



**Our plan to make sure  
people with disability are  
included at NAVA**



The words **we** and **us** in this book mean NAVA.

## Hard words



This book has some hard words.



The first time we write a hard word

- the word is in **blue**
  
- we write what the hard word means.

## You can get help with this book



You can get someone to help you

- read this book
  
- know what this book is about
  
- find more information.

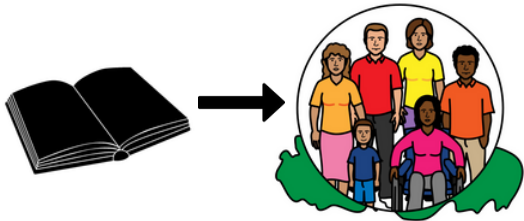


## About this book



This book was written by the National Association for the Visual Arts.

We say NAVA.



This book was written to show you our plan for making sure that people with **disability** have **access** and are **included** at NAVA.



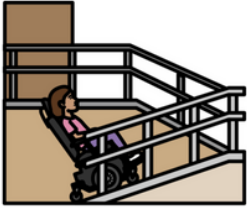
A disability is when someone's brain or body works in a way that might make it harder for them to live their lives.

## About this book



People have access when they are able to use

- information



- places



- services.



People feel included when they are respected and are not being left out of something because of who they are.



We call this book the plan.



The plan will start in 2025 and we will keep following this same plan until the end of 2027.

## The words we use in the plan

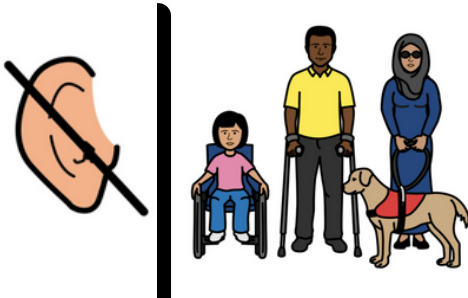


In this book we say people or person with disability.

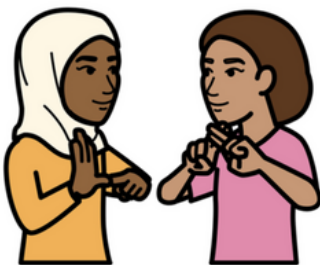
In our plan we sometimes say **d/Deaf and Disabled people.**



We know that some people with disability prefer to say Disabled person when they talk about themselves.



Some people who are Deaf do not see themselves as a person with disability.



Instead they see themselves as part of a cultural group that uses sign language as their language.

When we use a big D in the word Deaf we are talking about people who see themselves as part of a cultural group that uses sign language as their language.

## The words we use in the plan



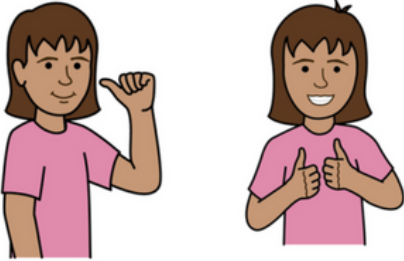
We know that the right words to use will change over time.



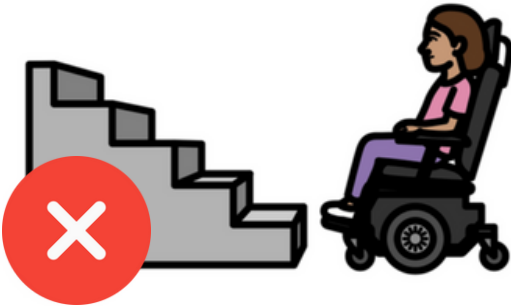
We listened to our community who are people with disability to guide us on the right words to use.

## How we think about disability

We follow the **social model of disability**.



The social model of disability says that people with disability should not need to change who they are to live their lives.



The social model of disability says that the things in the world that make it harder for people with disability to live their lives need to be changed.

We also follow the **human rights model of disability**.



The human rights model of disability says that someone's disability is a normal part of what makes us all different and that everyone should be treated with respect.

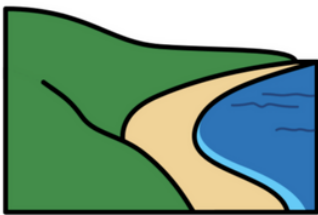
## Recognising the Traditional Owners and Custodians



In this book we recognise and show respect to the **Traditional Owners and Custodians** of the lands where we live and work.



A Traditional Owner is a person who belongs to a certain place.



A Traditional Custodian is a person who has been given the responsibility to take care of their lands, waters and skies.



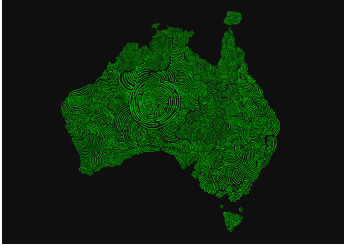
Traditional Owners and Custodians in Australia are **Aboriginal and Torres Strait Islander people**.



Aboriginal and Torres Strait Islander people are the first people to live in and look after Australia.



## Recognising the Traditional Owners and Custodians



Our workers and partners work and live on land that is the home of many different Aboriginal and Torres Strait Islander groups.



We recognise that Aboriginal and Torres Strait Islander people

- were the first artists and storytellers
- had their land taken from them without asking their permission
- will keep fighting for their lands and rights.

**STOLEN**

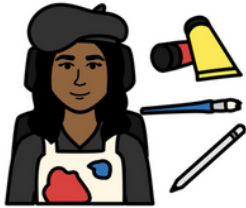


We recognise that Australia always was and always will be Aboriginal and Torres Strait Islander land.



## About us

We were formed in 1983.



In Australia we are the **peak body** for

- visual art



- craft



- design.



A peak body brings together people from a particular community so that they can share information and work together.



We bring together many people who work in visual arts to make working conditions better for artists and arts workers.

## About us

We make conditions better for artists and arts workers by



- speaking up about things that are important to artists and arts workers



- sharing information and helping each other to learn



- making the **Code of Practice for Visual Arts, Craft and Design.**



The Code of Practice for Visual Arts, Craft and Design has guidelines about

- how to work well with other people



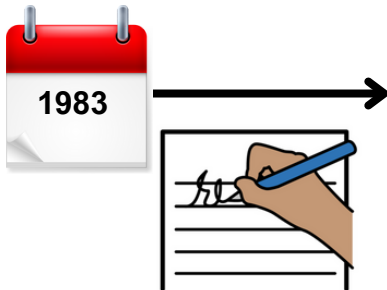
- making sure people have access and are included



- how much artists and arts workers should be paid for their work.

## About us

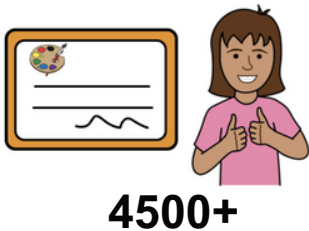
We call it the Code.



We have always played a big part in making guidelines to support the visual arts in Australia to grow.



We have more than 50 000 people in our network.



We have about 4500 members from all over Australia who pay a membership fee.



Our members get access to

- cheaper insurance



- guides to support them at work



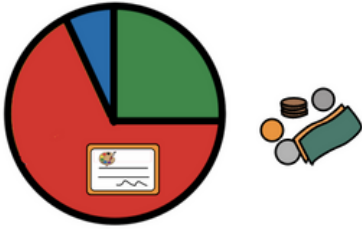
- job opportunity pages on our website.

## About us

7%



In 2024 7% of our members said that they are a person with disability.



About 67% of the money we use to run NAVA comes from our membership fees.



7

We have 7 workers.



Our office is in the City of Sydney Creative Studios building in Sydney.



The Traditional Owners and Custodians of the land where we work from are the Gadigal people.



## A message from our leader

Penelope Benton is our leader at NAVA.



Penelope recognises the Gadigal people as the Traditional Owners and Custodians of the land she lives and works on.



Penelope is proud to show you our plan.



The plan shows that we are committed to following the Code.



The Code says that people who work in visual arts should always focus on

- making sure everyone has access
- being fair at work



## A message from our leader



The Code says that people who work in visual arts should always focus on

- making sure many different types of people feel seen and heard.



Penelope says that because we work for artists and arts workers then it is important that we focus on these things too.



Penelope says that our plan will keep changing to get better as we keep listening to and learning from our community.



Penelope says that we will always talk openly with people with disability to make sure our plan thinks about their lives and their rights.

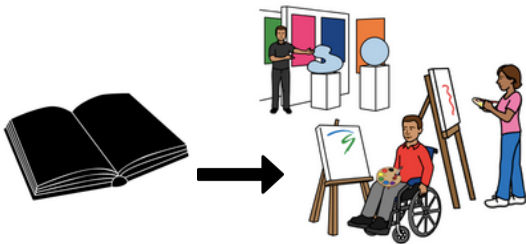
## A message from our leader



Penelope recognises that artists and arts workers have been leaders in making positive change for a long time.



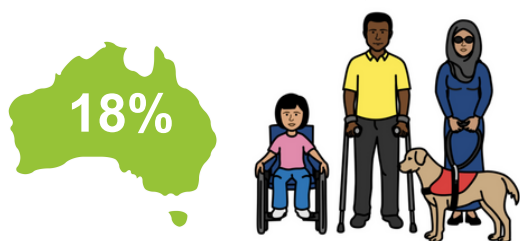
We want to lead artists and arts workers to welcome and make positive change.



Penelope says that our plan will help to make an environment that is fair and includes all artists and arts workers.



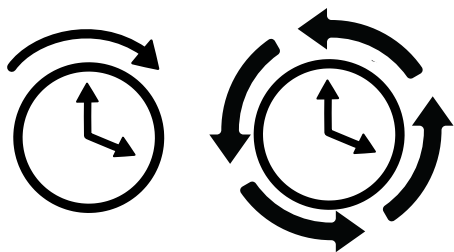
## People with disability in Australia



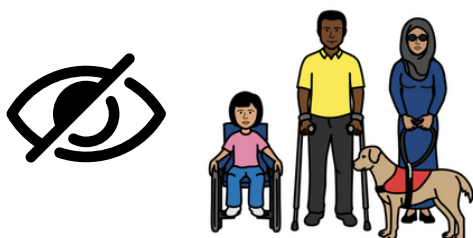
Almost 18% of all Australian people have a disability.



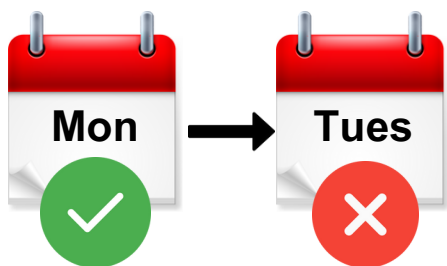
A disability can affect different parts of a person's brain or body.



A person's disability might last for a short time or a long time.



Sometimes you cannot see that someone has a disability unless they tell you.



The way a person with disability might feel or move can change from day to day.



People with disability all have different backgrounds and lives.

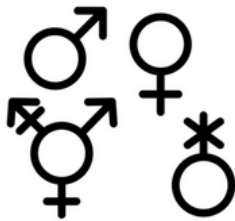
## People with disability in Australia



We know that people with disability can experience **discrimination**.

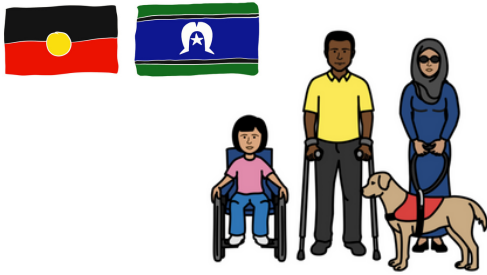
Discrimination is when someone is treated differently or badly because of who they are.

People with disability might also experience discrimination because of other things that make them who they are. Like



- their race
- their gender
- how much money they have.

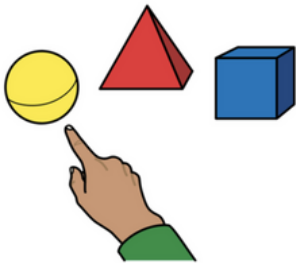
## People with disability in Australia



Aboriginal and Torres Strait Islander people are more than 2 times as likely to have a disability than someone who is not Aboriginal or Torres Strait Islander.

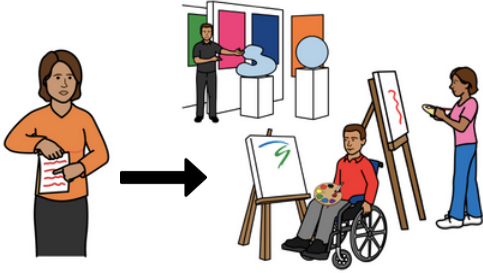


Different types of discrimination can make it hard for people with disability to say what they need to have access and be included.



We know that people with disability should be given choice and control in how they are included in visual arts.

## Our promise



We stand up for guidelines and rules that will make sure that people with disability have access and are included in all areas of the arts in Australia.



We know that to get to this goal we need to keep talking to and listening to people with disability.



We want all people who work in the arts to join us to support people with disability to have access and be included.



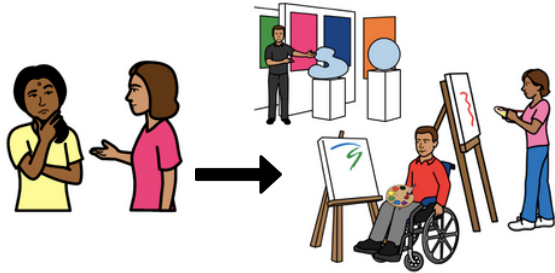
The voices of artists and arts workers with disability are very important.



It is important that artists and arts workers with disability feel safe and are included.

## Our goals

Through the plan we want to



- change the way people think and act so that people with disability in the arts are not treated differently because of who they are



- make a community where everyone has access and is included



- support artists and arts workers with disability in their jobs



- make our systems and instructions easy to use and understand for our workers and members.



If we work to make sure that people with disability have access and are included in our community then we are helping to make a world that is better for everyone.

## The Action Plan - changing the way we think and act

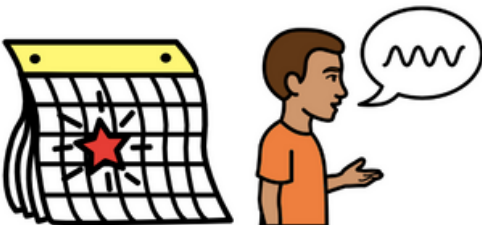


We will support our workers to welcome and include people with disability in their work by

- giving our workers training



- making space for our workers to talk about ideas they have learnt from people with disability



- having at least one of our workers go to an event about arts and disability every year so they can share what they learnt.

## The Action Plan - changing the way we think and act



We will be a leader that other people can look up to when they take action to include people with disability in the arts by



- standing up for artists and arts workers with disability



- showing that access and inclusion is important to us in all our meetings and events



- sharing our plan with everyone



- looking for ways we can share what we know and what we have learnt.



We will make sure that 18% of the artists and arts workers we tell you about in our news and events are people with disability.

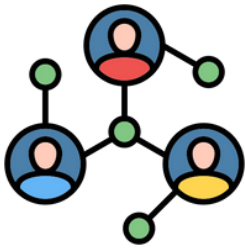
**18%**

## The Action Plan - changing the way we think and act

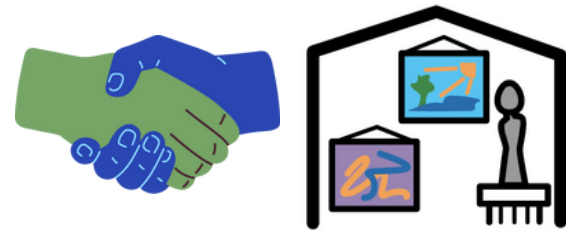


We will keep working with artists and arts workers with disability by

- meeting with them at least twice a year



- meeting even more people to make our network bigger



- working with disability arts organisations.



## The Action Plan - making sure people with disability can access our community

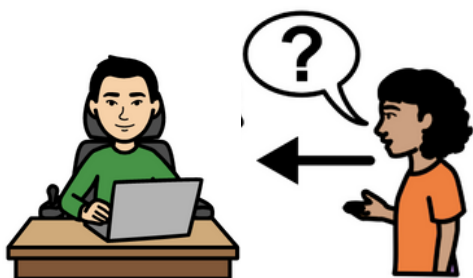


We will make our websites and information easy for people with disability to read and understand by

- checking every month for things that need fixing



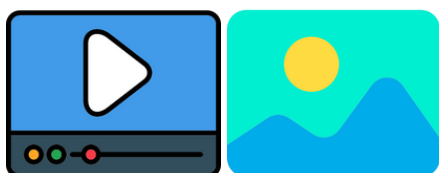
- learning how to use words that are easy to understand



- asking people with disability to tell us about how they use our website



- having information about access when we talk about new opportunities



- showing information in different ways like videos and pictures



- thinking about what people with disability need when we add a new section.

## The Action Plan - making sure people with disability can access our community

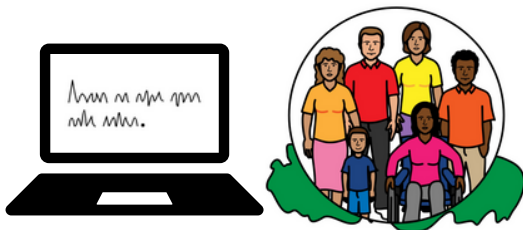


We will make sure that all new parts of our website have

- words that tell you about the pictures on our website



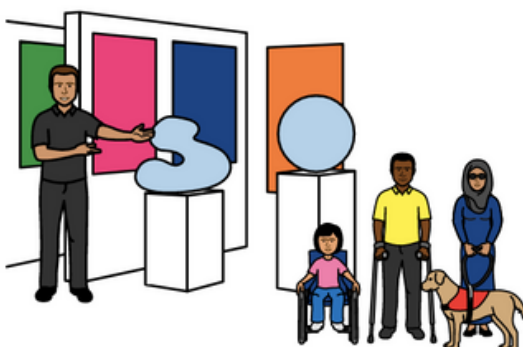
- documents that are easy to read and understand



- words that include everyone.



We will talk to and listen to people with disability to make the webpage for our members easier to understand and use.



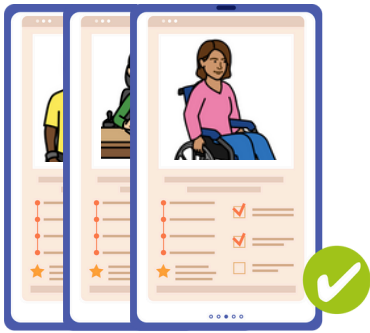
We will follow guidelines to make sure that people with disability can access and be a part of our events.

## **The Action Plan - making sure people with disability can access our community**

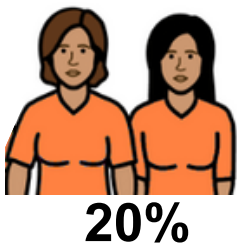


We will make sure that our social media channels follow guidelines so that people with disability can understand our posts and interact with us.

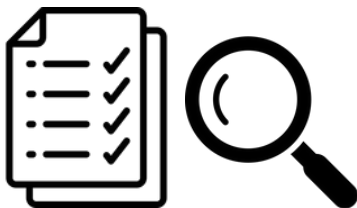
## The Action Plan - our jobs and workers



We will hire and support our workers so that people with disability have what they need to get jobs with us.



We want to give jobs to people with disability so that 20% of all our workers are people with disability.



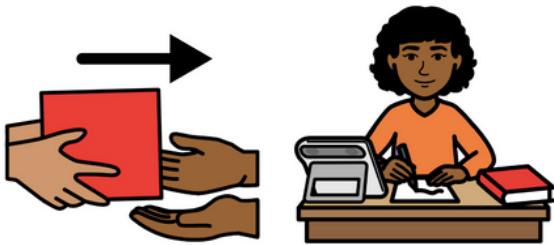
We will look over our guidelines and rules for hiring workers to make sure that they include people with disability and the things they need to do well at work.

## The Action Plan - our jobs and workers

We will create different ways of working so our workers with disability have access and are included. Like



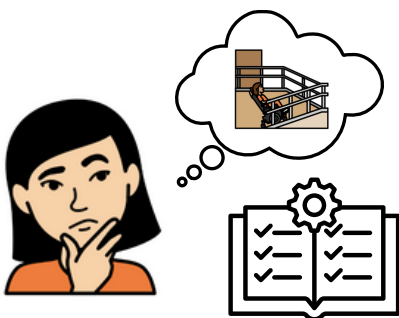
- think about what people with disability need to use our office building



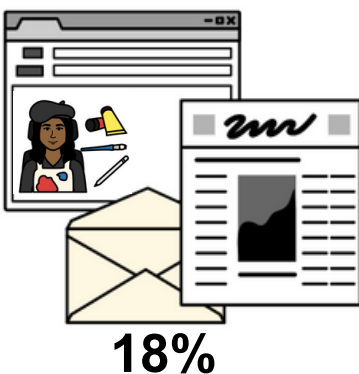
- give our workers money to set up their work space so that they have everything they need to be included at work



- have meetings with our workers to see what they need to be included at work

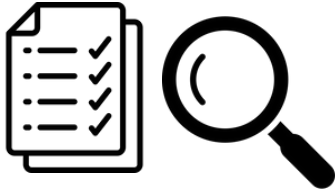


- think about the different things people need to have access and be included at work when we make rules and guides in the future.



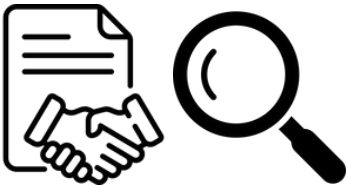
We will make sure that 18% of the artists and arts workers we hire for our news and events are people with disability.

## The Action Plan - our systems and the way we work

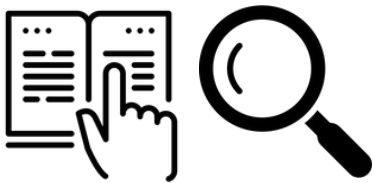


We will look over our important documents to make sure that they include people with disability. Like

- our rules and guidelines



- our contracts



- our instructions for doing things at work.



We will make sure that our workers have the time and things they need to focus on access and inclusion and put our plan into action.



We will always focus on how we can give access and include people with disability in any new projects we start.

## The Action Plan - our systems and the way we work



We will help any new workers to learn about how to hold events and make online information that people with disability can access.



We will make all of our documents and forms easy for people with disability to understand and use.



We will keep finding ways to talk to and listen to our community to get their ideas about how to make the plan better.



We will keep talking with our workers and leaders about how well we are following the plan.

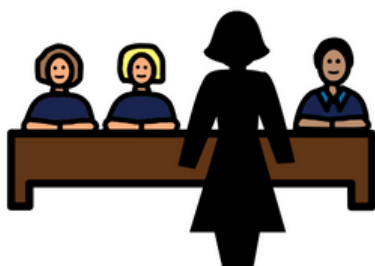
## Tracking how well we are following the plan



We will tell you about how well we are following the plan in our **annual report**.



An annual report is a paper we write once a year to tell you about the work we have been doing.



We will talk to our leaders about how well we are following the plan once a year.



Every year we will talk to the group of artists and arts workers with disability who helped us make the plan to

- tell them about how well we are following the plan
- ask them what they think we can get better at.





## Tracking how well we are following the plan



Our workers will talk about how well we are following the plan at our meeting once a week.

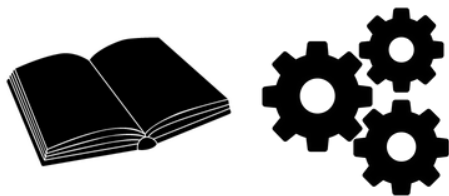
We will follow our plan along with other plans we have made. Like



- our plan to respect and work with Aboriginal and Torres Strait Islander people



- our plan for our goals



- our plan for how we work.

## Get in touch



If you have questions about the plan you can



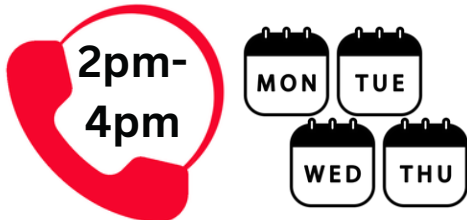
- Email us

[nava@visualarts.net.au](mailto:nava@visualarts.net.au)



- Call us

1800 046 282



You can call us between 2pm and 4pm on Monday to Thursday.



- Talk to us on Facebook

[facebook.com/NAVA.VisualArt](https://facebook.com/NAVA.VisualArt)

## Get in touch



If you have questions about the plan you can

- Talk to us on Instagram



@nava\_visualarts

- Talk to us on X



@NAVAVisualarts

- Talk to us on LinkedIn



[linkedin.com/company/national-association-for-the-visual-arts/](https://www.linkedin.com/company/national-association-for-the-visual-arts/)

- Send us a letter



PO Box 60

Potts Point 1335 NSW

Australia

## About this book



This book was written to help you understand our Disability Action Plan.



This book shows you what we will do to make sure people with disability have access and are included at NAVA.



Easy English Australia wrote this book in November 2024.



We use pictures from Boardmaker by Tobii Dynavox.

Boardmaker is a computer program with a library of pictures that can help people to understand information and writing.

We use pictures from Creative Market.

## About this book

We use pictures made by artists

- Billy Kenda courtesy of Bindi Mwerre Anthurre  
Artists studio
- Emmy Webbers courtesy of Solid Lines
- ENOKi courtesy of Solid Lines
- Emily Johnson.