

Diversity in the Arts Policy

ARTS COUNCIL OF NEW ZEALAND TOI AOTEAROA

October 2015



This policy states Creative New Zealand’s commitment to recognise, promote and celebrate diversity in the arts and clarifies how we undertake, or will undertake, to give effect to it.

‘Diversity in the arts’ is an inclusive term consistent with the use of ‘cultural diversity’ in the Arts Council of New Zealand Toi Aotearoa Act 2014. The Act interprets the ‘arts’ as including “all forms of creative and interpretative expression.”

This policy also takes account of other relevant New Zealand legislation and our international obligations.

The United Nations Convention on the Protection and Promotion of the Diversity of Cultural Expressions, to which New Zealand is a signatory state, defines diversity as “the many ways in which the cultures of groups and societies find expression.” It is concerned with cultural expressions that are inclusive of – but broader than – the arts.

Creative New Zealand is mandated to promote, encourage and support the arts, which represent some of the many ways in which the diverse cultures of New Zealand find expression. Other ways in which New Zealand’s diverse cultures find expression may include traditional non-arts practices, such as sporting and recreational activities or forms of expression outside of Creative New Zealand’s remit.

By supporting a broad range of arts expression and participation by all New Zealanders, Creative New Zealand is also demonstrating its support for the role of the arts to contribute to a distinctive and multi-faceted New Zealand identity.

Creative New Zealand encourages, promotes and supports a diverse range of arts

This ‘diversity in the arts’ policy ensures that our funding and services are fair, equitable and non-discriminatory and keep pace with rapid demographic changes in New Zealand society.

While maintaining our special recognition for Māori arts and the arts of New Zealand’s Pacific peoples, we also acknowledge the increasingly diverse ethnic composition of many communities in New Zealand as well as the way individual New Zealanders may affiliate with multiple ethnicities.

Through this policy we support the creation, presentation and distribution of, and participation in, a diverse range of New Zealand arts. We promote diversity in the arts as a creative resource for New Zealand, offering innovation and invigoration to artists, arts organisations, audiences and communities.

Creative New Zealand:

- recognises and supports the role in the arts of Māori as tangata whenua
- recognises and supports the arts of the Pacific Island peoples of New Zealand
- recognises and supports the arts of the diverse cultures of New Zealand
- will collect data and report on the diverse range of arts supported by us
- will ensure that our systems, including advice and assessment processes, are capable of responding well to the diverse range of arts practices in New Zealand
- will take into account support provided by central or local government and the private sector for art forms, genres and infrastructure, ensuring that our investments and initiatives complement and do not duplicate these resources
- supports a diverse range of ways to access the arts, including digital platforms and other means of distribution as well as arts expressed in different languages
- encourages the arts sector to promote diversity in their own arts practices and engagement with audiences.

Creative New Zealand encourages, promotes and supports the arts for the benefit of all New Zealanders

Diversity in the arts applies both to the artists and practitioners we support as well as to the individuals, groups and communities who access and benefit from participating in, and experiencing, the arts activities that we support.

This policy ensures that the benefits of the arts that Creative New Zealand supports are available to all New Zealanders, irrespective of age, gender, ethnic affiliations, physical or other disability, sexual orientation or religion.

Creative New Zealand:

- will ensure that our data collection allows us to research and report on the age, gender and ethnic affiliations of applicants to Creative New Zealand for arts funding
- will ensure there are no significant barriers to accessing our support and our resources (this includes making sure our own communications and application processes meet, as far as possible, agreed standards for removing barriers)
- encourages the arts sector to remove barriers to access the arts for practitioners, participants and audiences
- encourages the arts sector to recognise, promote and celebrate the arts of the diverse cultures of New Zealand
- will fund educational and advocacy services to promote diversity in access to the arts sector and other relevant sectors
- will require key arts organisations to demonstrate how they deliver to New Zealand's diverse communities.

Policy Alignment

- Complies with Arts Council of New Zealand Aotearoa Act 2014, New Zealand Bill of Rights Act 1990, Human Rights Act 1993, and New Zealand Disability Strategy 2001
- Supports international commitments and obligations under UN Convention and Promotion of the Diversity of Cultural Expressions 2005 and UN Convention on the Rights of Persons with Disabilities 2006

- Aligns with the Cultural Sector Strategic Framework 2014-18 led by the Ministry for Culture and Heritage
- Takes account of approaches to supporting diversity by public cultural entities in New Zealand including NZ On Air, Sport NZ, NZ Film Commission and Te Papa Tongarewa
- Adopts, where appropriate, standards used by Statistics New Zealand.

International Research

In developing this policy we considered policies and approaches from international arts development agencies in comparable jurisdictions, including Australia, UK, Ireland, Canada and Singapore.