



Tapatahi Accessibility Policy



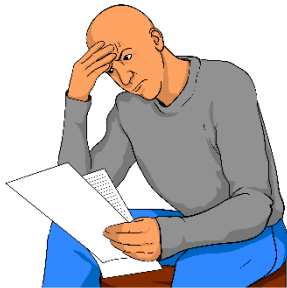
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Before you start



This is a long document.

It can be hard for some people to read a document this long.



Some things you can do to make it easier are:



- read it a few pages at a time
- set aside some quiet time to look at it
- have someone read it with you to support you to understand it.

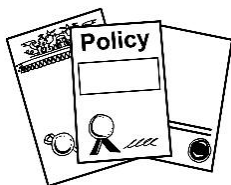


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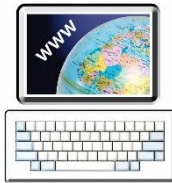


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About Creative New Zealand



This document was written by
Creative New Zealand.



Creative New Zealand works to support **the arts**.



The arts means things like:

- dancing
- music / singing
- acting
- things in museums / galleries
- painting.

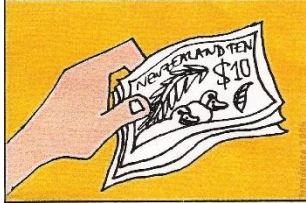




The arts also means things like:

- writing
 - poems
 - stories
- Ngā toi Māori / Māori arts like:
 - carving
 - weaving
 - kapa haka
- Pacific arts like:
 - making tapa cloth
 - making tivaevae / quilts
- festivals.

Creative New Zealand supports the arts in New Zealand with:



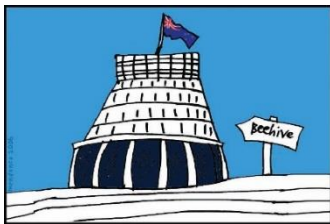
- money

- training



- research

- showing the work of New Zealand artists overseas



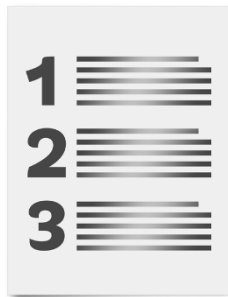
- telling the government what to do to support the arts.

In this Easy Read document when it says **we / our** this means Creative New Zealand.

What this document is about



This is an Easy Read **summary** of the Creative New Zealand **Accessibility Policy 2023 to 2028**.



A **summary**:

- is shorter than the full document
- tells you the main ideas.



Accessibility means that disabled people can do the things they want to like:

- go to meetings
- work
- apply for money.

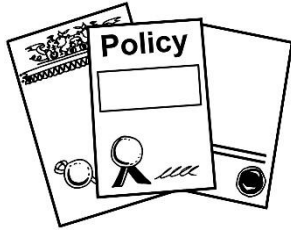


The Creative New Zealand Accessibility Policy says how we will work with all New Zealanders including **disabled people**.



When we talk about **disabled people** in this document we mean everyone who is:

- Turi Māori / Deaf Māori
- tāngata whaikaha Māori / disabled Māori
- Deaf
- tāngata whaikaha / disabled.



The Accessibility Policy covers 4 main areas.



1. **Policy principle 1:**
Mana Tautika – Equity



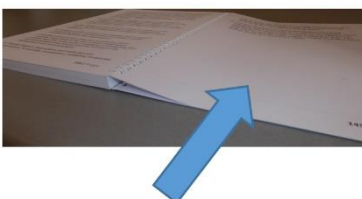
2. **Policy principle 2:**
Te Mana Whaikaha Hei Kaihautū – Leadership by disabled people



3. **Policy principle 3:**
Iti Kahurangi – Value



4. **Policy principle 4:**
Ngākau Pono – Integrity

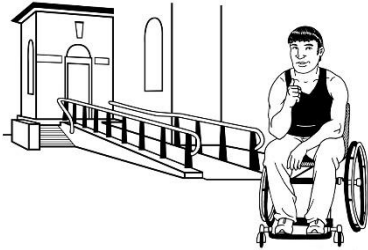


We will explain these policies on **pages 20 to 32.**



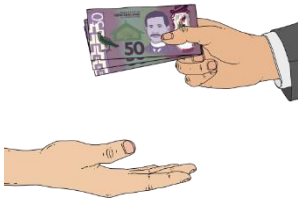
We want everyone to be able to use our:

- information
- services like funding
- spaces.



Our services should:

- be fair to all people
- involve everyone
- make everyone feel safe.





Disabled artists should be able to:

- be seen
- make art that people can enjoy
- be treated as well as other artists.



All New Zealanders should be able to enjoy the work we support in:

- the arts
- ngā toi Māori / Māori arts.



How we wrote the Accessibility Policy



To write our accessibility policy we worked with the **Creative New Zealand Manga Tipua Accessibility Reference Group**.

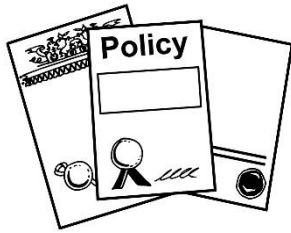


The **Creative New Zealand Manga Tipua Accessibility Reference Group** was made up of people who are:



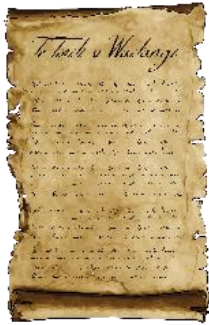
- Turi Māori / Deaf Māori
- tāngata whaikaha Māori / disabled Māori
- disabled arts leaders
- disability rights leaders.





To write the policy we also talked to:

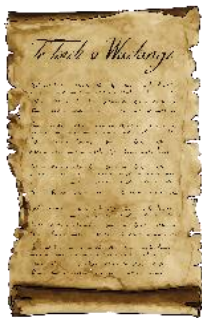
- Deaf artists
- disabled artists
- disability arts groups
- disability rights groups
- disability advocacy organisations.



To write the policy we also followed the ideas in 4 main documents:



- **Te Tiriti o Waitangi / The Treaty of Waitangi**
- **New Zealand Disability Strategy**
- **United Nations Convention on the Rights of Persons with Disabilities / UNCRPD**
- **Arts Council of New Zealand Toi Aotearoa Act 2014.**



Te Tiriti o Waitangi / The Treaty of Waitangi is an important agreement between:



- Māori
- the British Crown.



The **New Zealand Disability Strategy** tells the Government how to make good decisions so that disabled people can:

- have good lives
- get the same things as other people.



The **UNCRPD** is a law lots of countries have agreed to that says disabled people have the same rights as everybody else.



The **Arts Council of New Zealand Toi Aotearoa Act 2014** is the law that says what things Creative New Zealand should do.

What do we mean by disability?



We use the meaning of disability from the United Nations Convention on the Rights of Persons with Disabilities / UNCRPD.



The UNCRPD says that disability is created by the barriers that people face like not being able to:

- get into buildings
- get jobs
- have a good education.





Disabled people can include people who:

- have mental health issues like depression
- are neurodivergent / see the world differently to other people
- are blind / have low vision
- have physical impairments
- are **Deaf / deaf**.



Deaf / deaf means both:

- people who have hearing loss
- Deaf people who use sign language.



People do not need to say that they are disabled to be included.



We try to use the words that disabled people choose to talk about themselves.

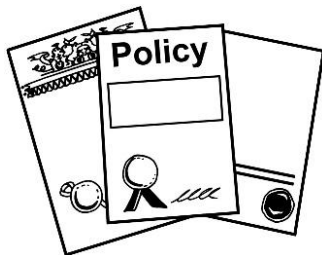


We will change our policy when ideas about disability change.

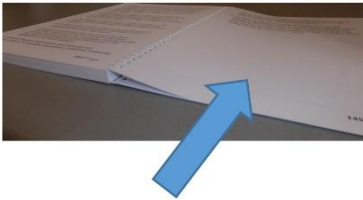
When the policy will be reviewed



Every 3 years we will work with disabled people to check how well we are doing with the:



- Accessibility Policy 2023 to 2028
- Accessibility Action Plan 2023 to 2028.



On **page 33** you can find information about where to find these 2 documents.

We will write a report to say:



- what we have done
- what worked well
- how we could do better.

The policy principles



There are 4 principles / ideas to guide the way we will do our work.

Policy principle 1:

Mana Tautika – Equity



Equity means treating everyone fairly.



We will remove barriers so that disabled people have equal access to be involved in ngā toi / the arts.



We want to stop discrimination where disabled people are treated unfairly.



We want to make sure that all people can use our:

- services
- workplaces.



We support the idea in the New Zealand Disability Strategy of Aotearoa New Zealand being a **non-disabling** society.



Non-disabling means that we take away barriers / the things that stop disabled people having the same chances as everyone else.



When we make choices we always listen to artists so we can:

- take away barriers
- treat people fairly.





Policy principle 2: Te Mana Whaikaha Hei Kaihautū – Leadership by disabled people



We ask disabled artists about choices that might change things for them.



We tell people about the art of disabled people in Aotearoa New Zealand.



We have disabled leaders in our:

- work
- staff
- governance / board.





We ask disabled people what they think about how we do our work.

We support disabled artists to have rangatiratanga / make choices about their own futures.



We tell people how important the work of disabled artists is to Aotearoa New Zealand.

Policy principle 3: Iti Kahurangi – Value



It is important to hear the lived experiences of:



- Turi Māori
- tāngata whaikaha Māori
- Deaf people
- disabled people.





Disabled people bring different:

- ideas
- experiences.



Disabled people come from all different:

- countries
- whānau / families
- **gender identities**
- **sexual orientations**
- beliefs.





Gender identities is if you are:

- a man
- a woman
- another gender like non-binary.



Sexual orientations can mean:

- if you are attracted to anyone
- which genders you are attracted to.



People might talk about sexual orientation with words like:

- straight / heterosexual
- gay / lesbian / homosexual
- bisexual / pansexual
- asexual.





We support people being able to choose how they:

- identify / talk about themselves
- tell other people what is important to them.



We treat all people with manaaki / respect.

Policy principle 4: Ngākau Pono – Integrity



We work in a way that everyone can access.



We have the right:

- skills
- ways of thinking about things.



We design our services so that everyone can use them.



We will stand up against **ableist**:

- beliefs
- actions.



Ableist means discrimination against / being unfair to disabled people because they are disabled.

We work hard to make everyone in our workplace feel:

- safe
- supported.



We listen to what people tell us so that we can make things better.



We use data / information to make decisions that:

- include what disabled people think
- can be used by disabled people.





We train our staff to understand what they can do to work well with disabled people.

We use trainers that:



- are led by disabled people
- disabled people tell us are good.



We check a lot that the services we provide meet the needs of disabled people.

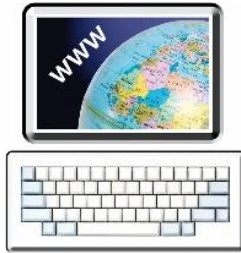
We do this by:



- asking disabled people if our services meet their needs
- checking that we are following the rules / laws.

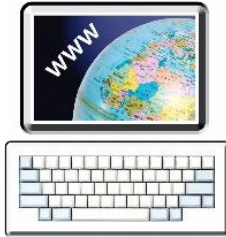


We follow rules / laws to make sure we are doing the right thing for disabled people.



You can find a list of these rules / laws in our Accessibility Action Plan 2023 to 2028.

Where to find more information



You can find more information on the Creative New Zealand website at:

<https://creativenz.govt.nz/>



The website has both the full and Easy Read:

- Accessibility Policy 2023 to 2028
- Accessibility Action Plan 2023 to 2028.

You can talk to someone at Creative New Zealand about the Accessibility Policy by:



- email:

info@creativenz.govt.nz



- phone:

0800 273 284



This is a free number which means it does not cost you any money to call.



If you find it hard to use the phone the **New Zealand Relay** service is for people who are:

- Deaf / hard of hearing
- deafblind
- speech impaired / find it hard to talk.



You can find out more about the New Zealand Relay service at:

www.nzrelay.co.nz

Make it Easy
Kia Māmā Mai



People First NZ
Ngā Tāngata Tuatahi



PHOTO SYMBOLS



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