affecting arts participation, ranging from the perceived irrelevance of cultural offerings to cost barriers and poor transport options.

Among the respondents there was a strong commitment to arts being accessible to all. Although NSW's multicultural diversity in particular was viewed a great asset, there were variations in confidence and experience in working with diverse communities. Participants emphasised that economic, cultural and educational barriers to participation existed for both receptive participants and those wanting to produce art.

Arts in regional NSW

Regional stakeholders welcomed the inclusion of a specific regional section, in particular the recognition that regional communities are creating world class arts and culture, and the need for reciprocal touring and partnership relationships between Sydney and the rest of NSW.

As the strengths and needs of regions across NSW vary greatly, it was important to regional stakeholders that the Policy did not represent regional NSW as a homogenous area. Consistent issues that were raised across the consultations and submissions were the significant role that local government plays in regional arts and culture, regional cultural infrastructure needs and the lack of adequate training and professional development opportunities that force artists and arts workers to relocate to metropolitan areas.

A well networked and collaborative sector

It was noted that the arts sector relies on collaboration and strong networks to function effectively. There were recurring calls for a greater emphasis on collaborations or partnerships to promote shared services and resources, for example co-working spaces or a fundraising manager being shared amongst two or three small arts organisations in the same locality.

The Policy needs to highlight the mutually beneficial opportunities that building relationships between organisations working within different art forms, those of different sizes, working with complementary sectors such as tourism and education, with the Whole of Government and also across levels of government.

Arts NSW was perceived as having the potential to lead by example in this area, with many respondents emphasising the crucial role of Arts NSW in advocating the value of arts and culture to other government departments and developing closer relationships with NSW Trade & Investment, NSW Department of Education and Communities and the NSW Department of Planning and Environment, among others.

Income diversification

This topic raised concerns that it was an indication that the NSW Government was reducing its arts expenditure and that they would be required to be more entrepreneurial in future. In particular, individual artists and arts organisations from the small to medium sector, Western Sydney and regional NSW expressed concern regarding this expectation, reflecting that their areas did not have a culture of giving to the arts and their staff did not have the skills, capacity and/or resources to fundraise effectively.

The Policy will need to clearly articulate the NSW Government's position on income diversification and what is meant by a sustainable arts sector – many claimed that a goal of having a sustainable arts sector (in the sense of being financially self-sufficient) was unachievable. The Policy will need to explore a variety of approaches to arts sector support such as matched funding, tax breaks and potential 'broker' roles and developing the sector's skills in this area.

Contribution of volunteers to the sector

A number of submissions emphasised the value that volunteers contribute to the sector. Many wanted further acknowledgment of the importance of volunteers and support for them, as volunteer burn out and the need for skills development were recurring themes. Many also wanted a quantitative assessment of the economic contribution of the pro bono work that arts volunteers do.

Skills and Training

Artists and smaller arts organisations were thought to lack skills in certain areas and therefore require further training, support and resources. The specific areas that were thought to require further support were digital (e.g. using technology, providing online content), obtaining non-Government funding and administrative, governance and marketing skills.

The lack of practical, vocational based training was thought to be a particular issue in the regional areas as there were fewer opportunities for this, so practitioners had to travel or relocate in order to receive training.

IMPLICATIONS FOR THE DEVELOPMENT OF THE NSW ARTS AND CULTURAL POLICY

Based on the major themes from the consultation, NSW stakeholders would support a NSW arts and cultural policy that:

- recognises and embraces NSW's diversity and uniqueness, which was characterised as global, dynamic, culturally and linguistically diverse, confident, fast paced, ambitious, outward looking and innovative;
- values arts and culture for its intrinsic, instrumental, institutional, social and educational values, as well as the economic and visitor economy values measured by government;
- embraces the full breadth of arts and culture, in particular the inclusion of historic culture and libraries;
- recognises the value and connectivity of the full range of practice from hobbyist through to semi-professional and professional and individual artists through to small, medium and major organisations;
- supports creative participation and engagement across NSW, recognising the value and uniqueness of each region's artistic and cultural identity;
- develops state, national and international audiences for NSW arts and culture;
- supports a thriving and sustainable sector through a range of measures such as:
 - training, mentoring and internships, particularly for emerging artists, regional practitioners and people with disability
 - partnerships and collaboration, particularly between all levels of government and between the arts sector and other sectors
 - a strategic, nimble and accessible arts funding and investment program
 - alternative investment models which take into account the opportunities and limitations of a diverse sector
 - opportunities for NSW State Cultural institutions and other major cultural organisations to demonstrate leadership both among their peers and in the sector as a whole, through support for their long

term plans and their enhanced outreach into the sector and across NSW;

- sets priorities for Arts NSW to work collaboratively with other NSW Government agencies, and the resourcing and reporting framework by which this will occur;
- includes an appropriate evaluation and reporting framework for each commitment and goal, with annual progress reports from the Minister for the Arts;
- supports the better use of existing, under-utilised State Government infrastructure for cultural purposes and removal of red tape inhibiting broad usage of facilities;
- addresses a range of areas not covered in the Discussion Paper, including:
 - youth arts and education
 - international exchange and tourism
 - independent artists
 - small to medium sector
 - community cultural development
 - audience development and celebrating diversity
 - support for a sustainable sector
 - evaluation and building the evidence base

INTRODUCTION

OVERVIEW OF CONSULTATION PROCESS

The development of the Policy offers an important opportunity for Arts NSW to develop stakeholder relationships and communicate key messages on NSW government engagement with the arts.

Between 2011 and 2013, the Commonwealth Government and the City of Sydney undertook extensive consultation to develop their cultural policies. NSW also undertook consultation to provide input to the National Cultural Policy. In addition, in 2012 the Creative Industries Taskforce held a forum and sought input to the development of the Creative Industries Action Plan and released the Draft Action Plan for consultation in early 2013.

To avoid consultation fatigue, the findings from those processes were used in the development of the Discussion Paper.

The Policy Reference Group worked with the Arts NSW project team to develop the discussion paper for approval by Cabinet, with the Discussion Paper released on Thursday 24 October, 2013.

Consultation for the NSW Arts and Cultural Policy focused on the following activities:

- Facilitated forums;
- Call for submissions;
- Have Your Say website;
- Cross agency consultation; and
- Social media

Forums

Arts NSW held eleven 3.5 hour forums, facilitated by Woolcott Research and co-hosted by arts organisations throughout the State. These forums took place in both metropolitan and regional areas, with two open forums located in the Sydney CBD, one in Western Sydney, and five in regional NSW (Armidale, Lismore, Dubbo, Wagga Wagga and the Central Coast).

The remaining three forums focused on particular areas of practice or target groups (digital arts, independent artists, peaks and service organisations).

In total over 200 participants attended the forums, representing a range of stakeholders from individual artists, writers, councils, collectives, small to major arts organisations and peak and service organisations. Rather than conduct open 'town hall style' meetings with the sector, Woolcott Research used a deliberative style methodology for the forums and workshops. This approach involved participants being seated at round tables that encouraged discussion rather than in a lecture theatre style format.

Call for submissions

Individuals and organisations could make written submissions from Thursday 24 October, 2013 to Friday 20 December, 2013.

130 written submissions were received, with a broad cross-section of sectors, organisations and interests represented.

Have Your Say website

Have Your Say is a website which provides access to all NSW Government public consultations taking place across the State and at the time of use was administered by the Strategic Communications branch of the NSW Department of Premier and Cabinet (DPC).

Consultation for the Policy was open for an eight week period from Thursday 24 October, 2013 to Friday 20 December, 2013. Features of the website included:

- two open forums - one on the vision for arts and culture in NSW, another on sector sustainability;
- a survey forum allowing for focused commentary on particular sections of the discussion paper;
- a page for uploading pre-prepared submissions;
- frequently asked questions;
- an embedded feed from the Arts NSW twitter account; and
- the discussion paper displayed interactively through slide share

Over the consultation period, the site received 5,479 page views from 1,724 individual visitors. Participation in the discussion forums was limited to a few individuals, with the majority of people using the site to download the Discussion Paper.

Cross- Agency consultation

As part of Arts NSW's commitment to creating a whole of government policy, extensive cross-agency consultation has been undertaken. Prior to submitting the Discussion Paper to Cabinet for approval, feedback was received from the following agencies:

- NSW Department of Premier and Cabinet;
- Division of Local Government;
- Office of Environment and Heritage;
- NSW Treasury;
- NSW Department of Education and Communities;
- Aboriginal Affairs, NSW Department of Education and Communities;
- Family and Community Services;
- NSW Department of Finance and Services;
- NSW Department of Health;
- NSW Department of Transport;

- NSW Public Sector Commission;
- NSW Department of Trade & Investment; and
- Sydney Living Museums.

Once the Discussion Paper was released, a follow up face to face cross-agency consultation was convened by Arts NSW. Taking place on Wednesday, 12th of December, the following agencies were represented:

- NSW Treasury;
- NSW Department of Trade & Investment;
- Office of Environment & Heritage;
- Office for Ageing; and
- NSW Department of Education and Communities.

Twitter and the Arts and Cultural Policy

Last year's launch of the Arts NSW Twitter account provided an opportunity to engage and consult with the sector through social media. The hashtag #nswacp was created to consult for the Arts and Cultural Policy.

The hashtag allowed people to tweet comments related to the ACP and enable Arts NSW to track all dialogue on the topic and respond to questions as necessary.

Policy Reference Group

A Policy Reference Group was appointed by the Minister to provide specialist advice and guide the development of the Discussion Paper, consultation process and final Policy. The members of the Policy Reference Group are:

- Chris Freeland, Chairman Sydney Film Festival, National Managing Partner, Baker & McKenzie (Chair);
- Professor Deborah Stevenson, University of Western Sydney;
- Scott Howie, Regional Arts Development Officer, Eastern Riverina Arts;
- Lisa Havilah, CEO, Carriageworks; and
- Ben Quilty, artist, Trustee, AGNSW, 2011 Archibald Prize winner.

MAJOR THEMES BY TARGET SECTOR

REGIONAL ARTS

There were some strong consistencies in the feedback from regional areas included in the engagement forums and submissions from regional practitioners.

Key priorities raised as issues for the regional arts sector were:

- Local councils bear greater responsibility for arts and cultural activities in regional areas than in metropolitan areas. However, competition for local government funding is fierce and many councils do not consider arts and culture a priority.
- There are 14 Regional Arts Development Boards in NSW, each providing strategic direction for sustainable arts and cultural development in their region. Regional Arts Boards were thought to be unique to regional NSW and a great model. It was felt that their coordinating role was undervalued and that they are a good State Government initiative. It was believed that they should be implemented in areas that currently do not have them.
- Workforce issues, including the volunteer workforce and the creation of more arts jobs in the regions, were seen to be critical.
- Participants felt it was challenging to develop locally produced art and that it was important to build audiences for local work and to encourage long term sustainability of the sector in the area.
- Lack of education courses, training and professional development opportunities.
- Low audience numbers due to population size, lack of interest/relevance and access issues.
- Access and transport – the isolation of the regional areas with the costs of bringing in artists to the regions and the costs involved with travel/accommodation to Sydney. This also impacts on the ability of school students from rural areas to be involved in the arts.

INDEPENDENT ARTISTS

- Funding was a topic that was raised repeatedly throughout the artists' forum. Artists believed that funding had become scarcer as the costs of living had risen. When they were being paid often it was not considered to be a reasonable wage or they were expected to bring their own grants to projects.
- The relationship between the Federal and State funding bodies was thought to be an issue and it was suggested that there needs to be more coordination and communication between them.
- More focus is needed on the emerging independent and grassroots artists in the Policy as there seemed to be a greater focus on larger organisations and institutions throughout the Discussion Paper.

- Proposal that the first theme should be separated into artists and cultural organisations as they were considered to have very different needs, so therefore different goals.
- Training in the form of a toolkit or online handbook to help inexperienced artists with applications was requested, for example templates for contracts, project costings/budgets and venue hire agreements.
- Local councils were thought to be doing well in making facilities available and it was thought that the State government could facilitate the use of more spaces for independent artists and make them affordable and easier to use.

PEAKS AND SERVICES

- Representatives from peak and service organisations felt that the main challenges for their organisations centred around funding – in terms of the uncertainty of long term funding, the difficulties in sourcing funding and the requirements of funding processes. They felt that demands had increased whilst funding had decreased.
- There was a clear desire for the statement to be more inspiring, and to lessen the focus on reputation - which to them conveyed a sense that we are too focused on what others think of us, rather than producing excellent work.
- The idea of greater cultural exchange was consistently raised, as was the idea of getting people to work or connect with those outside their immediate sphere of influence (or 'silo') - for example in terms of greater collaboration between smaller organisations State Cultural Institutions, or between the arts and other sectors (e.g. health or education).
- The role of local councils was also raised several times, and some felt that greater recognition needed of their role (particularly in regional NSW) was necessary. It was suggested that local councils own a number of venues and spaces that could be used if there was more collaborative working and perhaps a database developed.

STATE CULTURAL INSTITUTIONS

- Collaboration is a key and overarching theme. The institutions noted the importance of greater cooperation and a targeted and coordinated state wide approach, including assistance to develop innovative funding models and marketing strategies. The government's commitment to enabling/facilitating collaboration should be highlighted. Collaboration is also essential to achieving outcomes in areas such as: digital technology; the Asia pacific region; connecting with regional NSW and education.
- Valuing and promoting digital activities are fundamental and should be a key strategy, as innovation and technology underpin Sydney's status as a global city. There is an opportunity to position NSW as a leader in

creativity and innovation which will provide a unique point of cultural leadership and a competitive advantage over other states.

- Digital innovation is already prevalent and it is critical that resources keep pace with technology which helps to deliver core activities (programs for education/youth, regional NSW, Asia Pacific).
- A standardised approach to the collection of digital statistical information – noting that innovation in digital technologies may need to be treated separately to core business activities in the digital area (website development etc.).
- Collaboration, particularly between regional organisations and the cultural institutions, needs to be highlighted and supported.
- The development of cultural infrastructure needs to align with sector needs and to match the NSW Government’s aspirations for Sydney. State Cultural Institutions should be stakeholders in urban renewal projects such as Barangaroo and Haymarket to ensure strategic development of partnerships, facilities and visitor experience.
- Education and youth programs are ideal areas for the cultural institutions to collaborate and reach regional locations. The Policy has the capacity to contribute to contemporary approaches to teaching and learning and closer partnerships with the education sector are required. Lifelong learning in the arts and culture is essential to increasing the benefits of the State Cultural Institutions’ services. The importance of youth participation was also promoted.
- Strategic collaboration with new and continuing partners in the Asia Pacific region is important. The collaborations could focus on exchange of cultural programs and exhibitions as well as export of skills, knowledge and experience across the institutions’ broader activities - such as management, curatorship, research, public engagement, marketing, tourism.
- There is a need for a systematic quantification of the value, performance and potential of the institutions and cultural production. This will clarify the value, complementary strengths and potential growth of institutions and competitive advantage of NSW sector within Australia and the region. Economic and social impact should be separately assessed.
- The Policy should be aspirational and inspirational. It should focus on NSW’s unique qualities and prioritise people – as consumers and co-creators (i.e., curators, archivists etc.). The Policy should also focus on the broader arts and culture – beyond the visual and performing art forms; and the aesthetic value of the arts. Science and tangible and non-tangible heritage (eg. social and ritual customs and oral traditions) should be included. Gardens, parks and other government cultural activities should also be included.

NSW LOCAL GOVERNMENT

Recurrent issues raised by local councils include:

- Current focus on 'Sydney' and 'Regional NSW' was considered to exclude key areas of artistic and cultural activity in NSW, such as Western Sydney. Councils were concerned that the Discussion Paper mentioned Western Sydney but had no specific strategies concerning the region.
- Although cultural tourism is a desirable outcome of Policy, it will be vital that tourist attraction does not overshadow the core business of the sector of investing in the arts, and the community, social and economic benefits should be reflected in Policy.
- The proposal to develop "State Cultural Leaders" was perceived as too focused on commercial outcomes rather than the creative development of the arts.
- There were strong calls to include youth and young people as a target demographic, recognised as the future of the arts industry. While there is inclusion of older people in the proposal, youth requires specific goals.
- A focus on education was called for as a key area for policy development, particularly the delivery of education and training, with opportunities felt to be rapidly diminishing in this area.
- A key point of feedback included the provision of financial guidance for artists, to assist with the preparation of funding proposals. In addition to financial literacy, business skills assistance was identified as crucial in enabling artists to become sustainable. A guide to navigate funding requirements was suggested; including fundraising advice. The development of a mentor program to assist organisations with grant applications was also put forward, as well as information sessions and interactive webinars. The provision of information online was repeatedly cited as inadequate guidance for artists, and interaction with informed advisors was called for.
- Libraries were identified as key areas for new spaces. As libraries are established venues for community engagement, they have the potential to be expanded into multidisciplinary arts and creative hubs.
- Partnerships with regional organisations and resource sharing through travelling exhibitions and shows were identified as important avenues to increase access to the arts in regional areas.

KEY CONCLUSIONS BY DISCUSSION PAPER THEME

NSW'S CULTURAL LIFE AND THE PROPOSED VISION FOR NSW

Proposed vision from Discussion Paper:

Sydney and NSW are locally and internationally recognised as leaders in arts and culture.

Sector response:

The separation of Sydney and NSW was seen to set the tone for what was described in regional areas as a 'Sydney-centric' document. It was proposed that the vision should not separate Sydney from NSW because it immediately sets up the expectation that Sydney will get special treatment in the Policy.

Respondents requested that the vision not include a reference to 'recognition' and 'leaders', as this evoked a feeling of competition and external focus. It was portrayed as a marketing focused vision and about creating a higher profile for NSW compared to other states and territories. This was not received well by participants, and was also seen as a hard position to attain. People wanted to see a vision that focused more on NSW producing high quality work that engages with audiences, rather than a more tourism related perspective.

There was also feedback that the vision should include more about community engagement and what the arts mean to the NSW community, focusing on the uniqueness of the art produced here. The vision should feel inclusive, involving grassroots, community elements as well as larger institutions.

The language used in the statement was thought to be a bit passive and participants would rather it was more dynamic and aspirational.

Sector proposals:

1. The vision for the Policy should have a more inclusive scope that reflects the State's unique qualities, celebrates the role of artists and acknowledges the significance of arts and culture to the NSW community.
2. The vision should encourage vitality and excellence in arts and cultural life in NSW, rather than a competitive approach. The Policy should embrace and recognise the full spectrum of arts and cultural practice, from grassroots and community through to professional arts and cultural practice.
3. A number of groups suggested new visions such as:
 - 'NSW has a rich, diverse and resilient arts and cultural sector that connects with community both locally and internationally'

- 'Through NSW arts and culture we enliven and reflect the imaginations of communities, and share our innovation and creative excellence with the world'
- 'That NSW recognises and supports the creativity, innovation and economic strengths of a broad and varied arts and cultural sector that encompasses a diversity of practices, art forms and audiences across the entire state'
- 'To provide opportunities for all residents of NSW and visitors to the State, to engage in artistic and cultural experiences of the highest quality'.

ARTISTS AND CULTURAL ORGANISATIONS ARE CELEBRATED AND SUSTAINABLE

Proposed Goal from Discussion Paper:

NSW strengthens its position as Australia's largest arts sector, retaining and attracting acclaimed artists, cultural workers and organisation.

Sector response:

- The first theme should comprise the vision, as making sure that the arts sector is thriving and sustainable was perceived as the purpose of the Policy.
- A greater emphasis on small to medium arts organisations and emerging artists is needed, with a recommendation to include a goal that relates to these groups in particular.
- Include elements to support and nurture artists and the arts in this theme, such as more mentorships, residencies, fellowships, loans, 'artists funds' and exchange programs.
- Provide more skills training and development for artists and arts administrators, particularly in marketing and administration.
- Provide support and training for small to medium organisations for building funding relationships, including the establishment of a broker/facilitator based at Arts NSW and Regional Arts NSW.
- Define in greater detail what the NSW Government means by 'sustainable' arts sector. Many interpreted this as a signal that NSW Government funding support for the arts was in decline.

NSW ARTISTS AND CULTURAL ORGANISATIONS

Proposed Goal from Discussion Paper:

NSW strengthens its position as Australia's largest arts sector, retaining and attracting acclaimed artists, cultural workers and organisations

Sector response:

- Participants were generally in favour of this theme and its goals.
- Many commented that there was a need to distinguish between artists and arts organisations within the theme. It was felt that it is important to ensure that there is an equal emphasis on individual artists as on organisations, as artists were felt to have different needs and issues to organisations.
- Currently, this theme was seen to exclude small to medium arts organisations and emerging artists. It was seen to be only concerned with 'the large and eminent' which provoked strong reactions in many participants across the forums.
- There was a call for the theme to have a greater focus on supporting, nurturing and providing help to artists and the sector, rather than business practices and being a tourist destination.
- An issue that was perceived as not adequately tackled was that of skills training and development.
- The other form of support that artists said they needed was in the form of a toolkit or online handbook to make funding and licence applications more accessible to inexperienced artists. It was suggested that this includes templates for contracts, project costings/budgets and venue hire agreements.
- It was also thought by many participants that the sector could benefit from greater integration between different levels of government and arts organisations. For example, arts organisations within the City of Sydney LGA were thought to benefit from the local council being very supportive of the arts; however, help was thought to be required in other LGAs, particularly those outside Sydney, where support was not as forthcoming.
- There was quite a lot of criticism about the second direction (income diversification) with the initial assumption being that arts funding from government was in decline.
- Some participants also stated that they had tried many of the suggested income diversification methods to no avail. Suggestions were made for government to create tax breaks for philanthropists, start-up loans, workplace giving (like charity giving) or programs modelled on the Tasmanian interest free loans to purchase artworks.
- The last direction (professional development for museums and gallery workers) was also thought to be priority if it was made applicable to all arts and cultural workers, not just museum and gallery professionals

- NSW cultural sector was perceived as having an ad hoc approach to international engagement, with a more sophisticated, mutually beneficial strategy required to make inroads into the Asia Pacific market.
- A number of submissions were made from the live music industry requesting that Arts NSW develop a strategic agenda in support of this sector.

Sector proposals:

1. Change goal to 'NSW nurtures Australia's largest arts sector, retaining and attracting artists, cultural workers and organisations, and provides opportunity and connections that facilitate the growth of arts and culture for everyone'.
2. The needs of artists and arts organisations should be considered separately in the Policy.
3. The Policy should deal in greater depth with needs of small to medium sector and emerging artists.
4. Performance measures under the Policy should explicitly include artists in measure of 10% increased participation by 2016 as part of *NSW 2021: A Plan to Make NSW Number One*.
5. Develop programs for interconnection between artists and organisations to provide on the job training and development opportunities.
6. Investigate options for templates to assist applicants to the Arts and Cultural Development Program with evaluation and acquittal requirements.
7. Develop local government engagement strategy in conjunction with the Policy to ensure more strategic and coordinated work between the tiers of government.
8. Develop a strategy to support alternative investment models in the sector which takes into account the current skill sets and experiences of key sector participants.
9. Fund business development positions in the small to medium sector.
10. Introduce a matched funding scheme for donations from \$5,000 to \$50,000 to encourage more citizens of NSW to increase their level of donations to the arts.
11. Foster ways for NSW trade delegations located in international destinations to engage with and showcase NSW arts projects on tour in their area.
12. Introduce a ticket subsidy for all cultural organisations offering work created specifically for young people.
13. Develop a NSW youth arts strategy and include in the Policy a much stronger focus on youth as stakeholders, participants and audiences.
14. Prepare a strategic plan for the contemporary music sector in NSW.
15. Set up an art purchase loan scheme similar to Tasmania's 'Collect Art' scheme.

16. Develop a NSW Design Policy (modelled on successful Victoria and Queensland Design Policies).
17. Broaden NSW Government Skills List to include full scope of arts, culture and creative industries.

STATE CULTURAL INSTITUTIONS ARE LEADERS IN THEIR FIELD

Proposed Goal from Discussion Paper:

NSW State Cultural Institutions and major organisations are preeminent Australian cultural destinations, renowned for their programming, collections and educational role.

Sector response:

- The State Cultural Institutions reiterated their role as cultural leaders within the sector, and saw this as the key to enhancing their reputation.
- The importance of State Cultural Institutions and large organisations were acknowledged, however participants overwhelmingly thought there was a greater focus on these in the overall goal to the detriment of smaller arts organisations.
- The overarching NSW artists and cultural organisations goal should be relevant to all organisations and just one direction should be about larger organisations and State Cultural Institutions. However, if this goal is kept in its current form, then there should be another goal added that relates to smaller organisations and individual artists.
- Respondents believed that the State Cultural Institutions did little to produce works of relevance to regional areas. While some were seen to make the effort to tour significant work, any form of tailoring or local content/messaging was believed to be lacking. From this, there were suggestions that it would be better to develop some 'artist in residence programs' based at State Cultural Institutions in order to produce work for regional areas that has relevance for regional audiences.
- The leadership role played by the State Cultural Institutions in particular areas was recognised as best practice, for example the Powerhouse's regional services program and the State Library's provision of advice on specialist topics.
- There was a perceived need for greater collaboration between the State Cultural Institutions and smaller organisations. Cultural and artistic exchange was seen to be very important.
- There were calls for the inclusion of Sydney Living Museums and NSW State Records as State Cultural Institutions.
- Strategic cultural engagement with overseas organisations, particularly in the Asia Pacific region, was seen as essential.
- Widespread concern that the impact of NSW's cultural institutions has never been systematically assessed and quantified. Metrics currently in place were viewed as piecemeal, which makes the value, performance and potential of the sector difficult to promote.

Sector proposals:

1. Create a regional engagement strategy for each State Cultural Institution as part of the development of the Policy.
2. Clarify in Policy why State Cultural Institutions are treated differently to other major arts organisations.
3. Improve connections between State Cultural Institutions and smaller arts organisations and artists.
4. Undertake a quantitative assessment of NSW's major cultural institutions to clarify their value as a public asset, identify opportunities presented by the complementary strengths of institutions and their potential for growth.
5. Investigate linked marketing initiatives between State Cultural Institutions.
6. Improve export of cultural institution services and expertise to the Asia Pacific Region to meet the current skills gap.
7. Create a cultural passport for all young people that are stamped at venues and offer low cost access prices and discounted public transport.
8. Establish Access Officers within each State Cultural Institution and share resources and marketing to support access programs for people with disability.
9. Explore ways to make significant state collections more accessible through extended regional partnerships with significant regional organisations, including opportunities for establishing satellite facilities and enhanced digital access to collections and performances.
10. Provide free transport within Sydney to visit State Cultural Institutions.
11. Ensure that financial support for the State Cultural Institutions is commensurate with their level of accountability and leadership role within the sector.

PEOPLE ENRICH AND SHAPE THE ARTS

The People Enrich and Shape the Arts section was divided according to demographics, identifying groups of priority because they currently have lower rates of participation in arts and culture. Chapters dealt with the different needs of Aboriginal and culturally and linguistically diverse communities, people with disability and seniors.

Sector response to overall theme:

- This was viewed as a fundamental and important theme because diversity is what makes NSW unique, and should therefore form part of the vision.
- Dividing the goals into population segments was viewed as problematic because it creates separation instead of attempting to integrate community segments into the whole population.
- Many requested that an overarching goal be included in this theme that is more inclusive and targets the community as a whole to encourage participation and engagement with the arts.
- There were many questions raised about how these four particular demographics were selected to be included in this theme and why others have been excluded.
- Overwhelmingly, the inclusion of children and young people as a sub-group was viewed as particularly important because this generation will be the future artists and audiences. Specifically it was felt by most participants that youth and children should be included as a goal under this theme and that arts education should also be here.
- There was also some misunderstanding and confusion about the focus of this theme and whether it was just about creating or about the consuming of arts more generally. Participants felt that both were important.

Sector proposals:

1. Broaden goal from identifying particular sub-groups to the importance of inclusivity and diversity more broadly – suggested theme: 'valuing our diversity'.
2. Include references and goals relating to young people and arts education.
3. Ensure that people enrich and shape the arts section reflects the importance of diverse participation as both creators and participants.

ABORIGINAL ARTS AND CULTURE

Proposed Goal from Discussion Paper:

NSW is recognised for its contemporary Aboriginal art and culture, founded on respect and recognition of the significance of NSW Aboriginal cultural heritage.

Sector response:

- Inclusion of a specific goal for Aboriginal arts and culture was welcomed, given that NSW has Australia's biggest population of Aboriginal Australians.
- Overall, this goal was seen to be important and the directions within it were commented on positively.
- The grouping together of Aboriginal NSW felt artificial to some in Sydney. The Aboriginal culture is so vast and diverse in itself it was thought that it should be 'arts and cultures' (not art and culture), and it should potentially also include heritage and practice.
- Participants suggested that arts organisations create multiple pathways as a strategy to increasing access and participation for many different groups, not just Aboriginal cultures. For example, free tickets to children, engaging with developing artists (particularly those with disabilities) and facilitating pathways or models to professionalization or residency programmes.
- In response to the first direction, it was suggested that if Arts NSW want to put Aboriginal art in the centre of programming then Aboriginal staff need to be supported in all organisations and as artists, not just those in NSW State Cultural Institutions.
- The importance of the retention of Aboriginal languages was thought to be missing, along with the rejuvenation and recognition of cultural practices generally.
- There was some concern in the Western Sydney forum with the words 'investigate' (second direction) and 'encourage' (third direction), as these words were felt to be too soft, and failed to demonstrate a commitment to action. A similar point was raised with regard to the word 'promote' in the last direction as being ineffective. It was felt reference should be made to 'providing' skills training and pathways, rather than just promoting them.
- Proper management of, and respect for, Indigenous cultural and intellectual property (ICIP) was seen as fundamental to the achievement of this goal.

Sector proposals:

4. Reflect the multiplicity of arts and cultures throughout Aboriginal communities in NSW, including heritage and practice, in Policy.

5. Use more proactive and affirmative language to describe Aboriginal arts and culture in Policy.
1. Consider Aboriginal employment strategies relevant to all arts organisations, not just State Cultural Institutions.
2. Increase access to the learning of Aboriginal languages by Aboriginal and non-Aboriginal peoples.
3. Increase opportunities for bilingual English/Aboriginal language uses in publications, public signs and place names.
4. Encourage the production of regional Indigenous television content that reflects the diversity of Aboriginal cultures in NSW.
5. Fulfil commitment (26A) in the Visitor Economy Industry Action Plan to work with the Barangaroo Delivery Authority and Department of Aboriginal Affairs to scope a dedicated Indigenous cultural centre at Barangaroo.

CULTURAL AND LINGUISTIC DIVERSITY

Proposed Goal from Discussion Paper:

The diverse cultural and linguistic profile of NSW communities is increasingly represented in creative content and audience.

Sector response:

- Western Sydney was widely acknowledged as the best practice leader in engaging with culturally diverse communities.
- Some regional areas perceived this goal as having limited relevance to their population.
- The second direction referring to Western Sydney and a skills exchange program with regional organisations was confusing to some as they could not see what this would involve and what it could achieve. It was suggested it needed more explanation or another example.
- The third direction which mentions developing a state-wide database of CaLD artists was thought to be impractical, hard to manage and set up and not really worth the time and effort. They also felt that this direction implied that organisations should curate via ethnicity rather than excellence. Some questioned where the responsibility for this would lie and how it would be achieved as it was believed that it had been tried before but had not been successful.

Sector proposals:

1. Finesse regional NSW/Western Sydney CaLD skills exchange program concept.
2. Establish a state multicultural arts service organisation like Multicultural Arts Victoria, based in Western Sydney.
3. Research CaLD population demographics in regional areas.
4. Remove reference to database of CaLD artists, as this has been trialled unsuccessfully by Information and Culture Exchange and other organisations.
5. Develop an "Arts in a Diverse NSW" action plan that specifically addresses the current and emerging needs and opportunities in the multicultural arts sector.
6. Provide resources and support for effective multicultural audience development strategies across the State.
7. Ensure that all major arts organisations and State Cultural Institutions funded by the NSW Government have an Access and Inclusion Strategy that includes people of CaLD background and requires organisations to report against diversity of employees and multicultural programming.
8. Establish a mandatory representation of CaLD arts workers on Arts NSW assessment panels and peer reviews.
9. Ensure more multicultural programming takes place across all of NSW.

ARTS AND DISABILITY

Proposed Goal from Discussion Paper:

The artistic aspirations and achievements of people with disability are a valued and visible part of our culture.

Sector response:

- There was strong support for this goal as it was thought that people with a disability are invisible at the moment and that more could be done to facilitate pathways to creativity, engagement and employment.
- The concept of supporting all organisations who strengthen creative practices and programming for people with a disability, including those who do not have disability as their core work area, was seen to be an important and effective strategy.
- Some thought that this goal should be broadened to include ill health too, i.e. the physically and mentally ill, or that another goal should be included relating to this.

Sector proposals:

1. That the findings, strategies and recommendations of the National Arts and Disability Strategy be included as priorities within the development of the Policy.
2. That artists with disability are included in all initiatives promoting employment opportunities and small business development opportunities.
3. Include an access component in funding application budgets to ensure that access costs are included from project inception.
4. Provide incentives for Disability Action Planning through Arts and Cultural Development Program.
5. Develop Regional NSW version of 'Sydney for All' project and website.
6. Replicate Arts Access Victoria's ticketing price scheme through Accessible Arts NSW.

CREATIVE AGEING

Proposed Goal from Discussion Paper:

The attendance and participation of older people in creative activities increases, and the contribution of older volunteers to the arts and cultural sector is recognised.

Sector response:

- Participants questioned whether older people required their own goal as it was thought that they were already highly engaged, with audiences often made up of a large proportion of older people. Participants were concerned that their inclusion could be at the expense of youth and/or education.
- Respondents generally liked the reference to the recognition of volunteers, but thought that volunteers of all ages should be recognised. However, some took issue with the term 'recognised', indicating that you can't recognise something without measuring it, and that any creative ageing goals need to be both measurable and achievable.
- There was confusion around the definition of 'older people'. For example, the second bullet point refers to those in their 'middle years' and 'seniors', and there was felt to be a need to clarify what ages this referred to. Is it people in their 50s, 60s or 70s and older?
- Support for arts activities and events that would appeal to older people were encouraged, for example daytime events, events that are easily accessible by public transport, ones that have an element of social interaction.

Sector proposals:

1. Clarify definition of older people and why they have been identified as a priority group.
2. Policy to articulate approach to support for older volunteers that is in line with the NSW Volunteering Strategy.
3. Include case studies in final Policy which celebrate the many successful examples of arts organisations with large audience/volunteer base of older people.
4. Include the economic impact of volunteer labour in future data collection/economic evaluation projects.
5. Progress directions outlined in the Arts and Health initiative, the NSW Ageing Strategy and the NSW Volunteering Strategy.

ARTS AND CULTURE FOR, BY AND ACROSS THE WHOLE OF NSW

This section was divided into two categories:

- Regional NSW
- Sydney, Western Sydney and Greater Metropolitan Sydney

Sector response to the overall theme:

- The separation of Sydney from the other areas of NSW was also a concern for many in the third theme.
- The focus on regional areas in this theme of the discussion paper was supported strongly both by participants in Sydney and those outside Sydney.
- Respondents objected to three different areas within Sydney being referenced (Sydney, Western Sydney and Greater metropolitan Sydney) in the discussion paper compared with the more generalised identification of 'regional NSW'.
- Regional participants emphasised that regional NSW should not be treated as a single entity. At one forum participants suggested that if the City of Sydney Council is presenting 'a city of villages', then NSW needs to be 'a state of unique regions'. They stressed that the areas are physically and culturally unique in comparison to each other and that the Policy needs to reflect the differences of the region.
- If areas are to be mentioned separately in the policy then it was suggested that regional hubs should have their own terminology, for example Newcastle, Dubbo and Wollongong should be grouped as 'regional hubs' because they are very different to the smaller regional areas surrounding them. Along similar lines, on the Central Coast the term 'urban regional' was proposed to describe the area.
- Many participants desired improved links between Sydney based and regional organisations and events.
- Many participants highlighted the need to look at what is working and then implement this state wide (e.g. the model of invigorating Western Sydney through the Western Sydney Strategy, the State Library and the Powerhouse Museum regional programs or a successful regional area such as the Northern Rivers).

Sector proposals:

1. Refer to NSW as a whole in goals and vision, rather than differentiating Sydney from the rest of the State.
2. If geographic regions are to be mentioned separately, there needs to be an equal degree of differentiation for regional NSW.
3. Consider the applicability of existing Western Sydney strategy model to regional and rural areas.

REGIONAL NSW

Proposed Goal from Discussion Paper:

Regional NSW is well networked, has good access to and contributes to the best of the State's arts and cultural experiences.

Sector response:

- There was strong support for the first goal as it was thought to include the main aspects, i.e. networking and access, and thought to be very inclusive by stating 'contributes to the best'.
- Regional services should be viewed as core business for the State Cultural Institutions. Successful models developed by the Powerhouse Museum and the State Library should be replicated.
- Lack of infrastructure was seen as an issue for regional areas, with access to the NBN for all regional areas seen as a key priority in order to meet this theme objective.
- The final direction regarding digital education programs was thought to be important; however, the availability of infrastructure was viewed as the key to its delivery.
- There were concerns that the digital experience should not replace the live experience; that there was still a need for students to travel to see live arts, or for artists to travel to regional areas.
- Local councils were thought to have a particularly important role to play in supporting arts and culture in regional NSW. Therefore, participants stressed the need for Arts NSW to engage with and work with councils in a meaningful way.
- There is little professional development available in regional and rural NSW, with Wagga being one of the sole surviving regional TAFEs, with many regional areas not having anything in this regard. This means that young people have to go to Sydney if they want to further their career in the arts, and this becomes unaffordable for many in the regions who are from lower socioeconomic backgrounds.
- Training in administration, finance and other areas surrounding the arts was crucial, as smaller organisations and emerging artists often lacked access to these skills.
- Directions regarding improved harmonisation of touring funding models between the Commonwealth and NSW were warmly welcomed.

Sector proposals:

1. Create a regional engagement strategy with each State Cultural Institution that includes consideration of the establishment of a regional services department in each institution.
2. Establish greater parity between regional and metropolitan cultural infrastructure investment.
3. Create a regional skills development program to address knowledge gaps.

4. Develop a local government engagement strategy that outlines how NSW Government will work with local councils to operationalise the Policy.
5. Consider the implementation of 'regional centres of excellence' or 'hubs' as recommended by the Lawson Report (2010).
6. Extend regional arts network to include regional arts offices in regions that do not currently have them.

SYDNEY, WESTERN SYDNEY AND GREATER METROPOLITAN SYDNEY

Proposed Goal from Discussion Paper:

Sydney is an acknowledged cultural leader in the Asia-Pacific region, drawing on the unique offerings of the CBD and the broader Sydney region.

Sector response:

- The directions listed were generally well received and were considered to be quite comprehensive.
- The fourth direction which discusses co-promotion across Sydney CBD, Western Sydney and Greater Sydney should also be expanded to include regional and rural areas.
- With an obvious focus on Sydney, this goal was not seen to be relevant to many participants in regional areas however it was well received by some stakeholders, who thought Sydney should 'step up' and 'take some responsibility'.
- There was an identified need for a direction to support access for regional audiences to Sydney destinations.
- A reciprocal, two way touring flow between Sydney and the regions was perceived as essential.
- Western Sydney stakeholders felt that there should be more specific mention or even a separate goal to deal with the needs of the area.
- There was some confusion about why the goal mentions the Asia-Pacific region but this is not referenced in any of the directions.
- Participants expressed a desire for the goal to focus on the State's cultural health rather than external validation or a tourism related goal.

Sector proposals:

1. Clarify the ways in which Arts NSW and Destination NSW will work together to deliver on visitor economy targets.
2. Create strategies which encourage the touring of regional work to metropolitan areas, as well as intra-regional touring.
3. Include more Western Sydney specific goals in Policy.
4. Develop international engagement strategy as part of the Policy.
5. Advocate for the development of integrated ticketing which allows people to make a journey between different transport modes and encourages access to visitor and cultural attractions.
6. Link Sydney and NSW to the national cultural brand through strategic partnerships with Tourism Australia and Austrade.
7. Establish a Ministerial Western Sydney Arts Committee to advise the Minister on matters relating to hard and soft cultural infrastructure within Western Sydney.
8. Support Western Sydney arts centres to develop Aboriginal arts and cultural programs.

VENUES AND SPACES TO CREATE AND EXPERIENCE

This theme suggested that a vibrant cultural life would not be possible without places to create and experience the arts and discussed this concept in relation to:

- Physical cultural infrastructure
- Adaptable spaces

Sector response to the overall theme:

- Participants expressed concern that it is becoming harder to use small spaces legally for performances or exhibitions, and wanted the NSW Government to work with local councils and corporate entities to review the legislation around the use of space and make spaces more available and affordable.
- Respondents felt it was important to include goals and actions in the discussion paper around spaces to create, for example rehearsal spaces, workshops and studios, and these are crucial for artists.
- There was a desire for a greater focus on smaller facilities and regional venues as well as 'world class' facilities, which were assumed to be large Sydney based venues.
- Digitisation of major institutions' collections should not be the only focus of engagement.
- Training is required for arts practitioners to enable them to access and use digital media.
- Greater use of existing assets was seen as a priority. Schools, for example, were said to be underutilised – their auditoriums are set up with useful equipment and air conditioning, and were generally free on weekends and weeknights.
- Funding was seen as critical to the successful delivery of this theme. Councils were not thought to have enough funds available to enable changes in this area, so more significant funding from the State or Commonwealth government was believed to be required. Matched funding was sometimes seen as a challenge problem by some as it was not always achievable.

Sector proposals:

1. Reconsider placement of screen and digital in final structure of the Policy.
2. That the policy includes a breakdown or matrix of relevant regulatory stakeholders and legislation, and that Arts NSW consider the introduction of a 'red tape' reduction program for the arts and cultural sector in NSW.
3. Create specific actions in Policy around spaces to create such as rehearsal rooms, workshops and studios.
4. Investigate percentage for arts schemes and cultural space as a requirement as part of approval processes for new constructions.

PHYSICAL CULTURAL INFRASTRUCTURE

Proposed goal from Discussion Paper:

NSW establishes and maintains world class arts and cultural facilities to support creative practice and facilitate engagement.

Sector response:

- Within Sydney, this was seen to be the priority goal. However, outside Sydney this goal was seen to be too Sydney-centric because of the use of the term 'world class' and also the inclusion of the directions specifically about Walsh Bay and the 'signature promenade'.
- Many thought it would be better to focus on 'accessible, affordable, appropriate, financially sustainable' facilities and suggested that 'relevant' might be a better term rather than 'world class'.
- Community arts facilities were seen as crucial for the growth and development of artists. It was noted that local councils manage over 4,000 such facilities across NSW and they need to be referenced in the Policy.
- The long term relevance of the cultural ribbon concept was questioned, with confusion over who has responsibility for the project and concerns that the cultural ribbon excludes many smaller cultural venues and spaces.
- Red tape and confusing legislation were raised as impediments to the maximum use of physical infrastructure for cultural purposes.

Sector proposals:

1. NSW Government to undertake cultural red tape review as part of the Policy.
2. Arts NSW to make a submission to the Premises Standards Review 2015 on behalf of the cultural sector.
3. In Policy, outline the role that all three levels of government play in supporting cultural infrastructure and more effective ways of collaborating.
4. Broaden scope of physical cultural infrastructure section of Policy to encompass the whole of NSW, including local council and community art facilities.
5. Clarify NSW Government plans for cultural ribbon/signature promenade in the Policy.

ADAPTABLE SPACES

Proposed goal from Discussion Paper:

Our daily lives and localities are enriched with surprising and changing cultural experience through adaptive spaces.

Sector response:

- Many participants noted that there is a large amount of existing infrastructure that we need to ensure we are utilising. Some participants were concerned that the use of adaptable spaces was detrimental to this.
- Many saw value in an assessment or a needs-based analysis of each region being undertaken to determine what the area was lacking in terms of venues and spaces to ensure that appropriate and needed venues were created.
- The second direction of making legislation supportive not restrictive was thought to be a priority. At many forums there was considerable discussion in relation to the restrictions and red tape surrounding utilising spaces for artistic purposes.
- Arts peaks and services forum participants thought that development requirements were overly prohibitive. Participants desired a quick and straightforward approvals process that does not stifle creativity. It was suggested that Arts NSW could advocate for standardisation between councils and work with other State departments to simplify the process.
- Some participants questioned whether adaptive spaces are actually a solution to infrastructure needs. Participants conveyed that it is hard to build an audience in an adaptable space due to the temporary nature of the arrangement. It was suggested that this goal could be extended to include public or creative space rather than just adaptive spaces as the lack of space issue is broader and requires a number of different solutions.

Sector proposals:

1. Place emphasis of cultural infrastructure policy on use of existing infrastructure.
2. Support Regional Arts Development Officers and/or local council Cultural Development Officers to undertake a needs based analysis of venues and spaces in their local area.
3. Undertake red tape review (with a particular focus on cultural infrastructure and live music) as part of the development of the Policy.
4. Introduce incentives for owners of buildings to rent or donate space to not for profit cultural organisations.
5. Introduce a percentage for Art Space scheme, where developers must provide a proportion of space in any new or refurbished building for use by artists and arts organisations for work.

STORIES ON SCREEN

Proposed goal from Discussion Paper:

NSW strengthens its status as the first choice for screen production in Australia and continues to produce acclaimed, locally relevant stories.

Sector response:

- Development of the screen sector was valued, particularly for regional areas. However, participants at many of the forums questioned why the screen sector is the only artform with a separate section.
- There was concern that government screen funding is less in NSW than in other jurisdictions despite a 'very exportable product' and that international productions 'gobble up most of the funds and leave little for the independent filmmakers'.
- The screen industry was also recognised as a major employer of Aboriginal artists by the Sydney participants, and it was suggested that this could be recognised and celebrated within this goal.
- The last direction references the need to promote a streamlined filming approvals process. Some participants were aware that a screen protocol exists with local government, but felt that it needs further development.
- There was a suggestion that a direction should be included with the aim of cross fertilising the screen industry with other arts and cultural practice, to help promote those other practices.
- The Australian Directors Guild highlighted concerns regarding a proposal by the Australian Law Reform Commission to replace the current Fair Dealing System with the Fair Use American style system and potential impact on income for Australian artists.
- Respondents identified business retention as an essential step to positioning NSW as the first place in Australia for screen production. Several avenues to attract business and production activity to NSW were identified, such as commercial certainty and cost efficiencies gained through film friendly regulation, supportive frameworks targeting location attractions and project development and enterprise style programs.

Sector proposals:

1. Consider integrating screen sector through all sections of Policy with other artforms.
2. Celebrate Aboriginal success stories in film and television industry in final Policy.
3. Investigate filming approvals process as part of red tape review in conjunction with development of the Policy.
4. Investigate impact of potential change in copyright protection laws for screen practitioners.
5. Consider introduction of competitive finance for productions and the use of the payroll tax system to incentivise productions.

6. Advocate for training for screen sector to be added to the Strategic Skills Priority List.
7. Increase sector understanding of the development and local government filming activity approval process.
8. Develop regional networks and engagement among industry, as well as strategies addressing access to key markets and industry events for regional screen practitioners.

DIGITAL TECHNOLOGIES

Proposed goal from Discussion Paper:

Production and delivery of the arts in NSW is flexible, interactive and adequately connected, to realise the benefits of the virtual age.

Sector response:

- Participants at the digital forum felt that digital should not be isolated into a goal itself but should be integrated across all themes.
- An effective National Broadband Network was perceived as essential to the achievement of this goal. Many artists and arts organisations were said to be in areas with insufficient or limited broadband coverage.
- Lack of infrastructure was seen as the main barrier to this goal as many regional areas do not have access to adequate digital/ICT facilities.
- Although some artists were already using digital technologies in innovative ways, there were also many who needed development in this area.
- Digital forum participants thought that there is a role here for education on technological aspects - sharing knowledge and resources, best practice case studies, common standards and shared networks (e.g. putting Wi-Fi into public buildings or digitising collections or art works).
- The goal was thought to be effective in relation to the digitisation of gallery works, education, expanding audiences and for regional touring.
- A willingness to invest in ideas and innovation in the digital space was perceived as essential, for example in the United Kingdom there is a digital research and development fund for the arts, where organisations can apply to the fund to pilot new ideas and audience development in partnership with researchers and technology providers.

Sector proposals:

1. Integrate digital arts actions into all major themes of the Policy.
2. Ensure support for digital arts encourages innovation and experimentation.
3. Create a research and development program for digital arts modelled on the UK's 'Digital R & D for the Arts' program.
4. Investigate provision of operational training and digital development assistance for arts organisations.
5. Support digital engagement support programs similar to the Australia Council for the Arts' 'Geek in Residence' program.

GOVERNMENT FUNDING PROGRAMS

Proposed goal from Discussion Paper:

NSW Government support through direct funding and subsidies is targeted to provide demonstrable value for investment through addressing sector and government requirement.

Sector response:

As consultation for the Arts Funding Program review had concluded prior to the Arts and Cultural Policy, consultation forums did not invite focused comment on arts funding in NSW. However, it was still a recurring theme that crossed over a number of topic areas. Funding was consistently mentioned during consultations, with specific points raised about the difficulty of obtaining it and the insecurity and constraints associated with the grants system.

The applications process was thought to be laborious and the timelines stifling to creativity because artists have to plan what they are going to create years in advance. Smaller grants that require less lead time and less paperwork would be welcomed, as well as grants for more operational/administrative costs.

Regional areas in particular were thought to be struggling due to the over-reliance on local councils for project and infrastructure funding.

Participants highlighted a need for more training and support for smaller organisations and artists to obtain philanthropic support. It was felt that there was a need for increased profile building of some of the areas outside central Sydney and the wide range of artists and talent that exists there, in order to grow investment, but also to encourage artists to stay and work in these areas and develop local content, rather than move to the city.

Some participants thought that funding should not be a theme in itself but rather come under a theme of 'support' or 'advocacy' which could include funding, training and other avenues of support (such as provision of best practice, case studies, mentoring, promotion, education etc.).

Proposed response:

Feedback on arts funding will be addressed through the revitalised Arts and Cultural Development Program, which will be launched in 2014 prior to the release of the Policy.

SUMMARY OF RECOMMENDATIONS

NO.	SECTION	SECTOR PROPOSALS
1	Vision	<p><i>The vision for the Policy should have a more inclusive scope that reflects the State's unique qualities, celebrates the role of artists and acknowledges the significance of arts and culture to the NSW community. The vision should encourage vitality and excellence in arts and cultural life in NSW, rather than a competitive approach. The Policy should embrace and recognise the full spectrum of arts and cultural practice, from grassroots and community through to professional arts and cultural practice.</i></p>
2	Artists and cultural organisations	<p><i>Change goal to 'NSW nurtures Australia's largest arts sector, retaining and attracting artists, cultural workers and organisations, and provides opportunity and connections that facilitate the growth of arts and culture for everyone'.</i></p>
3	Artists and cultural organisations	<p><i>The needs of artists and arts organisations should be considered separately in the Policy.</i></p>
4	Artists and cultural organisations	<p><i>The Policy should deal in greater depth with needs of small to medium sector and emerging artists.</i></p>

NO.	SECTION	SECTOR PROPOSALS
5	<i>Artists and cultural organisations</i>	<i>Performance measures under the Policy should explicitly include artists in measure of 10% increased participation by 2016 as part of NSW 2021: A Plan to Make NSW Number One.</i>
6	<i>Artists and cultural organisations</i>	<i>Develop programs for interconnection between artists and organisations to provide on the job training and development opportunities.</i>
7	<i>Artists and cultural organisations</i>	<i>Investigate options for templates to assist applicants to the Arts and Cultural Development Program with evaluation and acquittal requirements.</i>
8	<i>Artists and cultural organisations</i>	<i>Develop local government engagement strategy in conjunction with the Policy to ensure more strategic and coordinated work between the tiers of government.</i>
9	<i>Artists and cultural organisations</i>	<i>Develop a strategy to support alternative investment models in the sector which takes into account the current skill sets and experiences of the entire sector.</i>
10	<i>Artists and cultural organisations</i>	<i>Fund business development positions in the small to medium sector.</i>

NO.	SECTION	SECTOR PROPOSALS
11	<i>Artists and cultural organisations</i>	<i>Introduce a matched funding scheme for donations from \$5,000 to \$50,000 to encourage more citizens of NSW to increase their level of donations to the arts.</i>
12	<i>Artists and cultural organisations</i>	<i>Foster ways for NSW trade delegations located in international destinations to engage with and showcase NSW arts projects on tour in their area.</i>
13	<i>Artists and cultural organisations</i>	<i>Introduce a ticket subsidy for all cultural organisations offering work created specifically for young people.</i>
14	<i>Artists and cultural organisations</i>	<i>Develop a NSW youth arts strategy and include a much stronger focus on youth as stakeholders, participants and audiences in the Policy.</i>
15	<i>Artists and cultural organisations</i>	<i>Prepare a strategic plan for the contemporary music sector in NSW.</i>
16	<i>Artists and cultural organisations</i>	<i>Set up an art purchase loan scheme to Tasmania's 'Collect Art' scheme.</i>
17	<i>Artists and cultural organisations</i>	<i>Develop a NSW Design Policy (modelled on successful Victoria and Queensland Design Policies).</i>

NO.	SECTION	SECTOR PROPOSALS
18	<i>Artists and cultural organisations</i>	<i>Broaden NSW Government Skills List to include full scope of arts, culture and creative industries.</i>
19	<i>State Cultural Institutions</i>	<i>Create a regional engagement strategy for each State Cultural Institution as part of the development of the Policy.</i>
20	<i>State Cultural Institutions</i>	<i>Clarify in Policy why State Cultural Institutions are treated differently to other major arts organisations.</i>
21	<i>State Cultural Institutions</i>	<i>Improve connections between State Cultural Institutions and smaller arts organisations and artists.</i>
22	<i>State Cultural Institutions</i>	<i>Undertake a quantitative assessment of NSW's major cultural institutions to clarify their value as a public asset, identify opportunities presented by the complementary strengths of institutions and their potential for growth.</i>
23	<i>State Cultural Institutions</i>	<i>Investigate linked marketing initiatives between State Cultural Institutions.</i>
24	<i>State Cultural Institutions</i>	<i>Improve export of cultural institution services and expertise to the Asia Pacific Region to meet the current skills gap.</i>

NO.	SECTION	SECTOR PROPOSALS
25	<i>State Cultural Institutions</i>	<i>Create a cultural passport for all young people that are stamped at venues and offer low cost access prices and discounted public transport.</i>
26	<i>State Cultural Institutions</i>	<i>Establish Access Officers within each State Cultural Institution and share resources and marketing to support access programs for people with disability.</i>
27	<i>State Cultural Institutions</i>	<i>Explore ways to make significant state collections more accessible through extended regional partnerships with significant regional organisations, including opportunities for establishing satellite facilities and enhanced digital access to collections and performances.</i>
28	<i>State Cultural Institutions</i>	<i>Provide free transport within Sydney to visit State Cultural Institutions.</i>
29	<i>State Cultural Institutions</i>	<i>Ensure that financial support for the State Cultural Institutions is commensurate with their level of accountability and leadership role within the sector.</i>

NO.	SECTION	SECTOR PROPOSALS
30	<i>People enrich and shape the arts</i>	<i>Broaden goal from identifying particular sub-groups to the importance of inclusivity and diversity more broadly – suggested theme: ‘valuing our diversity’.</i>
31	<i>People enrich and shape the arts</i>	<i>Include reference and goals relating to young people and arts education.</i>
32	<i>People enrich and shape the arts</i>	<i>Ensure that people enrich and shape the arts section reflects the importance of diverse participation as both creators and participants.</i>
33	<i>Aboriginal arts and culture</i>	<i>Policy to reflect the multiplicity of arts and cultures throughout Aboriginal communities in NSW, including heritage and practice.</i>
34	<i>Aboriginal arts and culture</i>	<i>Use more proactive and affirmative language in Policy in relation to Aboriginal arts and culture.</i>
35	<i>Aboriginal arts and culture</i>	<i>Consider Aboriginal employment strategies relevant to all arts organisations, not just State Cultural Institutions.</i>

NO.	SECTION	SECTOR PROPOSALS
36	<i>Aboriginal arts and culture</i>	<i>Increase access to the learning of Aboriginal languages by Aboriginal and non-Aboriginal peoples.</i>
37	<i>Aboriginal arts and culture</i>	<i>Increase opportunities for bilingual English/Aboriginal language uses in publications, public signs and place names.</i>
38	<i>Aboriginal arts and culture</i>	<i>Encourage the production of regional Indigenous television content that reflects the diversity of NSW Aboriginal cultures.</i>
39	<i>Aboriginal arts and culture</i>	<i>Fulfil commitment (26A) in Visitor Economy Industry Action Plan to work with the Barangaroo Delivery Authority and Department of Aboriginal Affairs to scope a dedicated cultural centre at Barangaroo.</i>
40	<i>Cultural and linguistic diversity</i>	<i>Finesse regional NSW/Western Sydney CaLD skills exchange program concept.</i>
41	<i>Cultural and linguistic diversity</i>	<i>Establish a state multicultural arts service organisation like Multicultural Arts Victoria, based in Western Sydney.</i>

NO.	SECTION	SECTOR PROPOSALS
42	<i>Cultural and linguistic diversity</i>	<i>Research CaLD population demographics in regional areas.</i>
43	<i>Cultural and linguistic diversity</i>	<i>Remove reference to database of CaLD artists, as this has been trialled unsuccessfully by Information and Culture Exchange and other organisations.</i>
44	<i>Cultural and linguistic diversity</i>	<i>Develop an “Arts in a Diverse NSW” action plan that specifically addresses the current and emerging needs and opportunities in the multicultural arts sector.</i>
45	<i>Cultural and linguistic diversity</i>	<i>Provide resources and support for effective multicultural audience development strategies across the State.</i>
46	<i>Cultural and linguistic diversity</i>	<i>Ensure that all major arts organisations and State Cultural Institutions funded by the NSW Government have an Access and Inclusion Strategy that includes people of CaLD background and requires organisations to report against diversity of employees and multicultural programming.</i>

NO.	SECTION	SECTOR PROPOSALS
47	<i>Cultural and linguistic diversity</i>	<i>Establish a mandatory representation of CaLD arts workers on Arts NSW assessment panels and peer reviews.</i>
48	<i>Cultural and linguistic diversity</i>	<i>Ensure multicultural programming takes places across NSW.</i>
49	<i>Arts and disability</i>	<i>That the findings, strategies and recommendations of the National Arts and Disability Strategy be included as priorities in the Arts and Cultural Policy.</i>
50	<i>Arts and disability</i>	<i>That artists with disability are included in all initiatives promoting employment opportunities and small business development opportunities.</i>
51	<i>Arts and disability</i>	<i>Include an access component in funding application budgets to ensure that access costs are included from project inception.</i>
52	<i>Arts and disability</i>	<i>Provide incentives for Disability Action Planning through Arts and Cultural Development Program.</i>
53	<i>Arts and disability</i>	<i>Develop Regional NSW version of 'Sydney for All' project and website.</i>

NO.	SECTION	SECTOR PROPOSALS
54	<i>Arts and disability</i>	<i>Replicate Arts Access Victoria's ticketing price scheme through Accessible Arts NSW.</i>
55	<i>Creative Ageing</i>	<i>Clarify definition of older people and why they have been identified as a priority group.</i>
56	<i>Creative Ageing</i>	<i>Policy to articulate approach to support for older volunteers that is in line with the NSW Volunteering Strategy.</i>
57	<i>Creative Ageing</i>	<i>Include case studies in final Policy which celebrate the many successful examples of arts organisations with large audience/volunteer base of older people.</i>
58	<i>Creative Ageing</i>	<i>Include the economic impact of volunteer labour in future data collection/economic evaluation projects.</i>
59	<i>Creative Ageing</i>	<i>Progress directions outlined in the Arts and Health initiative, the NSW Ageing Strategy and the NSW Volunteering Strategy.</i>

NO.	SECTION	SECTOR PROPOSALS
60	<i>Arts and culture by, for and across the whole of NSW</i>	<i>Refer to NSW as a whole in goals and vision, rather than differentiating Sydney from the rest of the State.</i>
61	<i>Arts and culture by, for and across the whole of NSW</i>	<i>If areas are to be mentioned separately, there needs to be an equal degree of differentiation for regional NSW.</i>
62	<i>Arts and culture by, for and across the whole of NSW</i>	<i>Consider the applicability of Western Sydney Strategy model to regional and rural areas.</i>
63	<i>Regional arts</i>	<i>Create a regional engagement strategy with each State Cultural Institution that includes consideration of the establishment of a regional services department in each institution.</i>
64	<i>Regional arts</i>	<i>Establish greater parity between regional and metropolitan cultural infrastructure investment.</i>
65	<i>Regional arts</i>	<i>Create a regional skills development program to address knowledge gaps as part of the Policy.</i>

NO.	SECTION	SECTOR PROPOSALS
66	<i>Regional arts</i>	<i>Develop a local government engagement strategy that outlines how NSW Government will work with local councils to operationalise the Policy.</i>
67	<i>Regional arts</i>	<i>Consider the implementation of 'regional centres of excellence' or 'hubs' as recommended by the Lawson Report (2010).</i>
68	<i>Regional arts</i>	<i>Extend regional arts network to include regional arts offices in regions that don't currently have them.</i>
69	<i>Sydney</i>	<i>Clarify the ways in which Arts NSW and Destination NSW will work together to deliver on visitor economy targets.</i>
70	<i>Sydney</i>	<i>Create strategies that encourage the touring of regional work to metropolitan areas, as well as intra-regional touring.</i>
71	<i>Sydney</i>	<i>Include more Western Sydney specific goals in Policy.</i>
72	<i>Sydney</i>	<i>Develop international engagement strategy as part of the Policy.</i>

NO.	SECTION	SECTOR PROPOSALS
73	Sydney	<i>Advocate for the development of integrated ticketing which allows people to make a journey between different transport modes and encourages access to visitor and cultural attractions.</i>
74	Sydney	<i>Link Sydney and NSW to the national cultural brand through strategic partnerships with Tourism Australia and Austrade.</i>
75	Sydney	<i>Establish a Ministerial Western Sydney Arts Committee to advise on matters relating to hard and soft cultural infrastructure within Western Sydney.</i>
76	Sydney	<i>Support Western Sydney arts centres to develop Aboriginal arts and cultural programs.</i>
77	<i>Venues and spaces to create and experience</i>	<i>Reconsider placement of screen and digital in final structure of the Policy.</i>
78	<i>Venues and spaces to create and experience</i>	<i>That the policy includes a breakdown or matrix of relevant regulatory stakeholders and legislation, and that Arts NSW consider the introduction of a 'red tape' reduction program for the arts and cultural sector in NSW.</i>

NO.	SECTION	SECTOR PROPOSALS
79	<i>Venues and spaces to create and experience</i>	<i>Create specific actions in Policy around spaces to create such as rehearsal spaces, workshops and studios.</i>
80	<i>Venues and spaces to create and experience</i>	<i>Investigate percentage for arts schemes and cultural space as a DA requirement as part of approval processes for new constructions.</i>
81	<i>Physical cultural infrastructure</i>	<i>NSW Government to undertake cultural red tape review as part of the Policy.</i>
82	<i>Physical cultural infrastructure</i>	<i>Arts NSW to make a submission to the Premises Standards Review 2015 on behalf of cultural sector.</i>
83	<i>Physical cultural infrastructure</i>	<i>In Policy, outline role that all three levels of government play in supporting cultural infrastructure and more effective ways of working together.</i>
84	<i>Physical cultural infrastructure</i>	<i>Broaden scope of physical cultural infrastructure section of Policy to encompass the whole of NSW, including local council and community art facilities.</i>

NO.	SECTION	SECTOR PROPOSALS
85	<i>Physical cultural infrastructure</i>	<i>Clarify NSW Government plans for cultural ribbon/signature promenade in the Policy.</i>
86	<i>Adaptable spaces</i>	<i>Place emphasis of cultural infrastructure policy on use of existing infrastructure.</i>
87	<i>Adaptable spaces</i>	<i>Include guiding principles and/or guidelines in Policy that relate to use of small and medium spaces for arts practitioners.</i>
88	<i>Adaptable spaces</i>	<i>Support Regional Arts Development Officers and/or local council Cultural Development Officers to undertake a needs based analysis of venues and spaces in their local area.</i>
89	<i>Adaptable spaces</i>	<i>Undertake red tape review (with a particular focus on cultural infrastructure and live music) as part of the development of the Policy.</i>
90	<i>Adaptable spaces</i>	<i>Introduce incentives for owners of buildings to rent or donate space to not for profit cultural organisations.</i>

NO.	SECTION	SECTOR PROPOSALS
91	<i>Adaptable spaces</i>	<i>Introduce a percentage for Art Space scheme, where developers must provide a proportion of space in any new or refurbished building for use by artists and arts organisations for work.</i>
92	<i>Stories on Screen</i>	<i>Consider integrating screen sector through all sections of Policy in order to 'cross-fertilise' with other art forms.</i>
93	<i>Stories on screen</i>	<i>Celebrate Aboriginal success stories in film and television industry in final Policy.</i>
94	<i>Stories on screen</i>	<i>Investigate filming approvals process as part of red tape review in conjunction with development of the Policy.</i>
95	<i>Stories on screen</i>	<i>Investigate impact of potential change in copyright protection laws for screen practitioners.</i>
96	<i>Stories on screen</i>	<i>Consider introduction of competitive finance for productions and the use of the payroll tax system to incentivise productions.</i>

NO.	SECTION	SECTOR PROPOSALS
97	<i>Stories on screen</i>	<i>Advocate for training for screen sector to be added to the Strategic Skills Priority List.</i>
98	<i>Stories on screen</i>	<i>Increase sector understanding of the DA and local government filming activity approval process.</i>
99	<i>Stories on screen</i>	<i>Develop regional networks and engagement among industry, as well as strategies addressing access to key markets and industry events for regional screen practitioners.</i>
100	<i>Digital technologies</i>	<i>Integrate digital arts actions across all major themes of the Policy.</i>
101	<i>Digital technologies</i>	<i>Ensure support for digital arts encourages innovation and experimentation.</i>
102	<i>Digital technologies</i>	<i>Create a research and development program for digital arts modelled on the UK's 'Digital R & D for the Arts' program.</i>
103	<i>Digital technologies</i>	<i>Investigate provision of operational training and digital development assistance for arts organisations.</i>

NO.	SECTION	SECTOR PROPOSALS
104	<i>Digital technologies</i>	<i>Support digital engagement support programs similar to the Australia Council for the Arts' 'Geek in Residence' program.</i>
105	<i>Government funding programs</i>	<i>Number of comments related to current Arts Funding Program, which will be incorporated into Arts Funding Program Review.</i>

APPENDIX A: KEY DATES AND ACTIVITIES

DATE	CONSULTATION ACTIVITIES
Monday 3 June 2013	Chair Chris Freeland presents at Vivid Ideas Forum in panel discussion on cultural policy
Thursday 24 October 2013	Minister releases discussion paper
Friday 25 October 2013	Consultation via the Have Your Say website opens
Thursday 7 November/ Friday 8 November 2013	Museum of Applied Arts and Sciences Regional Stakeholder Forum
Monday 11 November 2013	State Cultural Institutions consultation
Monday 11 November 2013	Meeting with NSW Regional Arts Development Officers
Thursday 14 November 2013	Sydney Digital Art and Media facilitated workshop (co-hosted with Information and Culture Exchange)
Friday 15 November 2013	Attendance at Arts and Health forum – Creative Ageing

DATE	CONSULTATION ACTIVITIES
Wednesday 20 November 2013	Sydney Metro consultation 1 (co-hosted with Carriageworks)
Friday 22 November 2013	Sydney Metro consultation 2 (co-hosted with the Museum of Contemporary Art)
Monday 25 November 2013	Western Sydney forum (co-hosted with Bankstown Arts Centre)
Thursday 28 November 2013	Regional Forum One in Lismore (co-hosted with Northern Rivers Performing Arts)
Friday 29 November 2013	Local Government NSW Cultural Policy forum
Tuesday 3 December 2013	Regional Forum Two in Armidale (co-hosted with New England Regional Art Museum)
Wednesday 4 December 2013	Central Coast consultation (co-hosted with Regional Development Australia Central Coast)
Friday 6 December 2013	Arts peaks and services consultation

DATE	CONSULTATION ACTIVITIES
Monday 9 December 2013	Regional Forum Three in Wagga Wagga (co-hosted with Wagga Wagga Art Gallery)
Wednesday 11 December 2013	Regional Forum Four in Dubbo (co-hosted with Western Plains Cultural Centre)
Wednesday 11 December 2013	NSW Government cross-agency consultation
Monday 16 December 2013	Independent artists forum
Friday 20 December 2013	Submissions via Have Your Say website closed

