

National Cultural Policy Submission

1472514

Public and anonymous

Individual

Short submission (text box 500 words or less)

I support the submission from the national alliance of Community Arts and Cultural Development (CACD) organisations and individuals and believe it should be recognised as part of the current REVIVE framework.

In addition, here are some key issues and recommendations listed during my time as an arts worker and creative practitioner in the visual arts sector:

- Increase salaries for arts workers within unregulated environments like not-for-profit arts organisations. Implement some structures and guides for role clarity to avoid exploitation of skillsets. Take psychosocial safety hazards seriously within these organisations so that they can become regulated and embedded into the organisations, holding those at Board and executive level accountable and monitoring tied to government funding.
- Building on the cultural infrastructure - an increased safety for arts workers in navigating complex work environments such as sustainable workloads and work hours, role clarity, fair division of labour, safe workplace where bullying and harassment are not tolerated but measures are taken to monitor it is NOT happening, and transparency and governance on Boards are regulated.
- Increase the professional development paths for arts workers across the visual arts sector in: 1. In addition to investing into training and development opportunities for First Nations workers and leaders, where are the pathways for non First Nations arts workers who seek to increase their knowledge and embed ICIP protocols into their work when working with First Nations artists and practitioners? Moving beyond a short Cultural Awareness Training, how can we encourage CALD arts workers to have access in meaningfully supporting First Nations first priorities? 2. Create sustainable professional development opportunities for more emerging arts workers (not just artists and curators) within the visual arts sector such as programming, producing, production, communications, community engagement etc.
- Building on engaging the audience, we need more support in creating pathways for arts workers to connect with the community. Creating a framework alongside professional development opportunities to shape important roles like community liaisons. community engagement roles, public programming roles. How can we embed and honour these roles into our infrastructure so that artists and practitioners can feel better supported with more informed workers (like emerging producers/programmers) while creating meaningful connections with our diverse communities?