

DISABILITY INCLUSION ACTION PLAN 2022-2025



BUDANON



CONTENTS

1. About Bundanon	2
2. About our Disability Inclusion Action Plan	3
3. Built Environment	4
4. Outdoor Venues Including Open Space and Bushland Areas	5
5. Arts Programs	5
6. Learning Programs	7
7. Communications	9
8. Employment, Systems and Processes, Attitudes and Behaviours	7
9. Acknowledgements and resources	8



1. ABOUT BUNDANON

Bundanon is a unique national and international arts and education organisation situated in regional Australia. Home to a valuable \$46.5M art collection, bequeathed by artist Arthur Boyd, and augmented by a significant contemporary art collection, the organisation creates residential learning programs for students of all ages and operates Australia's largest artist in residence program. Our distinctive exhibitions and public programs bring audiences together with leading artists from all fields, scientists and local voices.

More detail on the history of Bundanon, its vision and program, can be found here: bundanon.com.au

Bundanon has re-opened after a significant transformation, with the construction of a new art museum, education facilities and associated accommodation and café/dining to support a wide range of cultural, tourist and commercial customers.

OUR PURPOSE

Is to be an outstanding custodian of the artworks, landscape and heritage infrastructure gifted by Arthur and Yvonne Boyd to its care; to make the Bundanon properties, and their significant Indigenous, colonial, art historical, agricultural and environmental narratives, accessible to all, and to support research and creative excellence.

OUR MISSION

To operate the Bundanon properties as a centre for creative arts and education, to support the development of arts practice across all disciplines and to enable public access to the arts and to the landscape.

OUR VISION

To promote creativity and learning based in a unique cultural and natural landscape.

OUR VALUES

CREATIVE RISK

We encourage creativity, experimentation and inquiry.

SUSTAINABILITY

We actively care for and share the cultural and natural assets in our stewardship.

INCLUSION

We advance access and equity.

ACCOUNTABILITY

We base our governance and management on a commitment to integrity.



2. ABOUT OUR DISABILITY INCLUSION ACTION PLAN

We are developing new programs as we learn the capabilities and assess the potential of our new facilities and ensuring that accessibility is built into our programs. The first 12 – 18 months of operating our new programs will be a time of research, learning, adaption and innovation in accessibility and inclusion. We commit to delivering a range of initiatives during this period.

We will develop greater detail, devise new programs, and scope future actions and programs. A report on the first year of this DIAP and recommendations for future actions will go to the Bundanon Board in the first quarter of the 2023/24 financial year.

Bundanon's Disability Inclusion Action Plan will operate in harmony with our Purpose, Vision and Values.

Bundanon aims to provide positive and transformative experiences for artists, audiences, learners, staff and volunteers. We aim to include disability leadership in our programs, systems and procedures through:

- Accessible facilities and programs (including bush and open space)
- Engagement and championing of artists with disability or who are d/Deaf
- The establishment of a Disability Inclusion Advisory Panel
- Accessibility in employment and governance
- Applying the principle of universal design in programs, facilities and infrastructure.
- Ensuring public, artist, participant and customer/visitor information is accessible and welcoming to people with disability or those who are d/Deaf.
- The Disability Inclusion Action Plan is aligned with our Strategic Plan our Code of Conduct and other core organisational policies. Our DIAP covers all areas of our business, from programming, employment, venue accessibility, audience services, marketing, creative learning, production and our relationships with local communities and the wider industry. The plan incorporates the four pillars to access: Liveable Communities, Attitudes and Behaviours, Employment, and Systems and Processes.

We are committed to reviewing and improving our DIAP on an annual basis.

Our DIAP is available in alternative formats, including PDF, word and audio versions (all available on our website). Hard copy formats in both large and standard print are also available upon request.

Definitions

The 2006 UN Convention on the Rights of Persons with Disabilities defines people with disability to include those 'who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others.'

We subscribe to the social model of disability, which distinguishes between an individual's impairment and disability as the environmental or attitudinal barriers created by society. 'Barriers' are disabling factors that limit opportunity and create disadvantage. Disability can be temporary or permanent, visible or invisible.

We acknowledge that not everyone who encounters disabling factors identifies as a person with disability. People who are D/deaf or hard of hearing may instead identify as part of a cultural and linguistic group, their first language being Auslan. Mental health is also included in our definition of disability, however we acknowledge not everyone with a mental health condition identifies as having disability.



3. BUILT ENVIRONMENT

Our built environment comprises:

Art Museum, including meeting room and administration area; Bundanon Homestead, kitchen and servants' quarters and Arthur's studio; Creative Learning Centre and Bridge; Mordant Library; Kitchen; Visitor information office; Café; Farmhouse administration building; Artist in Residence Complex; Car parks; walkways and garden. Many of our buildings are heritage listed.

ACTIONS

Identify remaining accessibility barriers and develop plan for rectification or alternative access opportunities.

Rectify doors and doorways to improve maneuverability.

Investigate whether overnight staff presence is required in accommodation to assist with access.

Upgrade lighting in The Bridge accommodation.

Undertake an audit of accessibility barriers of heritage buildings and develop solutions and alternative access opportunities.

Install/procure compliant wheelchair ramps for entries to Mordant Library, Kitchen, and Farmhouse. Investigate retrofitting wheelchair access to toilets in farmhouse.

Audit use of tactile and colour ground surface indicators across the site and scope and cost consistent and universal implementation.

Identify required lighting levels and scope and cost upgrade to meet standards for accessibility internally and external to buildings.

Investigate and cost sound control mechanisms in public and bookable venues.

Implement installation of sound absorbing floor surface in Mordant Library and Café.

Investigate the installation and cost of hearing augmentation options for all public and bookable spaces including meeting and indoor learning spaces.

Provide rest and recharge areas for wheelchair users.

4. OUTDOOR VENUES INCLUDING OPEN SPACE AND BUSHLAND AREAS

ACTIONS

Investigate and identify practical strategies for wheelchair or mobility aid users to access our outdoor areas independently and with assistance and dignity, to participate in events, and to participate in other programs such as tours and learning programs. This may include digital access.

Include Auslan interpretations of tours and other outdoor programs. Identify targets for Auslan interpreted walks, tours and other programs.

Investigate the procurement of portable direct RF microphones/ audio loop systems for outdoor programs including learning.

Develop programs for people who are blind and with low vision. Identify targets for these programs.

Identify areas for assistance animals to toilet, and provide rubbish disposal receptacles.

Promote the welcoming of assistance animals.

5. ARTS PROGRAMS

ALL ARTS AND CULTURAL PROGRAMS

ACTIONS

Identify remaining accessibility barriers and develop plan for rectification or alternative access opportunities.

Rectify doors and doorways to improve maneuverability.

Investigate whether overnight staff presence is required in accommodation to assist with access.

Upgrade lighting in The Bridge accommodation.

Install/procure compliant wheelchair ramps for entries to Mordant Library, Kitchen, and Farmhouse. Investigate retrofitting wheelchair access to toilets in farmhouse.

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Identify required lighting levels and scope and cost upgrade to meet standards for accessibility internally and external to buildings.

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Implement installation of sound absorbing floor surface in Mordant Library and Cafe.

Investigate the installation and cost of hearing augmentation options for all public and bookable spaces including meeting and indoor learning spaces.

Provide rest and recharge areas for wheelchair users.

ARTIST IN RESIDENCE PROGRAM

ACTIONS

Investigate redesign of shared Fern/Freedman Kitchen upgrade to provide better access for wheelchair users.

Continue Accessible Arts program and implement, in addition to this, annual scholarships for artists with disability.

Install better lighting for access around the Artist in residence complex for wheelchair users, users of mobility aids, people with low vision or who are blind, people who are hard of hearing or d/Deaf.

Scope and cost and hearing augmentation technology in the Dorothy Porter Studio.

Investigate silversmith studio accessibility and recommend upgrades.

Develop video and audio 'plan your stay' pre-inductions for artists in residence, to be clearer about physical set up.

EXHIBITIONS AND COLLECTION

ACTIONS

Provide clear, considerate paths of travel in the exhibition for wheelchair users or people with low vision or who are blind.

Investigate alternatives for wheelchair users and those with mobility aids to experience Homestead Exhibitions.

Printed catalogues and other materials will meet print guidelines for accessibility.

Public tours or guides of all exhibitions will be available in Auslan.

Upgrade Wi Fi.

Exhibition artwork labels placed to be read from a sitting or standing position and are in alternate formats such as Braille, large print, audio.

Wall mounted work is hung at a height comfortable for viewing from a seated position.

Lighting is even and appropriate to the activities ie: reading text/labels, moving around, lip reading.

Display cases and tables are at a height comfortable for viewing from a wheelchair.

Provide audio description tours for each exhibition season.

Consider and scope providing opportunities for tactile and multi-sensory experiences of the artwork for people who have low vision or who are blind.

Changes to lighting levels are clearly identified.

There is a variety of seating available in the exhibition space for people to rest, including seating with arm rests.

Scope the provision of broad access to the collection.

Scope the provision of audio descriptions to accompany digital image and text content. Ensure image descriptions and alt text are embedded.

6. LEARNING PROGRAMS

Our learning programs will be accessible to all, with support for learners with disability or are d/Deaf.

ACTIONS

Investigate and identify practical strategies for wheelchair and mobility aid users to access our outdoor areas independently.

Supply RF mics and portable speakers for outdoor spoken programs.

Continue to develop, with disability representatives and organisations, programs specifically for people requiring alternative access.

Investigate the use of digital applications for learners, audiences and artists such as such as text to Auslan, text to speech, and text to tactile.

Seating for wheelchair users includes adjacent seating for companions.

Provide Auslan Interpreting for public learning programs. Set target and cost.

Review curriculum for inclusive education principles and universal design principles.

Employ team members with inclusive and special education expertise. Include in selection criteria for Learning Team positions.

Learning team to include discussions of student learning requirements as part of the school booking and orientation processes.



7. COMMUNICATIONS

ACTIONS

Optimise internet supply to maximize digital communications, including audio guides.

Develop film and audio guides for “plan your visit” which include accessibility support information.

Publications (digital and printed) use affirmative, person-centred language to describe people with disability.

Scope and cost the provision program, goods & service information is in alternate formats e.g. web, audio, print braille.

Scope and cost the provision of a range of communication channels for making enquires or bookings.

People with disability are represented in media and in an inclusive and respectful way.

Apply for companion card access, and promote.

Accessible programs, facilities and services are promoted in all marketing and information materials.

and are promoted in main stream and in disability media.

Language in marketing, media and customer service is inclusive and person-centred.

Make accessibility information more prominent on website access info is always ‘one click-away’ from anywhere within the website i.e. within the main menu.

Use alt text and image descriptions in all social posts.

Scope and cost the provision of printed materials and publications in alternate formats e.g. Braille, large print, audio.

Promotional material is inclusive of people with disability.

Provide training for relevant staff on the use of the National Relay Service.

8. EMPLOYMENT, SYSTEMS AND PROCESSES, ATTITUDES AND BEHAVIOURS

ACTIONS

Appoint a disability inclusion advisory panel to monitor implementation of the plan and guide annual reviews. Panel to include artists and advocates for people with disability or who are d/Deaf.

Audit employment process and workplaces to ensure barriers to employment of people with disability or who are d/Deaf, are identified, removed or alternative access implemented.

Promote job vacancies via specialist disability media and networks.

Develop strategy to actively seek out employees with disability or who are d/Deaf.

Bundanon staff, volunteers and Board will attend annual disability awareness training.

Learning staff will attend annual professional learning on inclusive education.

Curatorial and programs staff will attend specialist training in exhibition design, performance presentation, marketing and communications etc.

Auslan will be included in any major public presentations or speeches.

Each department head will develop a comprehensive action plan for their department.

Ensure major building and other projects are assessed and monitored by an accredited access consultant.

Provide multiple accessible wayfinding tools for visitors such as accessible signage (essential information, high contrasting colouring, enhanced pictograms, and braille), accessible font (not caps, not italic, sans serif, etc).

- ibeacons and QR tags.

- tactile numbering, signage and indicators.

Build on and expand relationships with disability organisations to provide services for Bundanon's operations.

This plan will be reviewed and updated annually.