



Implementation Advisory Group – expression of interest for First Nations applicants

Expressions of interest are open to Aboriginal and Torres Strait Islander people with disability working in the arts and cultural sectors to join the Implementation Advisory Group for *Equity: the Arts and Disability Associated Plan*.

Overview

The Australian Government is seeking expressions of interest (EOIs) from Aboriginal and Torres Strait Islander people who are d/Deaf or with disability to join the Implementation Advisory Group (the Advisory Group) for [Equity: the Arts and Disability Associated Plan](#) (the Plan). Advisory Group members are paid to help to progress actions under the Plan. They advise on issues affecting d/Deaf and disabled artists, arts workers and audiences with disability across Australia.

The Australian Government released the Plan on 14 November 2024. It sets out 4 years of activity to improve access and opportunities for artists, arts workers and audiences with disability. The Office for the Arts (OFTA) is delivering the Plan in partnership with Creative Australia, in consultation with Screen Australia.

The Plan is linked to [Australia's Disability Strategy 2021–31](#). It is also an action under Australia's National Cultural Policy, [Revive: A place for every story, a story for every place](#) (Revive). The Advisory Group is a key mechanism to ensure people with disability are central to the implementation, monitoring and evaluation of the Plan.

Language of disability

This EOI uses similar language to the Plan. We primarily use identity-first language when referring to d/Deaf and disabled artists and arts workers. We use person-first language when referring to disability in the broader community. The Plan also uses the terms 'd/Deaf' and 'people with

disability' and discusses issues that people with disability may face. For more information about language used in the Plan, please refer to pages 8 and 9 of the Plan.

First Nations opportunity

The Department of Infrastructure, Transport, Regional Development, Communications and the Arts (the Department) is committed to collaborating with Aboriginal and Torres Strait Islander people on the development of initiatives that affect them. This approach supports Priority Reform One of the [National Agreement on Closing the Gap](#), which highlights the need for formal partnerships and shared decision making.

This targeted EOI seeks to strengthen First Nations representation on the Advisory Group. We are seeking EOIs from Aboriginal and Torres Strait Islander people with disability who have experience or a passion for the arts, screen, digital games or cultural sectors. Successful applicants will work in partnership with government to provide First Nations perspectives on issues affecting d/Deaf and disabled artists and arts workers. EOIs are invited from people across Australia, with particular consideration given to applicants based in the Northern Territory.

About the Advisory Group

The Advisory Group comprises up to 13 people with disability from diverse backgrounds as paid members. Members are d/Deaf and disabled artists and arts workers with experience in the arts, screen, digital games and cultural sectors. The Advisory Group ensures d/Deaf and disabled artists and arts workers are part of implementing, monitoring and evaluating key activities under the Plan. The Advisory Group also includes representatives from OFTA, Creative Australia and Screen Australia.

Advisory Group members

There are 2 types of Advisory Group roles. We are looking for First Nations members for either type of role.

Up to 11 **Regular Members** will help design actions and activities to make the arts, screen, digital games and cultural sectors more accessible and inclusive. This is an opportunity for people who want to share their experiences and contribute to creating opportunities for people with disability.

Up to 2 **Observer Members** will gain experience in how an advisory group works with government, increasing their knowledge and skills. This is an opportunity for people who want to make change but may have less experience in arts and disability advocacy.

You can tell us your preference in the application questions below. Your responses should demonstrate:

- lived experience as a person with disability in the arts, screen, digital games or cultural sectors
- experience working in, or engaging with, these sectors (including as an artist or arts worker at any career stage)
- understanding of arts and disability policy, including the Plan's priorities.

What the Advisory Group does

The Advisory Group consults on and shapes how we implement the Plan's actions and commitments and contributes to monitoring and reporting activities. In 2025–26, Advisory Group members shared their experience and expertise and advised on Priority Actions, including the:

- Arts and Screen Employment Pathways Pilot Program
- National Arts and Disability Code of Practice or appropriate guidelines
- accessibility of Arts Portfolio grants and other initiatives
- evaluation framework for the Plan.

The Advisory Group also provided input to inform the development of a new National Cultural Policy during the public consultation process.

Find out more about the [Advisory Group on our website](#).

What you can expect

The Advisory Group meets up to 5 times each year to consider and develop recommendations for government on how to implement the Plan. Meetings are primarily online, with potential for in-person meetings.

We ensure meetings are accessible by:

- supporting individual accessibility requirements for attendance
- providing meeting materials in accessible formats.

For Regular Members

- Regular Members are active in discussions, giving insights and advice on how activities under the Plan can consider the needs of people with disability.
- The commitment is for one year, which may be extended.
- The time commitment is around 20 hours per year, including meeting preparation, depending on the number of meetings and out-of-session tasks.
- About half of this is time spent at meetings and the other half is preparation for meetings.
- Payment will be consistent with the government's most relevant Remuneration Tribunal Determination, currently the [Remuneration Tribunal \(Remuneration and Allowances for Holders of Part-time Public Office\) 2026 Determination](#) (the Determination). These rates are reviewed and change from time to time.
- Rates will mirror the daily rates for 'Other office holders' as set out in Table 2A on page 6 of the Determination. Payment rates will include meeting and preparation time and will depend on the length of the meeting. For example, under the current payment rates, Regular Members would initially be paid \$285.60 to prepare for and attend a 2-hour meeting.

For Observer Members

- Observer Members will be invited to attend all Advisory Group meetings.
- Observer Members are paid half the daily rate in Table 2A on page 6 of the Determination. This is because they don't need to prepare for meetings or participate actively in discussions. For example, under current payment rates, Observer Members would be paid \$142.80 to attend a 2-hour meeting.

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- While preparation and participation are not expected, Observer Members are welcome to read meeting papers and comment during meetings if they wish to do so. This does not affect the remuneration outlined above.
- The commitment is for one year. After this, an Observer Member may wish to be considered for a Regular Member position.

Further information

- An in-person meeting may be scheduled every second year, with the next planned for 2028. If OFTA plans an in-person meeting, it will cover reasonable travel and accommodation costs with regard to [Remuneration Tribunal \(Official Travel\) Determination 2025 Compilation No. 1](#).
- Advisory Group Members will be expected to complete a Disclosure of Private Interests and tell us if they have any potential Conflicts of Interest.
- Advisory Group members may not be eligible to apply for opportunities under the Plan where a conflict of interest could happen. For example, a member might help design a funding program through the Advisory Group. That member will not be eligible to apply for funding under the same program. OFTA will give you more information about this before you agree to become a member, if your EOI progresses.
- OFTA may create a list of suitable candidates for future positions based on responses to this EOI (**the Reserve List**).
- To find out more about the [Implementation Advisory Group for the Plan, visit our website](#).

How to apply

The application form can be found on page 7 of this document. You can apply in one of these ways:

- **Complete the application form and email it to Arts.Disability@arts.gov.au**
 - The email attachment must be under 12 MB.
- **Record your responses as an audio or video file of up to 15 minutes**
 - To apply with an audio or video file, email Arts.Disability@arts.gov.au. We will tell you how to upload the file.
- **Phone 1800 080 090 during business hours**
 - An OFTA staff member will write your responses to the application form and confirm them with you. The phone line is open Monday to Friday between 9 am and 5 pm Australian Eastern Standard Time (AEST).
- **Print and complete the application form and return it by post:**
Arts Inclusion and Workforce Section
Office for the Arts
GPO Box 594
Canberra ACT 2601

Accessibility help

If you have accessibility needs during the application process, contact us in one of the following ways:

- Email: Arts.Disability@arts.gov.au

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- Phone: 1800 080 090 during business hours

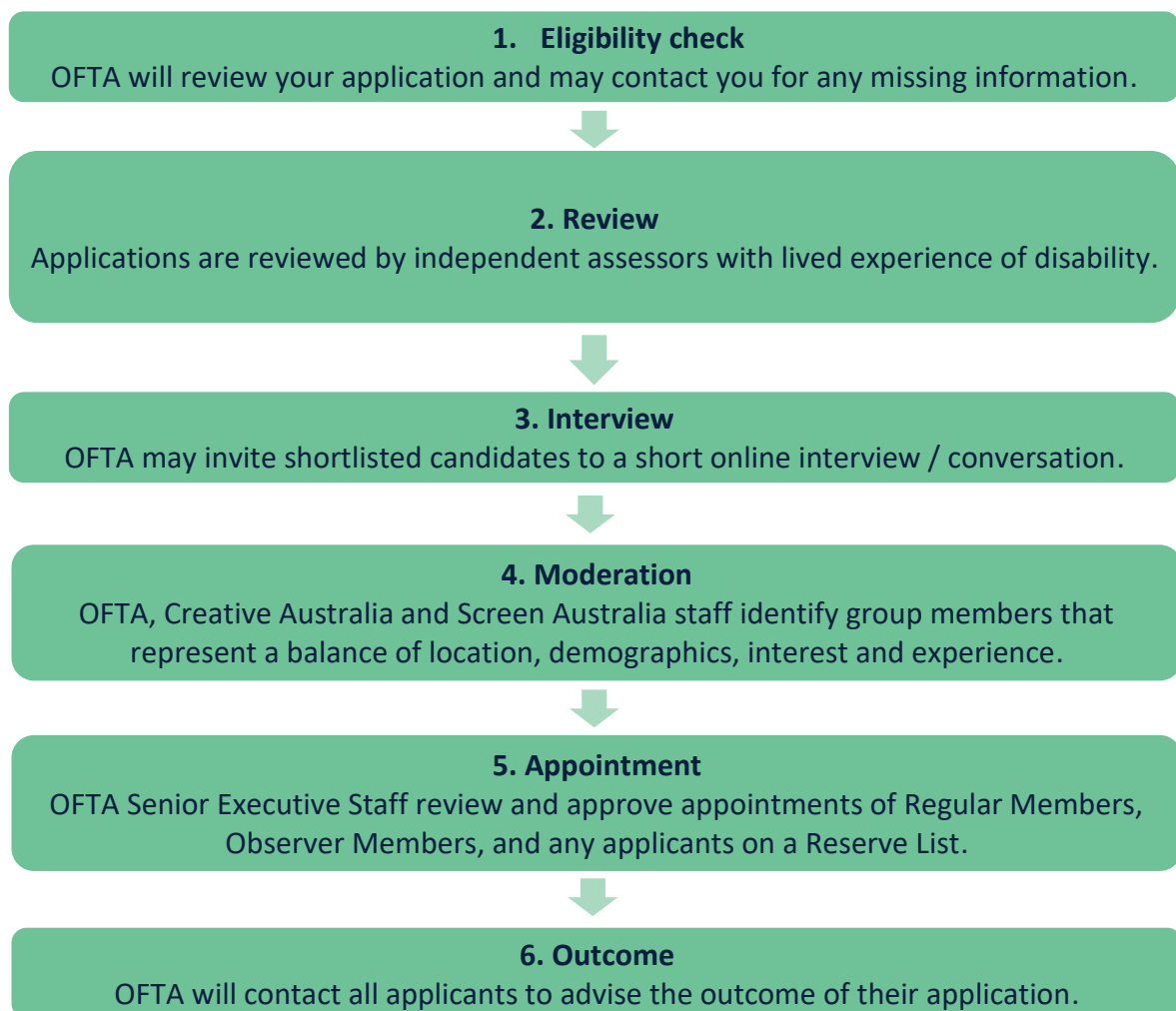
This includes if you have a representative (such as a support person, carer, family member and/or friend) you would like us to speak to.

National Relay Service

If you're d/Deaf or find it hard to hear or speak to hearing people on the phone, you may like to use the National Relay Service to contact us. Find out [how to use the National Relay Service on the AccessHub website](#).

You must submit your application in one of these ways by **11:59 pm AEST on Sunday 6 September 2026**.

Next steps



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Privacy collection notice

The Office for the Arts (**OFTA**) is collecting your personal information and is providing this Notice as required by the *Privacy Act 1988* (Cth).

OFTA will use your personal information and sensitive information about your disability to:

- contact you about your application;
- assess your application;
- manage your engagement and for administrative purposes (if you are engaged); and
- maintain your details in a list of suitable candidates for future positions based on responses to the application questions (**the Reserve List**) for consideration of future vacancies, if you consent to this.

OFTA may disclose this information to:

- Creative Australia and Screen Australia staff and a panel of independent experts to review your application;
- organisations that deliver accessibility requirements such as translation, if required;
- If your application progresses, the Minister for the Arts and members of their Office for their awareness and to support the Minister in their role overseeing the Arts portfolio; and
- a facilitator for the Advisory Group to manage meetings.

OFTA will also publish the names and location (state) of applicants who are successfully appointed to the Advisory Group on the OFTA website.

OFTA will not otherwise use or disclose your personal information except as authorised by law. You don't have to provide this information. However, if you choose not to, we won't be able to progress your application.

Sensitive demographic information

OFTA also asks for sensitive demographic information. This includes information about your disability, gender, age and cultural or linguistic background, and whether you identify as Aboriginal or Torres Strait Islander or LGBTIQ+.

You must confirm whether you identify as a person with disability and whether you identify as Aboriginal or Torres Strait Islander. You do not have to provide the other sensitive demographic information. If you choose to provide sensitive demographic information, OFTA may:

- use it to review shortlisted applications and make sure the Advisory Group includes a mix of people from different backgrounds and experiences; and
- disclose it to limited Creative Australia and Screen Australia staff for this purpose.

Storage of personal information

OFTA will store your personal information securely. OFTA is part of the Department of Infrastructure, Transport, Regional Development, Communications and the Arts (**the Department**). The Department's [privacy policy](#) contains information about complaints and how to access or correct your personal information.

Application form

Personal and contact information

Any fields marked with an * (red asterisk) must be completed.

Name in full *

Preferred contact method *

Please provide at least an email address or a phone number below.

- ☐ Email
- ☐ Phone call
- ☐ SMS

Email address

Phone number

State or territory of residence *

Please select one.

- ☐ ACT
- ☐ NSW
- ☐ NT
- ☐ QLD
- ☐ SA
- ☐ TAS
- ☐ VIC
- ☐ WA

Traditional Country

We acknowledge the First Nations peoples of Australia. If you'd like to share your mob or the Traditional Country you are on, please list it here. You can use the [AIATSIS Map of Indigenous Australia](#) to find your Nation or language group.

Click or tap here to enter text.

Career stage *

The options below are a guide and can include volunteer or unpaid work. You can also provide more information in your responses the Suitability Questions.

- ☐ Emerging (1 – 5 years)
- ☐ Early stage (5 – 10 years)
- ☐ Mid-Career (10 – 20 years)
- ☐ Established (20+ years)

Attachments *

When you submit your application, please confirm that you have provided:

- ☐ a current resume (up to 3 pages)
- ☐ written reference(s) (up to 2).

Preferred engagement type *

You can select one option or both options.

- ☐ Regular Member
- ☐ Observer Member

Reserve list *

Do you consent to OFTA retaining your details for a Reserve List?

- ☐ Yes
- ☐ No

Artform expertise *

[Equity: the Arts and Disability Associated Plan](#) (the Plan) covers a broad scope of artforms/sectors, please indicate which are most reflective of your work experience (3 max):

- ☐ Visual arts and craft
- ☐ Literature
- ☐ Performing arts, including:
 - Theatre (e.g. text-based theatre; theatre with, by and for young people; puppetry; circus and physical theatre)
 - Contemporary dance
 - Emerging, experimental and interdisciplinary arts (e.g. one-on-one performance, live art, sound art, site-specific and immersive performance)
- ☐ Music (contemporary and classical)
- ☐ Festivals
- ☐ Galleries
- ☐ Libraries
- ☐ Archives and museum institutions
- ☐ Screen and digital games
- ☐ First Nations arts and languages

☐ Community and cultural development

Suitability questions

Whether you respond by text or in another format, **please do not exceed the word limit (450 words for each response)**. Additional material beyond the word limit may not be considered by reviewers.

Your answers will be stronger if they respond to the guidance text provided under each question.

QUESTION 1 - PRIORITISING THE VOICE OF PEOPLE WITH DISABILITY *

Tell us about your experiences as a d/Deaf and/or disabled artist or arts worker in the arts, screen and cultural sectors.

The Australian Government acknowledges the lived experience and human rights of all people with disability. Every individual has a different experience of disability and participation in the arts and cultural sector. You may wish to describe positive or negative situations. Please note: We do not require you to give us specific details about your disability or condition/s. (up to 450 words)

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QUESTION 2 - AUSTRALIA'S ARTS AND CULTURAL SECTORS *

Why does your experience as an artist or arts worker in Australia's arts, screen and cultural sectors make you a good fit for the Advisory Group?

Through the Plan, the Government is committed to making Australia’s diverse arts, screen, digital games and cultural sectors more accessible, inclusive and equitable, by listening to people with disability. You can build on your answers to the **career stage and artform expertise** questions above. Describe your experience as an artist or arts worker at any stage of your career, including if you are just starting out or if you have experienced barriers to career progression. (up to 450 words)

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Demographic information

In order to centre the voices of people with disability in the implementation of the Plan, Advisory Group members will be people with disability.

Do you identify as a person with disability or who is d/Deaf? *

Please select one.

☐ Yes

☐ No

Do you identify as Aboriginal or Torres Strait Islander? *

Please select one.

☐ Yes

☐ No

We are committed to ensuring the overall composition of the Advisory Group is representative of the diverse voices of people with disability. This section is voluntary – please only answer questions you feel comfortable answering.

Disability

Please give more information about your disability if you feel comfortable to do so.

Gender

Please describe your gender if you feel comfortable to do so.

Age

Please tell us your age, noting we are only able to accept applications from people aged 18 and over.

Do you identify as LGBTIQ+?

Please provide your answer with as much detail as you feel comfortable sharing.

Do you identify as culturally and linguistically diverse?

Please provide your answer if you feel comfortable sharing.

Are you from a regional or remote community?

Please provide your answer if you feel comfortable sharing.

Declarations

Please review and complete the declarations below before you submit your application.

In submitting this application *

- ☐ I declare I have read and understood the information contained in this document. *
- ☐ I consent to being contacted by a representative of OFTA if my application progresses. *
- ☐ I declare I have read and agree to the Privacy Collection Notice above. *
- ☐ I understand that I may need to provide additional information to OFTA and complete a Private Interests Declaration form (and submit it to OFTA) if I am successful in my application. *
- ☐ I consent to being included in a Reserve List if found suitable, and contacted by a representative of OFTA about future vacancies. Note: If you consent to this, your answer to the '**Reserve List**' question above must be 'Yes'.
- ☐ I declare that I am the person named in this application or have the authority to submit on their behalf. *
- ☐ I declare that the information I have provided in my application is true and correct. *
- ☐ I will notify OFTA immediately if I am aware, or reasonably suspect, that any information that I provided in my application is not, or is no longer, true or correct. *
- ☐ I acknowledge that giving false or misleading information to OFTA is a serious offence under section 137.1 of the Schedule to the *Criminal Code Act 1995* (Cth). *

Name in full *

Date of declaration *
