



Accessibility Action Plan

2023 to 2028



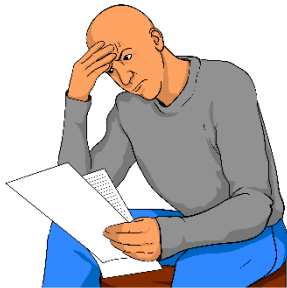
Published: March 2024

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.



What you will find in here

Page number:



About Creative New Zealand 3



The Action Plan..... 6



What does the
Action Plan say? 10



Where to find more information..... 30

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:

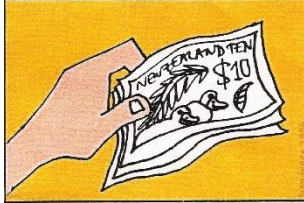
- writing
 - poems
 - stories

- 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:



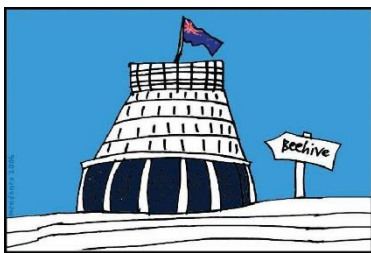
- money

- training



- research

- showing the work of New Zealand artists overseas



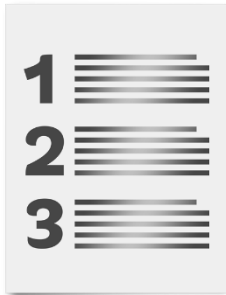
- telling the government what to do to support the arts.

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

The Action Plan



This is an Easy Read **summary** of the Creative New Zealand **Accessibility** Action Plan.



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 Action Plan says what we will do to make the **Accessibility Policy** happen.



The **Accessibility Policy** says how we will work with **disabled people**.



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

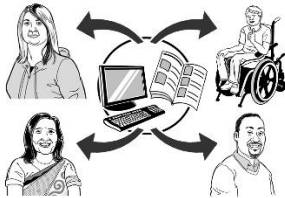
- Turi Māori / Deaf Māori
- tāngata whaikaha Māori / disabled Māori
- Deaf
- tāngata whaikaha / disabled.





The Action Plan includes:

- work we are already doing
- new work we are planning to do.



The Action Plan uses information from disabled people about:

- things they want us to do
- things they want us to change.



Our Action Plan says that some changes will happen:

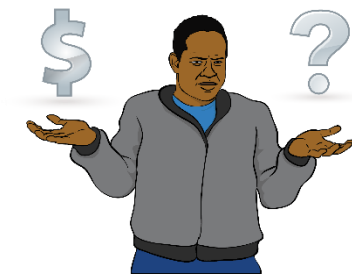
- this year
- in the next 5 years
- after 5 years.





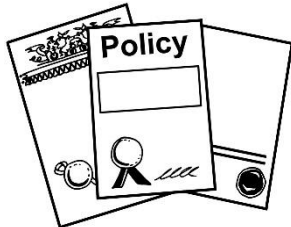
Our staff will make the changes together with:

- Deaf people
- disabled people
- disability organisations.

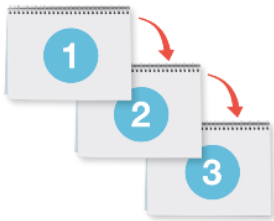


Some changes might cost more money so we will ask for funding if we need to.

What does the Action Plan say?



The Accessibility Policy has 4 **policy principles**.

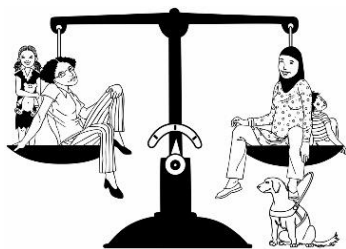


Policy principles are the ideas that guide our work.



The Action Plan says how we will make the policy principles happen with:

- 7 main actions
- 23 smaller actions.



Policy principle 1: Mana Tautika – Equity

Equity means treating everyone fairly.



Action 1: Disabled artists can get the support they need



We will use our money to make sure all our services are accessible so that disabled people can use them.



When we fund / give money to disabled artists we will also pay for access costs like:

- New Zealand Sign Language interpreters



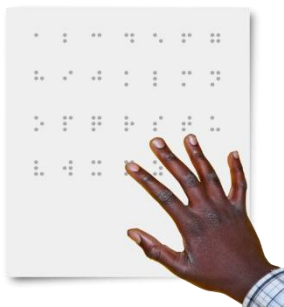
- alternate formats like:

- Easy Read

- large print

- Braille

- audio



- support people.





Disabled artists can ask for this support when they are:

- finding out how to make their artwork
- making their artwork
- showing their artwork
- talking to communities.



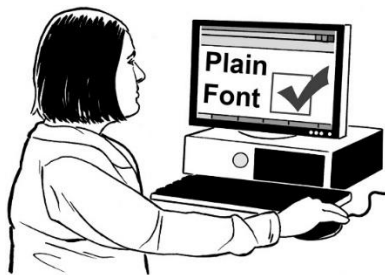


Action 2: Our services will be accessible to everyone

Disabled people can use our computer systems like:



- our website
- ways of applying for money to make arts
- the places we keep information.



The systems must be able to be used by:

- people who work for us
- other people.

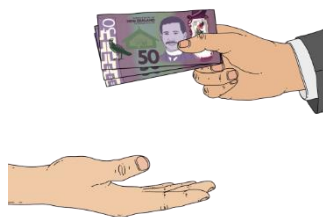


The systems must follow the rules so they can be used by people using **assistive technology**.



Assistive technology means things like:

- screen readers / talking computers
- different kinds of keyboards
- computers that you can use by talking instead of typing.



Our services must be accessible for disabled people to apply / ask for funding / money.



We will support disabled people who want to ask for funding / money.



We want everyone to feel included
in our spaces like:

- workplaces
- events like meetings.



Action 3: Disabled people can talk to us in a way that is right for them

Creative New Zealand information is in:

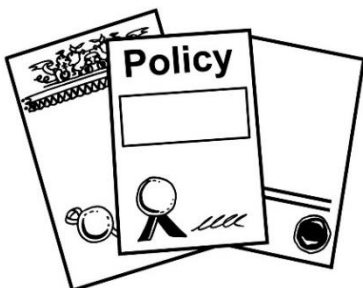


- plain language
- other alternate formats.



Our information includes:

- who we are
- what we can do
- our plans
- our policies / rules
- research / studies that we do.





Creative New Zealand
communication must work well for:

- people who work for us
- people who want to talk to us:
 - using the internet
 - in person.





Policy principles 2 and 3

- **Policy principle 2: Te Mana Whaikaha Hei Kaihautū - Leadership by Deaf and disabled people**
- **Policy principle 3: Iti Kahurangi – Value**



Policy principles 2 and 3 work together using the same actions.

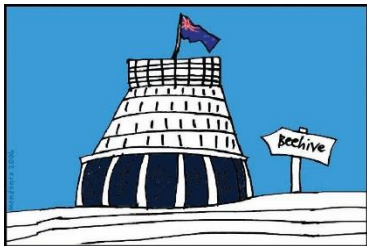


Action 4: Disabled artists feel part of Creative New Zealand

We make this happen by:



- including everyone
- using the right knowledge
- having disabled staff.



We ask that the Minister for Arts, Culture and Heritage chooses disabled arts leaders for the **Arts Council**.



The **Arts Council** is the group that leads Creative New Zealand.



Creative New Zealand will keep working with the **Manga Tipua Accessibility Advisory Group**.



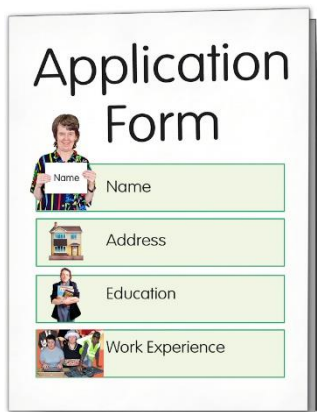
The **Manga Tipua Accessibility Advisory Group** is a group of disabled people who advise Creative New Zealand on how to do things better.



Creative New Zealand has opportunities for disabled people to:

- lead our work in accessibility
- work with our staff.





Application Form

Name

Address

Education

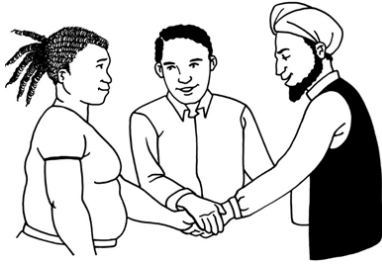
Work Experience

The graphic shows a vertical application form with a title 'Application Form' at the top. Below the title are four input fields, each with a small icon and a label: 'Name' (with a person icon), 'Address' (with a house icon), 'Education' (with a person at a desk icon), and 'Work Experience' (with a group of people icon).



We make it easy for disabled people to work for Creative New Zealand by:

- hiring disabled staff in a way that works for them
- having jobs that include disabled people
- welcoming disabled people in our workplaces
- making sure disabled people can learn new skills with us.

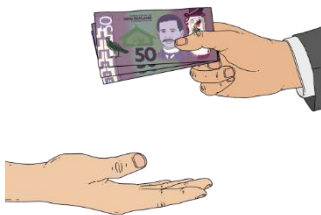


Action 5: We work together to make more opportunities for disabled artists

When we design our work we include disabled people who:



- work for us as staff
- are artists
- are the people who make decisions about which arts to give money to.



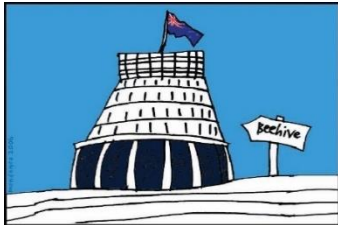
We give disabled artists:

- work training
- leadership training.



We work to make things fair for disabled people by working together with:

- Government
- other organisations.



We offer support for disabled people to:

- work in arts jobs
- create art
- learn more about how to work in arts jobs.





Policy principle 4: Ngākau Pono – Integrity

Integrity means things like:

- being honest
- telling the truth.

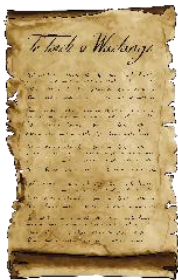


Action 6: We answer to the communities we serve



We have the right skills to do the things we need to follow laws / rules like:

- Te Tiriti o Waitangi / The Treaty of Waitangi
- the Disability Convention.





We work with disabled people to:

- collect disability information
- share information in a way that people can use it
- look after disabled people in the way we collect information.



When we get services from other companies we let them know that the services must be accessible for disabled people.



We try to buy from companies that:

- have disabled staff members
- have policies / plans to make things better for disabled people.



We make it easy for people to tell us what they think of our services.

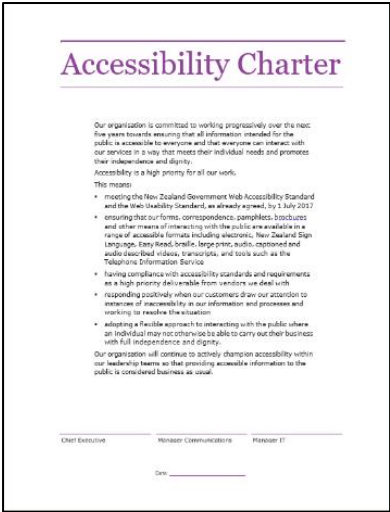


When people tell us about something they cannot access we answer in a good way to fix it.

When we check if our services are working well we:



- ask disabled people what they think
- have questions about access.

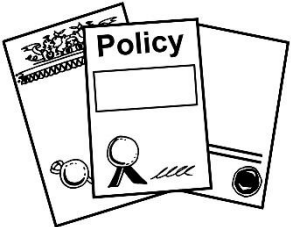


We sign up to the **Accessibility Charter** so all New Zealanders can use our services.

The **Accessibility Charter** tells organisations that work for the Government how to make things better for disabled people.



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



- Accessibility Policy
- Accessibility Action Plan.

We will write a report to say:



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



Action 7: We make sure people can use our services

We train our staff to understand how to work with disabled people.



We use trainers that:

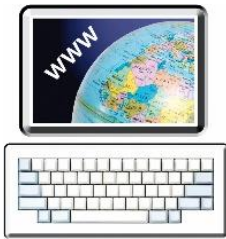
- are disabled people
- disabled people tell us are good.



We make sure that accessibility is in everything that we do.

We want all New Zealanders to be able to use our services.

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



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

- email:

info@creativenz.govt.nz

- phone:

0800 273 284

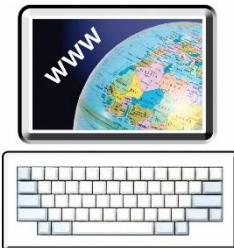


This is a free number which means it does not cost you any money to call.



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



This information was written by Creative New Zealand.

It has been translated into Easy Read by the Make it Easy Kia Māmā Mai service of People First New Zealand Ngā Tāngata Tuatahi.

The ideas in this document are not the ideas of People First New Zealand Ngā Tāngata Tuatahi.

Make it Easy uses images from:

- Changepeople.org
- Photosymbols.com
- SGC Image Works
- Huriana Kopeke-Te Aho
- T. Wood

Some images were also provided by Creative New Zealand.

All images used in this Easy Read document are subject to copyright rules and cannot be used without permission.