

SYDNEY FESTIVAL
DISABILITY ACTION PLAN
2016 – 2017
(July 2016)

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1 INTRODUCTION

The Sydney Festival Disability Action Plan has been developed in response to our ongoing commitment to the provision of dignified access to our annual program and communications systems. It also demonstrates Sydney Festival's commitment to compliance with the intent of the Commonwealth Disability Discrimination Act 1992 (DDA). It outlines the practical steps we put in place to break down barriers and promote access to Sydney Festival events.

Sydney Festival has consulted with Accessible Arts, key Sydney Festival staff, peak disability organisations and significant individuals, audiences and potential audiences in the preparation of this Plan. The Plan is lodged with the Human Rights and Equal Opportunity Commission (HREOC) and is available via the Sydney Festival website at www.sydneyfestival.org.au in both PDF and Word formats.

1.1 Sydney Festival overview

Sydney Festival was created by City of Sydney, the Committee for Sydney and the State Government in 1976. Motivated by a desire to enliven the CBD during the quiet month of January, they aimed to both draw in the local population and to attract visitors for a celebration of culture and entertainment set amidst the natural beauty of Sydney. The Festival of Sydney was to be a celebration – to unify and inspire.

Some key planks in Sydney Festival's foundations put down in those early years have persisted as defining characteristics, such as the emphasis on free events and the creation of Festival precincts which illustrate the inclusive approach to programming.

Over the years and under the influence of eight directors, Sydney Festival has evolved, much as Sydney itself has been changing. As the arts events available to audiences throughout the year have become more plentiful, more sophisticated and more illustrative of national and international trends and themes, so too has the Sydney Festival program.

1.2 Sydney Festival Purpose

To present bold and memorable experiences which ignite, unite and excite Sydney in January.

2. DAP PRINCIPLES

The key guiding principle at issue is that all Sydney Festival events should be accessible to the whole population. This principle is not predicated on legislative or regulatory requirements, but rather on the recognition that the Sydney Festival is for *all* in Sydney, regardless of accessibility needs. In line with this thinking and by way of example, if a space is easily accessible by patrons who use a wheelchair, then it follows that this space will also be easily accessible for all patrons including people with limited mobility and families with prams.

For the purpose of this plan, it is best to define “disability” in the broadest sense, including physical, sensory, intellectual and psychological disabilities. Further, it is important that the barriers preventing those with disability from participating in Sydney Festival are identified and remedied.

The term 'barrier' refers to an obstacle that may be encountered which restricts a person with disability from fully participating in community life. Barriers can be physical, attitudinal and communicational, and can often be easily removed or modified so that the level of access is increased.

The term 'access', therefore refers to the removal of barriers and is generally used to describe outcomes. For example, an accessible toilet is one which is modified in a way in which all members of the community can use the facility regardless of their level of ability or disability.

As a result of implementing a DAP, Sydney Festival can maximise its reach, as more people are able to engage with the Festival in more ways.

3. DDA RESPONSIBILITIES & POLICY CONTEXT

There are a number of policies with a focus on the rights of people with disability, including:

- National Disability Strategy (2010)
- National Arts and Disability Strategy (2010)
- Disability Inclusion Act 2014 No.41 (replaces the Disability Services Act 1993)
- The Commonwealth Disability Discrimination Act 1992 (DDA) makes it unlawful to discriminate against someone on the basis of their disability or a disability of any associates of that person, aims to promote equal opportunity and access for people with disabilities, and to educate the community about the rights of people with disability.

The definition of "disability" in the DDA includes:

- Physical
- Intellectual
- Psychiatric
- Sensory
- Neurological, and
- Learning disabilities, as well as
- Physical disfigurement, and
- The presence in the body of disease-causing organisms.

There is no legal obligation for a person to disclose their disability, unless it is likely to affect their ability to meet the inherent requirements of a job.

Australia was one of the first signatories of the United Nations Convention of the Rights of Persons with Disabilities (UNCRPD); an international legal document acknowledging that every person with disability has the same human rights as those without disability. In particular, article 30 of the Convention refers to the human right of people with disability to access and participate in cultural life, recreation, leisure and sport:

(a) Enjoy access to cultural materials in accessible formats;

(b) Enjoy access to television programmes, films, theatre and other cultural activities, in accessible formats;

(c) Enjoy access to places for cultural performances or services, such as theatres, museums, cinemas, libraries and tourism services, and, as far as possible, enjoy access to monuments and sites of national cultural importance.

The Australian Bureau of Statistics states that 4.2 million Australians (18.5% of the population) reported having a disability in 2012, according to the results of the Survey of Disability, Ageing and Carers (SDAC).

4. DEVELOPMENT OF THE SYDNEY FESTIVAL DAP

Since our first DAP was written in 2010, there have been many achievements and a number of access initiatives have been both continued and introduced. These include;

Access to Sydney Festival services and programs;

- Partnership with Vision Australia and independent describers to provide audio description for selected performances and tours.
- Partnership with Go Theatrical for live captioning on selected performances and online video content.
- Partnership with Auslan Stage Left to provide Auslan interpretation for selected performances.
- Relaxed performances of selected productions (providing a casual atmosphere for people with intellectual disability or those on the autism spectrum).
- Since 2013 the program brochure has been produced and distributed as a braille document, an audio CD and as a Word document in large print format by Vision Australia, and also as MP3 files, an interactive brochure and PDF version, all directly downloadable from the website.
- The website has an 'access' filter and includes a page with information on all accessibility services; the website venue pages all include broad accessibility information.
- All Festival marketing collateral carry access symbols for the relevant events and venues, including the program brochure and integrated calendar. A separate accessibility leaflet is produced giving full information on all accessibility services and how to book.
- Sydney Festival is happy and able to receive phone calls using the ACE Relay service.
- The Festival website adheres to W3C Web Content Accessibility Guidelines.
- Sydney Festival supports the Companion Card program.
- All Festival controlled outdoor venues have dedicated accessible parking spaces or designated drop off areas and accessible viewing areas for patrons with disability, with clearly signed accessible toilets and a marshal or volunteer assigned to assist patrons with queries.
- Designated wheelchair spaces for ticketed events in venues are sold at the lowest price in the house for that performance.
- The Festival Village in Hyde Park is wheelchair accessible, with ramps to venues, food areas and the temporary box office/information booth.

Sydney Festival Staff Training:

- Disability awareness training sessions for cross-departmental, permanent and contract staff members are held annually.

- Sydney Festival ensures that the front of house staff of venues where Audio Description is offered have undertaken greeting and guiding training.
- Interdepartmental access committee who meet regularly as required and to debrief post-festival.

5. KEY FOCUS AREAS

An internal audit of current Sydney Festival practice is undertaken annually by the Access Committee. A number of DAPs from external organisations were compared to give a foundation for the Festival's plan, and weight was given to a number of checklists provided by Accessible Arts NSW to cross-reference against current and future Festival practice.

Key areas that are focused on include:

- Communications
- Human resources
- Venue issues
- Ticketing services
- Programming initiatives
- External stakeholders

These areas cover the breadth of Festival activity in relation to accessibility planning as outlined below:

Communications:

Sydney Festival offers the public clear and easy to obtain information about accessibility at Festival events and venues. The information is to be presented in a variety of ways to maximise accessibility. Further, as part of the development of Sydney Festival's Digital and Content Strategy, avenues will be explored in the online space to provide content for those Festival patrons who are unable to attend Festival events due to disability.

Human Resources:

The Festival is non-discriminatory in hiring policy and workplace practice. It provides training to staff employed, both directly and as contractors, so that staff can manage accessibility issues.

Venue Issues:

Sydney Festival controlled and created venues are designed to be as accessible as possible, and the Festival works with the management of hired venues to ensure the same where possible. Preference will be given to venues which are accessible to people who use wheelchairs. However, if the artistic vision of a project is compromised by not using a particular venue due to its inaccessibility, alternative accessible options will be investigated.

Ticketing Services:

The Festival works to ensure that booking procedures are accessible and that provision is made at venues to cover the needs of patrons with disability.

Programming Initiatives:

Sydney Festival wishes to research and implement best practice to enhance the enjoyment of live performance for patrons with hearing and vision impairments. This includes an understanding of available options as well as technological innovations,

with consultation regarding production and performance time selections (taking into consideration any logistics which inhibit the implementation of some initiatives).

External Stakeholders:

Consultation and cooperation with external organisations is carried out to maintain and improve standards.

Vision

That Sydney Festival is proactive in ensuring that it is broadly accessible to its audiences, staff and artists, and that practices are inclusive and are undertaken to maximise their positive effects on the planning and delivery of the Festival.

Objectives

Communications:

To communicate festival event and venue information, ticketing procedures and access initiatives effectively to people with disability and ensure positive experiences through high quality and informed customer service.

Human Resources:

To ensure Sydney Festival maintains a high standard of internal accessibility policy.
To provide access to a knowledge base regarding accessibility issues to Festival staff.

Venue Issues:

To maintain and improve standards of accessibility at Sydney Festival controlled venues to ensure that patrons with disability are not unfairly disadvantaged.

Ticketing Services:

To ensure that access to Festival ticketing is equitable.

Programming Initiatives:

To explore avenues to improve accessibility at Festival performances for physical, sensory, intellectual/ psychological and other disabilities and increase the number of accessible performances.

External Stakeholders:

To consult and develop relationships with external stakeholders with expertise in accessibility issues, and consult with visiting artistic companies to utilise their existing access initiatives.

Expand awareness and support for the Sydney Festival access program through an annual launch event for key disability organisations and stakeholders.

6. MONITORING, EVALUATION AND REVIEW

The Sydney Festival Disability Action Plan 2016 - 2017 is aligned with the Sydney Festival Strategic Plan 2016-2021.

The objectives and actions listed in this Disability Action Plan 2016 - 2017 (pages 7-17) are achievable and there are monitoring and evaluation mechanisms in place. By focussing on the evaluation of the previous Festival, departments will ensure that access will be improved rather than actions merely being completed.

Feedback from patrons and from our Inclusion Advisory Panel will be sought throughout the life of the plan, as the views of people with disability will help determine the success of the plan's initiatives. The Executive Director will ensure that the plan's progress towards its goals will be reviewed and updated annually.

Measurement of progress:

- Annual increases in the documented number of people with disability attending accessible performances and using access services
- Increased constructive feedback on Festival experiences and the quality of access performances and services
- Annual decreases in the number of unsuccessfully resolved disability access-related complaints

ACTIONS

The following actions have been identified as ways in which accessibility to Sydney Festival may be maximised.

ACTIONS		Monitoring	Evaluation	Responsibility	Timeframes
1. Objective: Communicating access initiatives effectively to people with disability					
1.1	The addition to the Sydney Festival website of an area designated specifically to accessibility information	A dedicated accessibility information page was again included on the website in 2016	Continue to prioritise prominence of the link to the dedicated access page in the design brief for the 2017 website and include an 'access' filter	Marketing	Website deadline
1.2	Sydney Festival website to meet benchmark standards of accessibility, including, but not limited to, audio versions ensuring compatibility with screen reading software	Ensured web designers compliance with W3C standard	Continue to ensure web designer prioritises accessibility and works to W3C standards. Ensure all images on the website are tagged correctly, and all video content with dialogue is close captioned	Marketing	2017 Festival Season Launch
1.3	Marketing collateral (brochure, maps, mini-guides) to be created in alternate formats to assist people with vision impairment including, but not limited to, an interactive brochure, audio CD and MP3 files, braille and large print Word versions of the brochure	Interactive version of the brochure, PDF, Word document in large print format and MP3 files were all available directly from the SF website. An audio CD was available via Vision Australia and a braille version was available. We also offered pre show notes upon request of any 2016 production as a Word document. A separate large-print accessibility leaflet was produced, and an accessible Festival Village map.	Continue to provide the brochure in alternate formats. Continue to offer a Word document synopsis of any production in the program. Continue to produce an accessibility leaflet, including an accessibility calendar. Continue to produce the Festival Village way-finding map in accessible format.	Marketing	2017 brochure deadline

1.4	Maintenance and display of accessibility symbols in Festival collateral and website	Accessibility symbols were included on major Festival collateral and on the website	Continue to include symbols on all collateral and ensure they are included on all event pages on website	Marketing	2017 brochure deadline
1.5	Assist sponsors and other content providers with creating/distributing accessible content and material		Continue to encourage Sydney Festival partners to look into captioning any SF audio material on their websites	Accessibility Coordinator / Marketing / Development	Pre- 2017 Festival program launch
1.6	Establish ongoing relationships with peak disability organisations to facilitate the marketing of Sydney Festival accessibility information via their publications and networks, including alternative format media	An access briefing was held with NSW disability groups and organisations invited. Both an accessibility press release and an accessibility leaflet were also produced and sent to a comprehensive list of disability organisations	<ul style="list-style-type: none"> - Access briefing to become an annual event. Continue ongoing relationships and establish new ones with relevant organisations and individuals. - Schedule access related EDMs, social media updates and integrate into overall marketing plan and timeline. - Follow up on collateral sent to database to ascertain effective marketing 	Marketing / Accessibility Coordinator	Ongoing
1.7	Up to date accessibility information regarding venues, both hired and Sydney Festival controlled, to be entered into the Sydney Festival website, with a specific focus on large scale event venues such as the Domain	Accessibility information for venues was included on the website from launch date	Ensure that comprehensive access information for each venue is included on the website including accessible viewing areas and accessible parking at outdoor events	Marketing / Ticketing / Production	By 2017 website deadline / season launch date
1.8	Up to date accessibility information regarding venues, both hired and Sydney Festival controlled, to be included in the Sydney Festival brochure and other printed materials, with a specific focus on large scale event venues such as the Domain	This has been done successfully since 2011	Access information again also to be included on all media releases for Sydney Festival controlled venues	Marketing and Ticketing	By 2017 brochure & collateral deadlines
1.9	Provide a formal way for people with disability who have attended a Sydney Festival event to give feedback	The access page on the website and in the brochure invited feedback via an email address and telephone number.	Again invite feedback via the access email address and telephone number	Marketing	2017 brochure and website deadlines

1.10	Include questions on disability in our audience surveys to ascertain the community's reaction to our initiatives, give us suggestions about areas for further improvement and help to create awareness generally.	No specific access audience survey was conducted. All patrons who booked a ticket for an audio described performance to be contacted for feedback	If possible, questions on SF accessibility to be included on any general research surveys during the 2017 Festival	Marketing	January 2017
1.11	Ticketing and booking information provided in multiple formats to allow for different accessibility needs	Brochure is available in a variety of formats, which includes ticket booking information. There is a dedicated access ticketing email address. Publicised that we accept NRS phone calls. In 2016 a booking code was introduced to book accessible seats (online only)	Continue to provide the ticketing information in different formats and continue to have a dedicated accessible ticketing email address	Marketing and Ticketing	2017 brochure deadline and website deadline / season launch date

ACTIONS		Monitoring	Evaluation	Responsibility	Timeframes
2. Objective: Ensuring Sydney Festival maintains a high standard of internal accessibility and that Festival staff are fully trained regarding accessibility issues					
2.1	Disability Awareness Training for all permanent and contract staff	<p>Accessible Arts' Disability Awareness training is undertaken by permanent and contract staff members across departments to encourage a collective approach to access issues within SF.</p> <p>In 2015 an internal access committee was established to ensure whole of Festival involvement in access issues.</p> <p>Filmed video footage during 2016 Festival of various patrons' festival experience for staff training purposes</p>	<p>Continue with annual training sessions for SF staff (to capture any new permanent members of staff and seasonal contract staff).</p> <p>Use the access training video in training sessions for staff/marshals/volunteers for 2017 Festival</p>	Accessibility Coordinator	June & October 2016
2.2	All event staff, including, but not limited to, volunteers, marshals, security, to receive thorough briefings on access issues relevant to the event	Volunteers are briefed on access issues relevant to the event. Marshals and security are currently briefed by event coordinators on accessibility in relation to their venue / project	Continue to include access in volunteer briefings. ECs to double check the accessibility plan for their event sites	Production and Marketing	December 2016 and January 2017
2.3	Sydney Festival proactively communicates that it is an equal opportunity employer by stating that in job ads, and where the services of a recruitment agency is appropriate, it includes the utilisation of agencies that provide recruitment services for people with disability.	Clearly stated in the Sydney Festival Work Health and Safety policy (which forms part of staff contracts), staff contractor handbooks and safety manual	All job ads to include a statement to indicate that Sydney Festival is an EEO employer	Financial Controller	Ongoing
2.4	Maintain accessibility standards for all staff, both within the office and on external sites	Sydney Festival has a trained Workplace Health and Safety committee of permanent staff members who ensure accessibility standards are adhered to	Continue to consider accessibility standards in the design of any new office accommodation / external SF sites	WHS committee members / Production	WH&S committee meetings

ACTIONS		Monitoring	Evaluation	Responsibility	Timeframes
3. Objective: To maintain and improve standards of accessibility at Sydney Festival controlled venues					
3.1	Prominent and helpful signage providing direction to accessible toilets and services at Sydney Festival controlled events	Signage is provided for the accessible viewing area and accessible toilets, and a marshal is assigned to the accessible viewing area to provide assistance and information	Continue to improve signage and provide marshals at the accessible viewing areas of Sydney Festival controlled events	Marketing and Production	2017 Festival signage deadline (early October 2016)
3.2	Designated accessible viewing / rest areas to be designed into the layouts of Festival controlled venues at large scale outdoor events	All Sydney Festival controlled outdoor events again had accessible viewing / rest areas	<ul style="list-style-type: none"> - Continue to provide rest/accessible viewing areas at all Sydney Festival controlled large scale outdoor events - Conduct pre-opening walk-through site visit with access consultant 	Production	2017 development application deadlines
3.3	Provision of accessible places to order and consume food/beverages	Accessible areas to order and consume food and beverages were provided where possible (Festival Village food and beverage areas are fully physically accessible, with ramps to all service areas). This is not always possible where vans and trucks provide the food	Continue to make food/beverage areas accessible where they are designed by the Festival	Production	2017 catering plan deadlines
3.4	Assess and maintain accessibility of information booths and temporary box offices run/built by Sydney Festival	The 2016 temporary information booth and box office were fully accessible. Festival Village box office / info booth was redesigned to be larger and incorporate ramps	Continue to ensure accessibility to any temporary box offices/ info booths	Production	2017 development application deadlines

3.5	Provide a number of bookable accessible parking spaces for Festival events at the Domain and clearly communicate the existence of such areas, booking information and set-down arrangements	A number of accessible parking spaces for Mobility Parking Scheme Permit Holders at the Domain are provided, publicised in the brochure and on the website. When all the parking spaces have been booked, the Domain team communicate accessible set-down arrangements with patrons. A security guard and volunteer are assigned to the accessible parking area	Continue to provide bookable accessible parking spaces and set-down arrangements and ensure this information is clear in all marketing materials regarding the Domain concerts. Continue to assign a security guard and volunteer to the accessible parking area	Production and Marketing	Marketing; 2017 brochure & collateral deadlines. Production; Dec / Jan Domain planning
3.6	Production team to address physical accessibility during the design and running of Sydney Festival controlled venues	Accessibility is a key focus of the design of Sydney Festival controlled venues	Continue to make accessibility a priority during the design of Sydney Festival controlled venues. Continue to improve access to Spiegeltents and improve sightlines with clear designated wheelchair positions. Improve Spiegeltent front of house staff awareness training	Production	Venue confirmation deadlines

ACTIONS		Monitoring	Evaluation	Responsibility	Timeframes
4. Objective: To ensure that access to Festival ticketing services is equitable					
4.1	Provide information about ticketing for people with disability in all event specific collateral	Contact details for wheelchair ticket bookings and for other access initiatives were included on the website and all other collateral	Continue with ensuring ticket booking information is included in main brochure and on website	Marketing and Ticketing	2017 brochure and website deadlines
4.2	For patrons wishing to book multiple events with access services, ensure best customer service by ensuring all ticketing team members are trained to assist	All ticketing team members undertook Disability Awareness Training, and one member of the team was dedicated to accessibility ticket bookings, although any member of the ticketing team was able to assist	Ensure that the whole ticketing team undergoes Disability Awareness training. All team members to be able to assist patrons with access ticket bookings	Accessibility Coordinator / Ticketing and Customer Services Manager	Training to be organised for early October 2016
4.3	All booking options made readily available for people with a disability	Dedicated email address and telephone number was promoted in all collateral and website, along with statement that we accept NRS phone calls	Continue to provide email address and telephone options, and provide the contact information to people who attempt to book accessibility tickets online	Ticketing and Customer Services Manager	2017 brochure and website deadlines
4.4	Sydney Festival call centre staff trained to provide appropriate information and contacts to facilitate bookings for people with disability through the Festival booking office	Call centre staff were briefed on the procedure for 2016 although problems were had with some staff not being aware of accessibility services	All ticketing staff to be comprehensively briefed on access services, and given a copy of the accessibility ticketing notes	Ticketing and Customer Services Manager	2017 Call centre staff briefing session (1 week prior to on-sale)
4.5	Accessibility information is provided to sellers and patrons at all points of sale, including Sydney Festival call centre, other agency call centres, box offices and online ticketing portals	Accessibility information was provided to all sellers and patrons at all points of sale	Ensure accessibility information is again provided at all points of sale in 2017	Ticketing and Customer Services Manager	Included in briefing notes 1 week prior to on-sale
4.6	Wheelchair seating spaces held on the ticketing system for Festival controlled venues and sold at the lowest price in the house for that performance	Wheelchair seating spaces were held on the ticketing system and sold at the lowest price for that performance – stated in the brochure and online	Continue the policy of holding wheelchair seating spaces at Festival controlled venues until the show starts and priority given to patrons who use wheelchairs	Ticketing and Customer Services Manager	Include in the 2017 event builds

4.7	Providing a complimentary ticket to companions of people with disability at every Festival event under the Companion Card program	Promoted in the brochure and on website	Continue to support the Companion Card program	Ticketing and Customer Services Manager	Ongoing
4.8	Generally maintain equitable ticket pricing for people with a disability	Designated wheelchair spaces are sold at the lowest price in the house for that performance, and holders of a Companion Card are issued tickets at no cost for their companion. Concession card holders are able to obtain a concession price on ticketed events if applicable (subject to availability)	Continue with the concession programs, and ensure to include the concession ticket information on the website access page and relevant collateral. Offer lowest price in the house for specific access performances	Programming, Marketing & Ticketing and Customer Services Manager	By the 2017 website and brochure deadlines and include in the event builds
4.9	Recognise patrons with disability on Sydney Festival CRM system ENTA	Those who booked tickets for an accessible performance in 2016 were 'flagged' on ENTA for the ticketing staff to better recognise patrons with disability and respond appropriately to their requirements	Continue to 'flag' patrons on ENTA who book tickets for an accessible performance	Ticketing and Customer Services Manager	Ongoing

ACTIONS		Monitoring	Evaluation	Responsibility	Timeframes
5. Objective: To explore avenues to improve accessibility at Festival performances					
5.1	Liaise closely with hired venues to maximise accessibility at Sydney Festival events	Accessibility questions are asked of every hired venue and if necessary, SF investigates alternative ways to ensure productions could be made accessible to patrons who use a wheelchair	Continue relationships with hired venues and evaluate accessibility	Production and Programming	As productions and venues are being confirmed for Sydney Festival 2017
5.2	All Sydney Festival venues audited to ascertain available facilities to assist patrons with a sensory disability or who have a mobility impairment	Annual access review of Sydney Festival venues which includes hearing loops, lifts, accessible toilets, etc.	Review all 2017 venues for accessibility and to make this information available again on the website	Accessibility Coordinator / Marketing	By 2017 website deadline / season launch date
5.3	Programming department to include in artist discussions questions regarding whether the artist is amenable to various accessibility services, including but not limited to surtitling/captioning of performances, Auslan interpreting, audio description and touch tours, relaxed performances	Discussions are held with individual companies	Include in discussions with companies about whether they / the artist are amenable to utilising accessibility initiatives on their production, if a barrier to access is identified during initial inter-departmental discussions	Programming	As productions and venues are being confirmed for Sydney Festival 2017
5.4	Early assessment of the annual program to identify potential barriers to access for people with disability, and implementation of appropriate and feasible options to assist those patrons through the use of ramps, lifts, surtitles, captioning, Auslan, audio description, touch tours, etc.	Early assessment of the program enables the SF team to effectively determine which productions require consideration to be wheelchair accessible or could be suitable for utilising accessibility services	Continue to assess the program to determine barriers to access and ways to overcome them	Access Coordinator / Programming and Production	As productions and venues are being confirmed for Sydney Festival 2017, prior to the brochure deadline

5.5	Research into new technologies and services for delivery to improve accessibility to the program and the cost implications of employing these technologies	Various technologies for Auslan interpreting, Audio Description and captioning investigated	Production team and Accessibility Coordinator to continue to research new technologies and ways of incorporating these into the annual program	Accessibility Coordinator / Production	Ongoing
5.6	Identification of funding sources required to implement new accessible services	Budget identified for accessibility in 2016	Philanthropy and Development teams to continue to source funding opportunities from corporate / Government / private sources	Accessibility Coordinator / Development and Philanthropy	Ongoing
5.7	Alignment with the Digital Content Strategy to develop new means by which programmed events can be distributed to the public who cannot attend events due to disability	ABC Classic FM, 702 ABC Sydney and FBi Radio also recorded numerous shows for radio broadcast	Continue to explore how programmed events can be made digitally accessible, continue to encourage partners to broadcast performances	Accessibility Coordinator / Marketing	Ongoing – throughout planning stages for 2017 Festival

	ACTIONS	Monitoring	Evaluation	Responsibility	Timeframes
6. Objective: To consult and develop relationships with external stakeholders with expertise in accessibility issues					
6.1	Develop relationship with Accessible Arts	Accessible Arts has been extensively consulted - obtaining their advice, training, assistance with DAP planning, attending AA organised forums and conferences and being a member of their Accessing The Arts Group for arts and cultural institutions	Continue to maintain relationship	Accessibility Coordinator / Marketing	Ongoing
6.2	Develop relationship with the City of Sydney Inclusion Officer	Ongoing relationship with the City of City Inclusion Officer	Continue good working relationship and consult as necessary	Accessibility Coordinator	Ongoing
6.3	Consult with relevant disability sector representatives and audiences/patrons with sensory disability regarding how to determine production and performance time selection for providing accessibility services and best ways to communicate	Ongoing consultation with, among others; <ul style="list-style-type: none"> • Accessible Arts • Vision Australia • Members of the Deaf community • Deaf Society of NSW • Event Access and Inclusion Manager, Event Strategy Branch, DPC • People With Disability (PWD) 	Continue to develop relationships and consult with patrons with disability, further consult with relevant disability sector representatives, set up a Sydney Festival Inclusion Advisory Panel.	Accessibility Coordinator / Marketing	Ongoing
6.4	Maintain contact with Roads and Maritime Services and provide links to their information service regarding accessible public transport options to Sydney Festival venues	Transport Infoline details service are included on all venue pages	Production team to maintain relationship with Roads and Maritime, include their contact information on Domain series page in the brochure, and continue to include links on all venues pages on website	Production / Marketing	Ongoing, and by 2017 brochure and website deadlines