

Reconciliation Action Plan 2016-2020

Musica Viva Australia (MVA)

15 October 2016.

Our vision for our contribution to reconciliation

Musica Viva's vision for reconciliation is that through collaborative performance and mutual education we can help raise the levels of respect and understanding throughout Australia for the culture and traditions of Aboriginal and Torres Straits Islander peoples.

Our business

Musica Viva is the world's largest private entrepreneur of quality ensemble music. Founded in 1945 it is Australia's oldest independent professional performing arts organisation, setting the benchmark for ensemble music performance and education excellence. Musica Viva is the only truly national Australian arts organisation, with offices in every state and territory, inspiring 350,000 Australians each year through 2000 performances of classical, jazz, world, folk and multi-media music. Musica Viva aims to be the pre-eminent organisation connecting Australians with ensemble music, energising the artform by offering outstanding performances, a new expanded program of artform and artist development, and ground-breaking high quality digital resources that will engage audiences and artists around the world.

Purpose

Musica Viva seeks to inspire through ensemble music of quality, diversity, challenge and joy and to be a world leader at igniting passion for ensemble music.

The development of our RAP

Musica Viva's RAP has been developed to provide a structure for building links between Aboriginal and Torres Straits Islander people and Musica Viva's staff and activities. By forging these links we can attempt to remove some of the inequalities that exist between Aboriginal and Torres Straits Islander people and the rest of Australia. By greater understanding of the culture and needs of these communities we can help to preserve their traditions and enrich our lives.

The initial RAP was developed through internal consultation across the entire organisation, led by a RAP committee. A full company review of activity involving Indigenous content was undertaken and the committee then set the aims of the plan under the categories of Relationships, Respect and Opportunities. Originally it was considered important that an external member of the committee was found as Musica Viva did not have anyone with Aboriginal or Torres Strait Islander heritage on the workforce and the failure to find such a person resulted in an ineffectual RAP committee.

It was then determined that the effectiveness of a Musica Viva RAP would be better achieved by focusing on the company's existing activity and related opportunities to start conversations with Indigenous communities on engagement within those activities.

Relationships	<i>Musica Viva's corporate strategies are to explore diverse artistic energies, nurture Australian musicians, enhance the knowledge and skills of music and increase audience diversity. This cannot be fully achieved without ongoing partnerships with Indigenous Australian musicians and communities.</i>
Focus Area : Relationships – Creating Links with Indigenous Communities	
Achievements to Date	
<p>As a result of the development processes of this RAP, Musica Viva has enjoyed the following outcomes:</p> <ul style="list-style-type: none"> • Since 2013 a significant collaboration with NAISDA and the Yolngu community from Elcho Island has been and continues to be highly successful within the Musica Viva In Schools (MVIS) program. • This has led to a second collaboration commencing in 2016 between MVA, NAISDA and the Moa Island community of the Torres Strait. • In 2015 a separate project commenced, centred on the revival of Indigenous languages and culture. 	
<p>Collaboration with NAISDA and the Elcho Island community produces the ensemble Dätiwuy Dreaming for the Musica Viva In Schools (MVIS) program.</p> <p>This ensemble has provided a unique opportunity for schoolchildren to experience aspects of aboriginal culture first hand and empowered teachers to use the culture of aboriginal song in dance as part of their classroom activities. Over the period 2013-2016 Dätiwuy Dreaming reached 172 schools, 53,500 students, and approximately 520 teachers in WA, NSW, Victoria, Queensland and the Northern Territory.</p>	
<p>Commencement of the Indigenous Language Revival Project</p> <p>This pilot project has been funded by the Federal Ministry for the Arts to use MVA's expertise in creating digital teaching resources to create programs that aim to revive indigenous languages and culture that are in danger of being lost. The project is in collaboration with HostWorks, MV's technology partner in South Australia, with the Mobile Language Team of the University of Adelaide, and with the Ngarrindjeri community of South Australia. The aim of the project is to provide a tailored program aimed at the younger members of the community. By working direct with that community it will have their ownership and approval. Two paid interns from the Ngarrindjeri community have been engaged by HostWorks.</p>	
<p>Collaboration with NAISDA and the Moa Island community to produce a Torres Strait ensemble</p> <p>The NAISDA Elcho Island collaboration will be used as a model to create a new MVIS ensemble using the culture and performers from the Torres Straits Islands. With funding secured from the Federal Government's Catalyst program, musicians from the Moa Island are scheduled for introduction into the MVIS suite of ensembles in 2017.</p>	

Future Plans			
Action	Responsibility	Timeline	Measurable Target
Expand touring by Datiwuy Dreaming	Education team	2018	Dätiwuy Dreaming will visit schools in SA and WA
Commence touring by Moa Island Group	Education team	2017 2018	Moa Island group will tour in NSW Moa Island group will tour in Queensland
Increase Indigenous participation rate in MVIS schools performances	Development and Education team	2016 2017	Research commenced to identify schools with high Indigenous population Seek funding for schools with significant Indigenous population.
Develop a strategy to grow reach & associated funding to support performances in schools with high Indigenous populations	Director BD Education Directors Development	January 2017	To be included in agenda for National Conference 2017
Investigate feasibility of expanding Indigenous Language Revival project	Director BD Education, CEO, Public Relations Manager	2016-2017	Discuss with Musica Viva Board of Directors the feasibility of considering expansion beyond the pilot project with the Ngarrindjeri community of SA. Determine new funding and appropriate resources are in place to achieve such an expansion.
Respect	<i>To achieve a successful and respectful working partnership with Indigenous communities and Indigenous artists, Musica Viva staff members will acquire and practise a greater understanding of Aboriginal and Torres Strait Islander peoples, histories, rights and relevant cultural protocols.</i>		
Focus Area – Respect – Cultural Awareness			
Achievements to Date			
Appropriate acknowledgement of traditional land owners used at MVA concerts and events and on our website and in publications as dictated by protocol.			
RAP Reviewed annually as part of the business planning process and actions incorporated into Department plans.			
Some staff attended a cultural awareness performance at NAISDA where the importance of story-telling through dance was demonstrated.			

Future Plans			
Action	Responsibility	Timeline	Measurable Target
Provide cultural awareness training for all staff at MVA	HR Director	2016	<ul style="list-style-type: none"> • Cultural awareness training for all staff put in place through TAFE 2 day program.
<i>The Indigenous Language Project</i> is an exciting opportunity to work with a specific Aboriginal community to try and revive its culture and language. The potential for increasing cultural awareness for Musica Viva staff involved with this project is enormous as we work directly with the Ngarrindjeri community of SA.	Education Director & ILP team	2016/17	<ul style="list-style-type: none"> • Detail staff and learnings achieved. Results as follows: <ul style="list-style-type: none"> ○ Karen James, Program Manager, and Adrian Barr, Digital Strategy Manager Education ○ Deepening Indigenous community engagement through co-creation and collaboration ○ Help empower language revival efforts through digital technology and community engagement ○ The importance of building something to scale ○ Leveraging our expertise in delivering high quality, national education programs ○ Indigenous cultural and intellectual property – protecting the interests of the community in digital space ○ The importance of partnerships with likeminded organisations in realising a complex, multi-faceted project.
Staff meeting discussion on Indigenous Cultural Protocols identified as relevant to Musica Viva activities, as listed below:	Director HR	January 2017	<ul style="list-style-type: none"> • Cultural protocols below, as relevant to MVA activities confirmed in RAP
<i>Aboriginal and Torres Strait Islander Cultural Protocols</i> (as adopted by the Sydney Opera House)			
Action	Responsibility	Timeline	Measurable Target
<u>Principles:</u> <i>Respect</i> : Respect for Aboriginal and Torres Strait Islander heritage and culture and the rights of people to own and control their	All Staff	2017 and ongoing	Understood, adopted and respected by all staff. <u>Practice Tips</u> : In the workplace <ul style="list-style-type: none"> • Be aware of differences in communication patterns and potential language barriers. Ask for confirmation or rephrase.

<p>culture. Respect for customs, points of view and lifestyle.</p> <p><i>Recognition and Protection:</i> Appropriate recognition and protection of Aboriginal and Torres Strait Island heritage and culture rights.</p> <p><i>Interpretation and Integrity:</i> Aboriginal and Torres Strait Islander control over the presentation or use of their cultural heritage.</p> <p><i>Relationships:</i> Consultation with people and communities in the arts sector in relation to how their culture, history, material and customs are used and represented.</p>			<ul style="list-style-type: none"> • Be sensitive in approaching young people so as not to embarrass them in front of peers • Be aware that body language and non-verbal cues are used and may have different meanings to those you associate with them. • Check with the person you are working with that you have the right form of address or acknowledgement for them. • Be sensitive and respectful toward extended family and kinship systems and customs, particularly the involvement of extended family as part of consultation and communication. <p>At Events:</p> <ul style="list-style-type: none"> • Respect for traditional custodians of the land should be demonstrated through an appropriate Acknowledgement of Country. • Consultation and collaboration with communities in the use of any cultural material and production of events. <p>Media and Publications</p> <ul style="list-style-type: none"> • Ensure the accurate and correct use of language, symbols, motifs and other designs. • If appropriate, and with permission from the relevant community, consider use of traditional Aboriginal or Torres Strait Islander names and language. Ensure appropriate acknowledgement. • Proper consultation with communities and elders should be undertaken to identify secret and sacred material or other sensitivities that may impact access to and use of cultural material. Such consultation may take some time. • Be aware of copyright requirements and that in some instances ownership of works or cultural material may be shared by groups or communities.
<p>MVA activity involving Indigenous elements promoted widely</p>	<p>Director Sales and Marketing</p>	<p>July 2017 MVIS marketing collateral for 2018</p>	<ul style="list-style-type: none"> • MVA activity involving Indigenous musicians displayed prominently and appropriately on MVA website • MVA RAP posted on our website

			<ul style="list-style-type: none"> At least one event involving key stakeholders celebrating MVA activities in Indigenous culture.
Opportunities	<i>By working together to create mutually beneficial partnerships we can broaden understanding and performance opportunities for ourselves and our Indigenous partners.</i>		
Focus area: Opportunities – Employment and performance initiatives			
Achievements to Date – Performance Initiatives			
NAISDA collaboration fully developed and embedded in the suite of MVIS Ensembles.			
Reaching more remote Aboriginal communities. The success of the NAISDA collaboration has meant that many remote communities, including Aboriginal communities have experienced Dätiwuy Dreaming. In addition the MVIS Equal Music program has supplied funds to allow many remote, regional and disadvantaged schools to experience the program.			
Future Plans – Employment initiatives			
Action	Responsibility	Timeline	Measurable Target
The Indigenous Language project includes provision for an internship for someone from the community involved in the ILP to work in the office of HostWorks, the software firm developing the platform for digital resources.	Project Manager, ILP	2017	1 paid internship at HostWorks.
Develop recruitment policies to encourage applications from Indigenous people.	HR Director	December 2016	<ul style="list-style-type: none"> Vacancies posted with Indigenous employment agencies Vacancies advertised through Indigenous community publications and networks
Scope options for Arts Admin traineeship or internship with MVA	HR Director	December 2017	<ul style="list-style-type: none"> 1 Indigenous internship
Musicians from Moa Island fully embedded into the MVIS suite of ensembles	Director Education	2017 2018	<ul style="list-style-type: none"> Touring to schools in NSW Touring to schools in Queensland
Future Plans – General initiatives			

ILP Project	Project Manager ILP	2018-2020	HostWorks has committed to handing over to relevant Indigenous communities the source codes in the digital platforms for the ILP, when those communities are ready to manage their own program. This will give the communities expertise in the technology allowing them to promote their language/s more broadly.
Move to Green Square	Director HR/Executive Manager	2017	Arrange a smoking ceremony for new premises and perhaps a welcome talk by an Elder in the community.

Tracking progress and reporting			
Action	Responsibility	Timeline	Measurable Target
RAP plan and targets evaluated	Senior management	June 2015	<ul style="list-style-type: none"> Annual report to MVA Board – done.
RAP revised 2016	Executive Manager	October 2016	<ul style="list-style-type: none"> RAP revised and discussed
RAP discussed with staff nationally	Director HR	January 2017	<ul style="list-style-type: none"> Discussion at National Conference
RAP published externally	Director of Sales and Marketing	December 2016	<ul style="list-style-type: none"> RAP posted on MVA website RAP registered with Reconciliation Australia