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**Submission to Australia's National Cultural Policy**

Thank you for the opportunity to provide a submission in response to the development of Australia's new National Cultural Policy.

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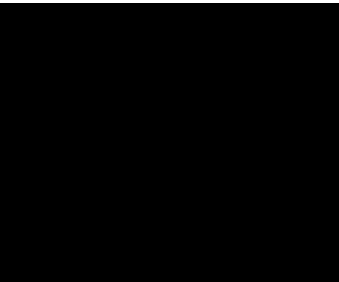
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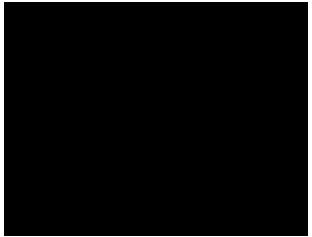
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**Pillar 1: First Nations First**

[Redacted] strongly supports First Nations leadership and cultural sovereignty and encourages meaningful intercultural collaboration. Multicultural practice must sit alongside, not compete with, First Nations leadership. Policy should support ethical intercultural collaboration, embed cultural competency, and fund programs that enable shared storytelling grounded in protocol and respect.





Meaningful intercultural collaboration requires cultural competency, long term relationship building, ethical engagement and respect for protocol and Indigenous Cultural and Intellectual Property.

Policy settings should support Indigenous led intercultural exchange and encourage collaborative models grounded in reciprocity, accountability and cultural safety.

### **Recommendations**

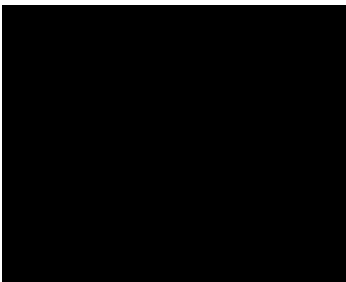
- Embed First Nations cultural governance and cultural safety principles across publicly funded arts programs and organisations.
- Support long-term intercultural collaborations led by First Nations artists and communities. Increase investment in multilingual and intercultural programs that centre First Nations leadership and storytelling.

### **Pillar 2: A Place for Every Story**

This pillar is fundamental to Australia's future cultural identity and must move beyond symbolic inclusion and embed multiculturalism as core to Australian identity. Policy should recognise diasporic, multilingual and hybrid creative practice and invest in it. Australian culture cannot be fully represented without recognising the breadth of diasporic, multilingual and hybrid creative practices shaping contemporary life. While progress has been made, culturally diverse artists and communities remain underrepresented across leadership, programming, commissioning and investment structures.

The next National Cultural Policy should move beyond symbolic inclusion and recognise multiculturalism as central to Australia's cultural ecology, audience development and creative future.

Place-based festivals, community rooted practice and culturally specific storytelling play a critical role in participation, belonging and civic connection, particularly at a time of increasing social division and economic uncertainty.





## **Recommendations**

- Introduce measurable diversity and leadership accountability across publicly funded arts organisations.
- Increase investment in artist-led and community-rooted multicultural practice.
- Support multilingual presentation, translation and culturally relevant audience engagement strategies.
- Recognise multicultural festivals and place-based activity as essential cultural infrastructure.

### **Pillar 3: Centrality of the Artist**

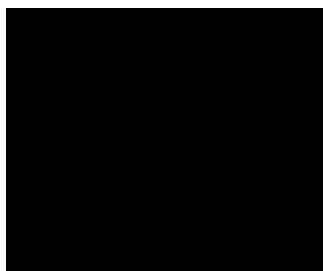
Culturally diverse artists face systemic inequity including insecure work and limited access to opportunities. They continue to face structural barriers to sustainable creative careers, including unequal access to funding, networks, leadership opportunities and long-term employment pathways. Policy should embed anti-racism and cultural safety into creative workplaces, and look to supporting career pathways, residencies, and international opportunities for diverse artists.

Culturally diverse artists independent artists and producers working within multicultural and intercultural contexts also carry substantial invisible labour through community engagement, cultural translation, relationship management and advocacy work that is often not adequately recognised within existing funding and employment models.

As Australia's creative workforce evolves, cultural policy must support fairer and more sustainable pathways for culturally diverse artists and arts workers at all career stages.

## **Recommendations**

- Embed anti-racism and cultural safety standards within Creative Workplaces frameworks.
- Expand leadership, mentoring and producer development pathways for culturally diverse creatives.
- Support international exchange and professional mobility opportunities for culturally diverse artists and arts workers.
- Increase long-term career development opportunities beyond short-term project funding models.





## **Pillar 4: Strong Cultural Infrastructure**

Multicultural arts organisations are essential cultural and civic infrastructure. Policy should expand beyond major institutions and provide multi-year funding, capacity building, and long-term investment in community and artist-led organisations. These organisations have strong links within community and ensure that policy leaders can stay connected to such communities and any key areas of development and support.

These organisations provide trusted connections between artists, institutions and communities, while supporting participation, leadership development, artistic experimentation and social cohesion. However, many culturally diverse and community-connected organisations continue to operate within short-term and insecure funding environments despite delivering significant cultural and social impact.

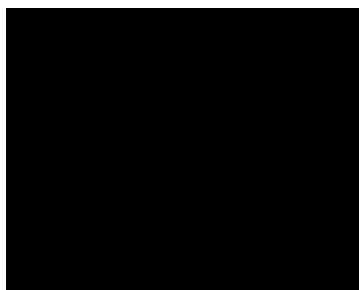
A sustainable cultural ecology requires long-term investment not only in major institutions, but also in the small-to-medium and community-based organisations that reflect the lived realities of contemporary Australia.

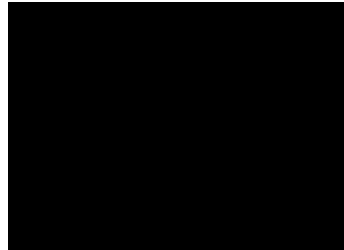
### **Recommendations**

- Increase multi-year operational investment for multicultural arts organisations and culturally diverse-led initiatives.
- Invest in culturally diverse leadership, governance and producer development.
- Recognise small-to-medium and community-connected organisations as essential national cultural infrastructure.
- Support access to affordable creative development and presentation spaces.

## **Pillar 5: Engaging the Audience**

Audience strategies must reflect Australia's diversity. Policy should invest in multilingual engagement, culturally relevant programming, and new metrics that capture participation and community impact, while leveraging diaspora networks for global reach.





Audience engagement strategies must reflect the realities of contemporary Australia.

Culturally diverse audiences often engage through multilingual, community-led and non-traditional participation pathways that are not always captured within existing audience development models or evaluation frameworks.


At the same time, Australia’s diasporic communities create important opportunities for international cultural connection, exchange and global audience engagement.

The next National Cultural Policy should support broader and more inclusive approaches to participation, engagement and cultural connection.

**Recommendations**

- Invest in multilingual and culturally responsive audience engagement strategies.
- Support digital and community-led participation models.
- Broaden cultural evaluation metrics beyond attendance to include participation, belonging and community impact.
- Strengthen pathways for intercultural exchange and international cultural engagement.

**Conclusion**

 supports a future National Cultural Policy that recognises multiculturalism, intercultural collaboration and culturally diverse creative leadership as central to Australia’s cultural future.

A contemporary cultural policy must reflect the lived reality of Australia today: interconnected, multilingual and shaped by many communities, histories and creative traditions.

