

Episode 33: Meagan Shand, CEO of Arts Access Australia in conversation with Penelope Benton

NAVA Intro: The National Association for the Visual Arts is the peak body protecting and promoting the professional interests of the Australian Visual Arts. NAVA in conversation is a series exploring the issues and challenges of working in the sector. We speak with artists, curators and administrators to gain insight into the experiences of contemporary practice, and seek to propose ideas for change, progress, and resilience in both local and global contexts.

Penelope Benton: I'd like to acknowledge the Aranda people the traditional owners of Mparntwe, the land of Alice Springs where we are broadcasting from today. My name's Penelope Benton, I am here for the sixth Meeting Place Forum hosted by Arts Access Australia, The National Peak Advocacy body for arts and disability. I'm here with Megan Shand the CEO of Arts Access Australia. Thank you for joining me Megan.

Meagan Shand: Hi Penelope

Penelope Benton: Before we start talking about meeting place, let's talk about you. You've not been with Arts Access Australia that long, tell me about what your background is, where you've been?

Meagan Shand: It's interesting I was reflecting on that in preparation coming to speak to you today. And um I did a presentation at an employment conference recently, which was talking ... Looking at it, you know employment in the Arts and um I looked back at my own pathway to the Arts, and it's taken me a while to get here. and I say how I kind of danced along the fringes of the Arts for many years. But now I'm here. It feels like home. So lots of people have said, you know, when I took up this position, what a perfect match ...

Penelope Benton: Yeah that's so nice.

Meagan Shand: It's really nice to be here.

Penelope Benton: Yeah, and, and so give us details. What have you been doing? What is your background?

Meagan Shand: I was thinking about what my claim to fame ... Well, I've got a ... I might talk about the claim to fame later, but I've worked in a health and science ... Social science background.

Penelope Benton: Yeah.

Meagan Shand: That's been very passionate about Community Development, and also about creative ways of gate engaging with communities. So that's where the Arts came in for me, but I also did art school, so back ... Right back in that time at school, and I wasn't a fine artist. So I wasn't, you know the best of the group coming through so the, the, opportunities for

art we qui- quite limited then, so I've always had that creative artistic part of myself, and always using it in some way or another in my work. So creative ways to do the work that I do, to create change mainly I've worked in the area of change.

Penelope Benton: Yeah.

Meagan Shand: Yeah.

Penelope Benton: I did ... I was reading about that. You were awarded a Centennial Medal of Australia for your vision and commitment to forming a disability led advocacy group.

Meagan Shand: Yes.

Penelope Benton: Tell me about that.

Meagan Shand: Yes, I acquired a disability in 1997 or so. It's just over 20 years ago, and I lost my leg in a motor vehicle crash, overseas, traveling overseas and um through my recovery, I just found you know, there was kind of ... I felt quite isolated and alone ...

Penelope Benton: Mm-hmm

Meagan Shand: And there ... They're kind of services were an opportunities for people were limited so ... And I felt you know, I thought I was quite a well-educated pretty ... I could still speak. I still have my brain working.

Penelope Benton: Yeah.

Meagan Shand: So ... But was really hard to find that support and information.

Penelope Benton: Mm-hmm

Meagan Shand: So I started a disability advocacy group them, um and kind of peer support based group. Um and was ... Yeah brought people together to create change, and some of that was also working in creative areas, so arts and kind of a recreation based kind of stuff then. So I did get involved in some interesting arts projects though (laughs)

Penelope Benton: Such as? (laughs)

Meagan Shand: Ah, I don't know if I want to talk about it.

Penelope Benton: Okay, okay.

Meagan Shand: (laughs)

Penelope Benton: We will ...

Meagan Shand: Another time, another time.

Penelope Benton: We've got a good picture, we've got a good picture. Um and I also read that you've just um ... Well four years ago published your thesis.

Meagan Shand: Yes.

Penelope Benton: Tell me about that.

Meagan Shand: Uh building resilience with art.

Penelope Benton: Mm-hmm

Meagan Shand: So again, I find myself in those creative spots, some places. So I'm generally attracted to that, and I was really fortunate to come across the Fremantle Multicultural Centre in, in Western Australia, who were. Stirring I met one of the workers were just doing ... I met some of their workers who were doing some really interesting things like drumming and visual arts, and weaving, and I just thought I've got to come to your place and learn more about what you're doing.

Penelope Benton: Yeah.

Meagan Shand: And when I went there they said they're looking for an opportunity to have their programs um kind of evaluated, to look at the impact. So I said, "Well it just so happens, I'm looking to do my Masters."

Penelope Benton: Mm-hmm

Meagan Shand: So I got to spend um 12 months um im- immersed in a group of female artists, doing art with Dawn Meader, who's quite a well-known visual artist in Western Australia.

Penelope Benton: Yes.

Meagan Shand: Such a privilege um and I also um got to do out, which was really good because there wouldn't ... They wouldn't ... They wouldn't let me just sit there and be involved on the ... On the outside.

Penelope Benton: Yeah.

Meagan Shand: They said that I had to be involved as well.

Penelope Benton: Great.

Meagan Shand: So I got um ... We did an amazing project where we casted body casts.

Penelope Benton: Yeah.

Meagan Shand: Ah, it was incredible and I was um ... I was actually not paying much attention to my art, I was just doing it because to be involved and connect and um, I found by the end of it people would walk past and go,

"Oh that's beautiful. That's amazing." And so what I say is through that process um something really beautiful emerged anyway, so it's kind of like that kind of transformation butterfly effect, and yeah there I was in the middle of it all, and doing the art exhibition, and, and that kind of properly kicked off my uh, my experience back in the Art world again.

Penelope Benton: Yeah.

Meagan Shand: That, that experience, that passion.

Penelope Benton: Wonderful.

Meagan Shand: She's a, she's a really wonderful teacher as well.

Penelope Benton: Mmmh.

Meagan Shand: Um it's very spiritual.

Penelope Benton: Yep.

Meagan Shand: It comes from a, a really good place and it was a safe secure place where um, the women could quite freely express themselves.

Penelope Benton: Mhmm.

Meagan Shand: Yeah so ...

Penelope Benton: Perfect.

Meagan Shand: Mmhmm.

Penelope Benton: Sounds so nice.

Meagan Shand: It was ... It was delightful really. Yeah.

Penelope Benton: Yeah.

Meagan Shand: What an opportunity.

Penelope Benton: So great.

Meagan Shand: Yeah.

Penelope Benton: Um, so let's talk about Arts Access Australia and what, what the organization is about and what you do, do.

Meagan Shand: Well Arts Access Australia is committed to increasing access to the arts for people with disabilities as artists, arts workers and audience members. So um, Meeting Places, what we're doing at the moment is our signature event. It's probably one of the most exciting things I can talk about that's happening now. It's all I can think about but ... And I

think it's a way of demonstrating what we do as well. So bringing everyone together um in this inclusive space. A bit like I was talking about the project that I started and that I was involved in, it's a really safe, welcoming and secure space, where people um are engaged and connected because it's accessible.

Penelope Benton: Yep.

Meagan Shand: But they also feel like they're able to kind of engage and connect to the people around them and learn in a collective environment.

Penelope Benton: Yeah, let's talk about the term accessible.

Meagan Shand: Yeah.

Penelope Benton: Because it means so many different things to different people in different ways. What does it mean to you? What does it mean to the organization?

Meagan Shand: Hmm, well accessible um is ... It's access for, uh ... For me it's engaging people, so they can um engage in whatever way they do.

Penelope Benton: Mhhh.

Meagan Shand: So they're able to access and participate equally to everybody else. So regardless of the type of disability you have, it's not just about physical access.

Penelope Benton: Yeah.

Meagan Shand: It's about access for people who are ... Who are blind. So how do they engage with the art, or with, with the perform ... Whatever it may be.

Penelope Benton: Mm-hmm (affirmative)

Meagan Shand: And people who are deaf ... So it's all those different methods of expression or communication. It's also um, you know people who may not be as verbal as other people, so um I'm sure as you know, art is an amazing um ...

Penelope Benton: Tool.

Meagan Shand: Tool for nonverbal ways of expressing oneself.

Penelope Benton: Sure it is.

Meagan Shand: So that ... Yeah, yeah. So whether it's through music, sound, I don't know ... Yeah.

Penelope Benton: Yeah.

Meagan Shand: So yeah Access is about enabling people to communicate in whatever way they can.

Penelope Benton: Mm-hmm (affirmative) great.

Meagan Shand: Or participate, actually great just about actually not just communicate.

Penelope Benton: Yeah for sure. And for, for organizations who, who are or should be thinking in bigger ways about best practice for working with artists with disabilities, what are some of the resources or ...

Meagan Shand: Yeah.

Penelope Benton: You know ways that they can get information about what they should be doing?

Meagan Shand: Yeah, look um, Arts Access Australian is a peak body. So we represent each of ... Represent each of the state organizations as well, or we like to think we do. So Arts Access Australia was um formed by the state organizations like um data, and Western Australia Arts Access Victoria, in um Victoria ...

Penelope Benton: Mm-hmm (affirmative)

Meagan Shand: Accessible Arts in New South Wales, Access to Arts in South Australia, and Access Arts in Queensland, and Insight Arts in um (laughs) in Alice Springs where we are now. Um so they formed, originally formed Arts Access Australia ...

Penelope Benton: Mm-hmm (affirmative)

Meagan Shand: With the idea to have that stronger connected voice. So some of the first Port of Coal [00:10:15] is the state organization. So they're doing a lot of the practical on-the-ground work.

Penelope Benton: Yeah.

Meagan Shand: And um some of them have some really good resources on their website.

Penelope Benton: Mhmm.

Meagan Shand: So um in regards to access and inclusion, and of course a lot of them have very experienced practitioners that have been working in the field for 20 or more years, and have um, have a lot of skills and know-how to create that access or do that inclusive practice.

Penelope Benton: Great.

Meagan Shand: Yeah.

Penelope Benton: Good.

Meagan Shand: Mm-hmm

Penelope Benton: Good, good, good. Well, We'll put some links up on our website.

Meagan Shand: Yeah.

Penelope Benton: With these podcasts so that people know they can access information. Okay, let's talk about meeting place.

Meagan Shand: Mm-hmm

Penelope Benton: So it's ... We're here.

Meagan Shand: Yes.

Penelope Benton: It's being held the next three days, the 24th to 26th of September in partnership with Insight Arts who you just mentioned, tell me about ... What is meeting place? What's the purpose of it? What happens?

Meagan Shand: So, Meeting Place is a very unique event, in that it brings together professional development, as well um as showcase opportunities um, and it's transportable too, so it can ... We're here in the Centre of Australia and a lot of people would think "Well, you can't do that."(laughs)

Penelope Benton: Mmmh.

Meagan Shand: "It's just not possible."

Penelope Benton: Mm-hmm (affirmative)

Meagan Shand: But we've done it ...

Penelope Benton: And there are so many people here, I was on the fullest flight, apparently the Captain ...

Meagan Shand: Oh wow.

Penelope Benton: Said this morning when I flew here. This is the fullest flight that we've had for a little while, and I'm seeing lots of familiar faces. I've already met a few people. I haven't met before, and there are people from all over the country. It's very impressive.

Meagan Shand: I'm very impressed.

Penelope Benton: Yeah.

Meagan Shand: I mean ...

Penelope Benton: It's a big communing, it's beautiful.

Meagan Shand: I know. It's really ... And it shows how much people value the subject as well.

Penelope Benton: Yeah.

Meagan Shand: I'm, I'm really impressed with the number of people who've made it here, and it's the right people. It's ... We've got all the right people in the workplace.

Penelope Benton: Yep.

Meagan Shand: I'm in the right place, uh in the same place, um and there are barriers to getting here. So even the, the costs attached with flying ...

Penelope Benton: Yeah.

Meagan Shand: Accommodation and we had to consider that also when we were preparing um the conference. So some of the costs or the services attached to access ...

Penelope Benton: Mm-hmm

Meagan Shand: Aren't available in Alice Springs. We had to actually bring in.

Penelope Benton: Yeah.

Meagan Shand: So I, I think our auslan ...

Penelope Benton: Interpreter.

Meagan Shand: Interpreter, our auslan interpreters from Perth, Western Australia.

Penelope Benton: Mm-hmm (affirmative) yeah right

Meagan Shand: So meeting place brings together artists, arts workers, leaders from the Arts and Cultural sector all together in this one space, and um that's the thing I like about it the most.

Penelope Benton: Mm-hmm (affirmative)

Meagan Shand: When I started 18 months ago, my first gig was Meeting Place in Perth and I uh, standing there on the ... On the stage, I looked at, and that gave me goosebumps, because sitting there where you know, you've got new artists, you've got established artists, sitting there next to a, a very experienced manager, or Arts and Cultural leader all in the same space, that's that's the kind of stuff that really gives me goosebumps, because you know people get an opportunity to be inspired, and learn from each other.

Penelope Benton: Me too. I completely agree.

Meagan Shand: Mm-hmm

Penelope Benton: So Meeting Place happen in Germany last year, was the first international Meeting Place ever, yeah? Um the Australian and Berlin Arts Exchange?

Meagan Shand: Mm-hmm

Penelope Benton: Can you ... What, what ... Tell me about the international Partnerships that were formed and the importance of collaborating.

Meagan Shand: So one of the best things to come out of that project was our relationship that we built with the network called

Penelope Benton: Mm-hmm

Meagan Shand: So that was stated, started by one of the artists that started it, or curator was Kate Bremer, Bremer who is a West Australian, Australian. And um, so they're a group of ... A network of art artists, arts workers, curators who are interested in creating inclusive art. Um so they launched when we were over there, and the great thing is, that we've got them back here this year.

Penelope Benton: Oh great.

Meagan Shand: Yeah I know really excited. So they're, they're here, all three of them ...

Penelope Benton: Wow.

Meagan Shand: Are here in meeting place. We've got three of them here, um and who is a visual artist. I think multi-media artist, is going to be doing some interesting work. He works through digital platforms.

Penelope Benton: Yeah.

Meagan Shand: So he's going to look at um, how we can continue these conversations from across the um continent.

Penelope Benton: Great.

Meagan Shand: Well, not just the continent across the world.

Penelope Benton: Yeah.

Meagan Shand: How we can continue these, you know exchange and learning through the digital platforms.

Penelope Benton: Yeah.

Meagan Shand: So he wants to see how we are engaging in Australia in that way.

Penelope Benton: Mm-hmm (affirmative) wonderful.

Meagan Shand: So it's something new and different.

Penelope Benton: Mm-hmm (affirmative) that's exciting.

Meagan Shand: I think ..

Penelope Benton: Yeah, yeah. And I read also that you recently said that your decision to hold the event in Alice Springs this year, was made in a bid to provide a megaphone for regional artists with a disability. Let's talk about that.

Meagan Shand: Yes. Well as I'm sure you're aware that um, it's ... The opportunities for regional artists, uh there's not as many opportunities for regional artists, so and Meeting Place being transportable, and using the kind of cultural development model, we come here and showcase what's happening in the local community and provide an opportunity for artists, or people working in the sector to um come to a, a professional forum like meeting place, they wouldn't always get that opportunity. So we've got such a diverse mix of people coming. I'm just so excited about the program and of course our hosts um, Insight Arts who ... They're the ones with connections.

Penelope Benton: Yeah.

Meagan Shand: It's not us. I don't come in and say "This is what we like to."

Penelope Benton: Yeah.

Meagan Shand: The whole programs come from the grassroots up. I mean, you know ...

Penelope Benton: Mm-hmm (affirmative)

Meagan Shand: And they've got the connections in the community. I was really fortunate to see their major production last Sunday, unbroken land, and that piece of work was just, just incredible. I mean the way that they had brought together different age groups, different parts of the community, into this immersive professional uh performance, is, is just an incredible piece of work. We watch through the Alice Springs Desert Park ...

Penelope Benton: Yep.

Meagan Shand: At night time, and there was you know, the natural environment was illuminated as we walked through, and we had dances running through, and um there was four different stations, I think with different uh different performances. One of the most memorable spots for me, and I thought "Oh they've really nailed it here." Is sitting in the amphitheatre there, and in the background was so ... It was evening ...

Penelope Benton: Mhmm.

Meagan Shand: You had that kind of dusky sky ...

Penelope Benton: Mhhh.

Meagan Shand: So ...

Penelope Benton: Beautiful.

Meagan Shand: And you could see the red rocks in the background.

Penelope Benton: Yeah.

Meagan Shand: And we had our performers in front of us, and then just sitting on top of the rocks was the Southern Cross.

Penelope Benton: Mm-hmm (affirmative)

Meagan Shand: And it was just like ...

Penelope Benton: Wow.

Meagan Shand: "Oh, you got it so right."

Penelope Benton: Yeah.

Meagan Shand: It was just like one of those (laughs) those moments, but um ... And then there ... You know, there was a mix of traditional dancing ...

Penelope Benton: Yep.

Meagan Shand: Um which I think it's the first um, sort of the women from on of the local uh communities. I can't remember their names, I'm sorry about that, but that was just really special and unique.

Penelope Benton: Mmhhm.

Meagan Shand: And then you had that um, modern, modern and contemporary dance, and it finished at the end with this kind of climax of people, of all this contemporary dance, and it was just amazing.

Penelope Benton: Wow sounds spectacular.

Meagan Shand: Yeah and film footage. That was just everything you could think of.

Penelope Benton: Wow. Yeah, yep.

Meagan Shand: Mhh.

Penelope Benton: Let's talk about um some of the highlights of the program of the local regional artists.

Meagan Shand: Yes.

Penelope Benton: Because you mentioned just now that you were ex- what Insight Arts have um put together as part of their program.

Meagan Shand: Yep.

Penelope Benton: Of um, with artists based here. What are we going to see from them?

Meagan Shand: Well, the one person that keeps coming to my mind, because she makes me smile whenever I think about her is um, Tiffany Malthouse, and I think she inside out ... I have been working with her for a, a long time. And she sings the song about a cup of tea so ...

Penelope Benton: Cute.

Meagan Shand: So (laughs) and when you see the joy on her face when she's singing it um, you're going to love it.

Penelope Benton: Yep, I'm gonna love it.

Meagan Shand: That's first thing in the morning.

Penelope Benton: Cups of tea

Meagan Shand: It's just um, you just can't help but smile so um ... That I'm looking forward to, we've got some DJ sets in there in the afternoon.

Penelope Benton: Mm-hmm (affirmative).

Meagan Shand: And I haven't got the details of the artist in front of me, so I apologize for that. But I'm looking forward to that.

Penelope Benton: Yeah.

Meagan Shand: And we've also got the awards and there's a visual arts exhibition there as well.

Penelope Benton: Oh great.

Meagan Shand: Yeah, yeah.

Penelope Benton: Great.

Meagan Shand: Yeah, so ...

Penelope Benton: And, and bigger highlights from people that we've brought in.

Meagan Shand: Arts Access Australia had some grants ...

Penelope Benton: Mm-hmm (affirmative)

Meagan Shand: To assist people to come. So we we have different people from across Australia, artists from across Australia coming. Eliza Hales kicks off in the morning um, and I'm really looking forward to hearing her. She's got an amazing voice and sound.

Penelope Benton: Mm-hmm (affirmative)

Meagan Shand: So yeah, I'm really looking forward to that and of course our Berlin artist, so they've got an exhibition and interactive um station there as well.

Penelope Benton: Yeah, yeah.

Meagan Shand: It's just great to have you all here and um supporting the work of artists with disabilities in the sector. We've worked so hard ...

Penelope Benton: Yeah.

Meagan Shand: For so long ...

Penelope Benton: Yeah.

Meagan Shand: You know? Um you know what it's like, the arts has had to work in ...

Penelope Benton: Yes.

Meagan Shand: And then when you've got the extra challenge of disability on top of it and those barriers ...

Penelope Benton: Yeah.

Meagan Shand: It's a lot of people out there working really hard so ...

Penelope Benton: There are a lot of barriers.

Meagan Shand: Yeah.

Penelope Benton: Too many.

Meagan Shand: So you know having you all here ...

Penelope Benton: Mm-hmm (affirmative)

Meagan Shand: Is just a showing of support and that it is valued.

Penelope Benton: Yeah. Um tell me about Julia Hales is here ...

Meagan Shand: Yeah.

Penelope Benton: To present the keynote?

Meagan Shand: Yes. So um again, I was very fortunate to see Julia er, do her performance at the Perth International Arts Festival.

Penelope Benton: Mm-hmm (affirmative)

Meagan Shand: This year, and um you know, we belong together I think it was called.

Penelope Benton: Yeah.

Meagan Shand: It might have been a bit longer than that, but I know the first half of that was a very long (laughs) name, and she's here to talk about her um career and journey through arts, um you know, if she's been working for a long time to get where she is, and now she's got her performance, you know featuring at Perth International Arts Festival. And I know she has other performance across Australia.

Penelope Benton: Mm-hmm (affirmative)

Meagan Shand: So you know, I spoke to Julia the other day and asked her what it is that she's looking forward to, to coming here and she said, it's about connecting to other people ...

Penelope Benton: Yeah.

Meagan Shand: Listening to what other people are doing, um learning about their careers. And learning more about them and how you can ... How she can help others as well.

Penelope Benton: Absolutely.

Meagan Shand: So I said to someone the other day, Meeting Places is like ... It's the people's forum.

Penelope Benton: Yeah.

Meagan Shand: It's you know, it's everyone coming together no ... It's for everybody.

Penelope Benton: Yeah, yeah.

Meagan Shand: So Mm-hmm (affirmative)

Penelope Benton: Yeah so important. And they, those words are really um a good, I guess snapshot of what, what people get out of coming to events like these, it's so it's so important for everybody, for participants, for presenters for audience ... It's one and the same experience. What are your hopes for the future of the sector, of the Arts and disability sector more broadly?

Meagan Shand: Well my hope is that the, the voice of artist continues to amplify.

Penelope Benton: Yes.

Meagan Shand: Artists with disabilities.

Penelope Benton: Yes.

Meagan Shand: And artists.

Penelope Benton: Yes.

Meagan Shand: All artists.

Penelope Benton: Yes.

Meagan Shand: Anyone.

Penelope Benton: Yes.

Meagan Shand: Doing anything to do with arts. And I'm so glad I'm hear right now, and I can um add to that voice. And I hope that we see more artists with disabilities, and their work in galleries on stages, and festivals on the screen. And I learnt today, um that in the UK, a number of Arts organizations and the government are committing to um improving employment outcomes for people with disabilities.

Penelope Benton: Great.

Meagan Shand: And they're committed to doubling the number of people with disabilities employed in ...

Penelope Benton: Wow.

Meagan Shand: Sort of the Arts and Cultural organizations by 2020.

Penelope Benton: Wow that's soon.

Meagan Shand: So I think that's a pretty good target ...

Penelope Benton: That's an excellent target.

Meagan Shand: I think we could um ...

Penelope Benton: Deliver.

Meagan Shand: All deliver, and try and deliver that.

Penelope Benton: Mm-hmm (affirmative)

Meagan Shand: So I think that's something I'd like to see.

Penelope Benton: I would like to see that.

Meagan Shand: By 2020 uh, doubled the amount of artists with disabilities, employed in the sector.

Penelope Benton: Amazing.

Meagan Shand: Yeah.

Penelope Benton: Great we're in.

Meagan Shand: Oh great. (laughs)

Penelope Benton: Good, good, let's make that happen.

Meagan Shand: Yeah.

Penelope Benton: Where can we find more information about the event for people listening, if they wanted to participate, if they're not actually able to be here is ... Uh you're live streaming?

Meagan Shand: Yes. So people can subscribe to our YouTube channel, so Arts Access, Arts Access Australia. If you have trouble finding that you can go to the Meeting place website. So it's [www.meeting placeforum.org](http://www.meetingplaceforum.org).

Penelope Benton: Mm-hmm (affirmative)

Meagan Shand: And the link is on the front page.

Penelope Benton: Easy.

Meagan Shand: Yes, and if you want to um learn more about Arts Access Australia and you can go to our website too, and that's www.artsaccessaustralia.org.

Penelope Benton: Mhmm

Meagan Shand: People can become a free member, which means you get connected to the news and what's happening, and the opportunities that are out um there if people want to become a professional member ...

Penelope Benton: Mm-hmm (affirmative)

Meagan Shand: We are launching a new kind of online Art Space soon, where people can profile ...

Penelope Benton: Great.

Meagan Shand: Can showcase what they do.

Penelope Benton: Good.

Meagan Shand: Yeah, yeah.

Penelope Benton: That's a big job, really important. We've been looking at that too.

Meagan Shand: Oh have you? (laughs)

Penelope Benton: Um ...

Meagan Shand: Oh you guys do amazing things.

Penelope Benton: But yeah, it's ...

Meagan Shand: When we grow up we want to be like you. (laughs)

Penelope Benton: We, we, you we ... We want to be like you.

Meagan Shand: (laughs)

Penelope Benton: Um, let's work together.

Meagan Shand: Yeah. Yeah. Yeah.

Penelope Benton: We need to be working a lot closer together across the sector, because we are often are working towards the same cause, but separately with our own small teams, and imagine what we could do together.

Meagan Shand: Sharing resources yeah, yeah.

Penelope Benton: Yeah.

Meagan Shand: It is working together

Penelope Benton: Yeah, let's do it.

Meagan Shand: Yeah.

Penelope Benton: It's the only way forward.

Meagan Shand: Yeah, working together.

Penelope Benton: That's how we make change. Thank you so much.

Meagan Shand: Yeah.

NAVA Outro: Head to our website. Visualarts.net.au for more information on novice advocacy, and campaigns for improving the working environment for Australian artists and arts organizations.