



Sydney Festival Accessibility and Inclusion Advisory Panel Expression of Interest (EOI)

Introduction

Embracing the art of summer since 1977, Sydney Festival is a city-wide celebration of culture, creativity and the questioning mind. From the streets to the beach, in stately theatres and in secret basements, it animates locations across Greater Sydney with a trailblazing free and ticketed program of theatre, music, dance, visual art and all the experimental in-between places of live performance. As a dedicated commissioner of new Australian works, Sydney Festival showcases our nation's diverse storytellers to the world, whilst drawing the world's finest artists to Sydney.

Sydney Festival welcomes and encourages the entire community to this annual celebration by actively pursuing inclusivity and access as a key priority in its operational planning. Our journey to better access and inclusion is ongoing, in recent years initiatives such as our Disability Programming Initiative and the introduction of our Access and Inclusion Panel have been significant drivers in realising this priority.

We are working to embed access and inclusion principles into the hearts and minds of everyone across the organisation – we want it to be front and centre in all our thinking and just 'part of what we do'. We are always learning as an organisation, and we will continue to learn and explore new possibilities in this area – by working with people with lived experience, keeping up to date with new technologies and working with partner organisations who are experts in this field.

Who we are looking for

Sydney Festival is looking for applicants with disability or who are d/Deaf, across a broad range of lived experiences. We also welcome applications from people who have close lived experience, relevant academic or professional experience in advancing the inclusion of people with disability and mental health conditions, including those who work for disability service organisations or peak bodies. We will prioritise people with lived experience.

People with disability from diverse and intersectional backgrounds are strongly encouraged to apply. This includes: people from the LGBTIQ+ community, First Nations peoples, people from culturally and linguistically diverse backgrounds, young people, older people and people from socioeconomically disadvantaged backgrounds.

You can apply in a range of different formats including videos in Auslan. See the How to Apply section below for details.

About our Accessibility and Inclusion Advisory Panel

This Advisory Panel is made of up to 10 members with disability, access and inclusion expertise and lived experience.

We seek to represent a balanced and broad range of experiences, in terms of age, disability, gender and lived experience type, to reflect the widest access and inclusion perspectives possible.

The primary objective of the Panel is to advise Sydney Festival on access and inclusion matters and represent the interests of all Sydney Festival stakeholders and patrons with disability.

This Panel is an advisory body. It does not have formal decision-making authority and members cannot act as representatives for Sydney Festival. A Terms of Reference will be provided for this Working Group to outline its role and function.

Members will be appointed for a period of three years, until August 2027, after which they will be eligible for re-appointment for up to a further two years. To maintain a balance of experienced members and new members, the term may be extended by a further year to a maximum of six years if required.

Our Terms of Reference for this Panel are available here:

[Terms of Reference PDF](#)

[Terms of Reference Word Doc](#)

Panel commitment

The Access and Inclusion Advisory Panel will meet approximately four times per year and key activities include:

- **August:** review the proposed access program for the following year's Festival
- **November:** discuss key 'Post Launch/Pre Festival' items
- **January:** walk-through of Festival venues prior to the commencement of the Festival to assess accessibility
- **March:** post-Festival debrief and qualitative analysis of the access program.

Further sub-committee meetings may be established to address specific issues and projects on an as needed basis.

Meetings may be held in person, by telephone or by video conference. In-person meetings will be held at the Festival offices in The Rocks.

Involvement in the Access and Inclusion Advisory Panel is on a voluntary basis, and participants will be paid an honorarium fee per meeting attended. Sydney Festival will cover the cost of any access requirements needed to fully participate in the meetings. This may include Auslan interpretation, captioning, printed material in

alternative formats or other access needs to support Panel member participation. Cab charges will be provided to panel members to attend in-person Access and Inclusion Advisory Panel meetings and other events they are required to attend in an advisory capacity.

Sydney Festival will prepare meeting agendas, minutes and papers and the Access Coordinator will distribute these to Panel members at least 5 days in advance of any meeting.

Roles and Responsibilities

- Attend at least 2 of the 4 meetings per year
- Provide advice to Sydney Festival to enhance inclusion and accessibility of the Festival's venues, events, programming, and information for people with disability
- Contribute the time needed to digest information in the papers provided
- Apply objectivity and good judgement
- Champion and promote accessibility at Sydney Festival
- Attend Sydney Festival events.

Timeline

- EOIs open – Mon 27 May 2024
- EOIs close – Mon 1 July 2024
- EOIs assessed – early July 2024
- Applicants invited to interview – week commencing 15 July 2024
- Applicants notified – end July 2024
- First Advisory Panel meeting – Wed 7 August 2024 (observing only).

Selection Process

Your EOI will be considered along with others, so that together, the panel has wide expertise across disability types, inclusion and access skills, experience and knowledge, and knowledge of local issues.

EOIs will be assessed by a panel including Sydney Festival staff, our Access Coordinator and Access Consultant. The panel will include people with lived experience of disability.

Criteria used to assess applications are:

1. The lived experience and skills of the applicant, in relation to access and inclusion
2. The skills and experience of the applicant, in relation to festivals and other arts and cultural events
3. Potential 'fit' within Sydney Festival and this particular Advisory Panel
4. Availability to join the Accessibility and Inclusion Advisory Panel for 3 years
5. Is Sydney based or regularly attends the Sydney Festival in January each year.

How to apply

Applications must be received by **5pm, Monday 1 July 2024**

You can apply in these formats (please select one only):

1. Standard online application form:
<https://forms.gle/41EpMET7BiMAWqfN6>

2. Word version text form

[Download form here](#)

Email your form to Thomas.Hamilton@sydneyfestival.org.au or mail a printed copy to:

Rebecca Spicer
Associate Producer
Sydney Festival
Level 5, 10 Hickson Road,
The Rocks, NSW 2000, Australia

3. Video application form, including videos in Auslan

Your video responding to all application form questions can be between five and ten minutes in length.

You will need to upload your video as a link and submit via the email address noted above.

If you need support to fill in your application, another person may complete the form on your behalf. You must confirm all the information is accurate and the application must be from you.

For questions about this Advisory Panel or EOI, please contact Thomas Hamilton on Thomas.Hamilton@sydneyfestival.org.au or +61 2 8248 6500.