

MUSICA VIVA AUSTRALIA



RECONCILIATION
ACTION PLAN

REFLECT

MARCH, 2021 – MARCH, 2022

To begin the long journey towards reconciliation is, in many ways, the triumph of hope over experience. The journey, barely begun in Australia, can seem impossibly daunting and (both as individuals and communities) we could be forgiven for, given the immensity of the task, not starting at all.

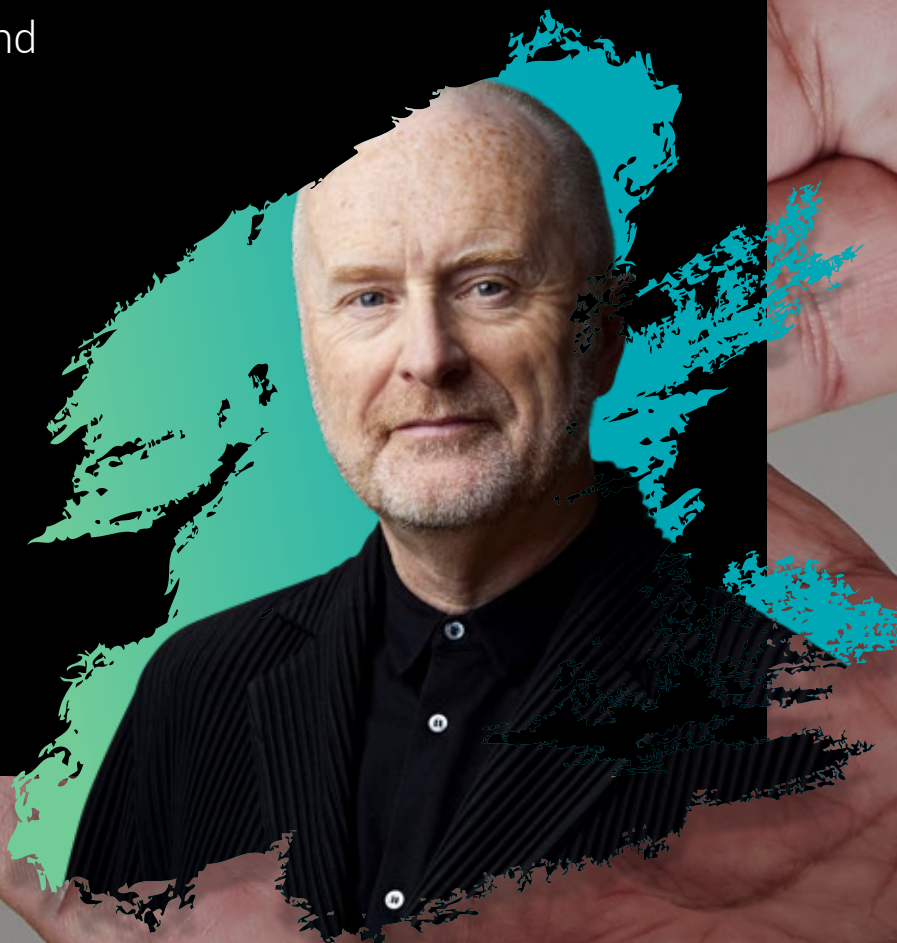
But then nothing changes.

Musica Viva Australia is indebted to Reconciliation Australia for creating a process that makes starting - and staying on - the journey possible, and we are delighted to present our first, formally endorsed Reconciliation Action Plan. This plan is a step on our corporate journey and provides a framework which builds on the many initiatives Musica Viva has engaged in since 1970. Over the years, we have created schools programs with our good friends and guides at NAISDA and, with increasing frequency, are building strong friendships with Australia's many First Nations artists in order to celebrate and amplify their creative voices however we can.

There is a long road ahead, but we are glad to have taken this step and excited to see what lies before us.



Hywel Sims,
CEO Musica Viva Australia



WHO WE ARE

At Musica Viva Australia, we're proud to be one of the world's leading presenters of chamber music. Passionate about creating a vibrant musical future for Australia's artists and audiences, we feel fortunate to nurture both established and emerging talent from around the country. We're also committed to learning from our First Nations friends and colleagues how to most effectively include in our work the many peoples and languages that, together, comprise the oldest living culture in the world.

When we were founded in 1945, we existed as a single Sydney-based ensemble. Since then, we've grown to become a national organisation and a major force in Australian musical life, delivering concerts with the highest artistic standards, comprehensive music education, and artist development initiatives across the country.

Musica Viva Australia is committed to the future of classical music, and to being at the forefront of its evolution. Our dedication to the commissioning and programming of new Australian works is key to our vision, and through eclectic and thoughtful programming, we endeavour to lead the industry in presenting concerts that challenge and thrill all audiences.

Passionate about creating community through music, we are committed to bringing unforgettable shared experiences from extraordinary local and international musicians to our audiences in capital cities, regional centres, and remote communities.

As one of the leading providers of music education in Australia, Musica Viva has been proudly bringing music to schools for more than 40 years, helping shape the lives of generations of Australian children and reaching close to 300,000 students annually. Dynamic performances by culturally-diverse ensembles are complemented by comprehensive lesson plans, interactive content, and professional development for teachers, building the capacity of schools to inspire, teach, and instil a love of music.

We are committed to identifying and developing new talent, whether it be secondary students, emerging artists, individuals from underrepresented groups, or ensembles on the brink of wide international recognition. Competitions, masterclasses, and professional development programs are just some of the ways we foster the careers of many of Australia's finest musicians.

OUR RAP

We recognise the need to be proactive in working towards reconciliation in a structured and accountable way within our organisation and sphere of influence. We recognise our role as an industry leader and the responsibility to model best practice, and we want to build on our recent and historical work with Aboriginal and/or Torres Strait Islander peoples and communities to continue making work with and advocating in community with Aboriginal and/or Torres Strait Islander artists. We also want to continue our own learning in this process and embed a sense of cultural safety at all levels of our organisation.

Our designated RAP Champion company-wide is our Deputy CEO, who is based in our Victorian office. In recognition of the fact that we are a national organisation with several state offices, we are also designating our State Managers as State RAP Champions, who are accountable for RAP actions at a state level. The State RAP Champion for our national office in Sydney is the Director of Development, a senior manager with close ties to our governance structure.

As a truly national arts organisation of significant history, impact and influence, Musica Viva's approach to implementing the RAP will be collaborative and nationwide. We regard our national footprint as a great strength, as it enables us to reflect the needs of our many stakeholders in each state back to the wider organisation, for the benefit of the whole organisation and the sector. Through

the formation of a working group that draws from staff across our state offices in consultation with external stakeholders and contractors, we anticipate that we will be able to embed meaningful action towards reconciliation across the organisation, and at the same time grow our own awareness of Aboriginal and/or Torres Strait Islander communities and artists in the many locations in which we work. The intent is to celebrate, advocate for and support increased artistic presence of Aboriginal and/or Torres Strait Islander artists in the national arts ecosystem however we can, and support ongoing learning throughout the organisation that allows space for us to build on these relationships over time, as well as make our organisation a culturally safe space for all Aboriginal and/or Torres Strait Islander peoples.

Musica Viva has for many years worked collaboratively with a handful of Aboriginal and/or Torres Strait Islander communities and artists, especially in our Musica Viva In Schools program and mainstage concert series. Future activities include new collaborations with Aboriginal and/or Torres Strait Islander artists to develop live shows for our education program. Please also see below for more specific information about work and partnerships that have characterised our reconciliation journey to date. Separate to these, there have been other activities forming part of our reconciliation journey during our 75-year history, including featuring Aboriginal and/or Torres Strait Islander artists and new work in our mainstage concert series.



OUR PARTNERSHIPS / CURRENT ACTIVITIES

COLLABORATION WITH NAISDA AND THE ELCHO ISLAND COMMUNITY PRODUCES THE ENSEMBLE DÄTIWUY DREAMING FOR THE MUSICA VIVA IN SCHOOLS PROGRAM.

From 2013-2018 a significant collaboration with NAISDA Dance College and the Yolngu community from Elcho Island was highly successful within Musica Viva In Schools (MVIS). This program has provided a unique opportunity for schoolchildren to experience aspects of this culture first-hand, and empowered teachers to use particular Yolgnu songs and dances as part of their classroom activities. Over the period 2013-2018 *Dätiwuy Dreaming* reached approximately 200 schools, 59,000 students, and 2,500 teachers in WA, NSW, Victoria, Queensland, SA, ACT and the Northern Territory. This led to a second collaboration commencing in 2016 between Musica Viva, NAISDA and the Moa Island community of the Torres Strait.

COLLABORATION WITH NAISDA AND THE MOA ISLAND COMMUNITY TO PRODUCE A LIVE SHOW FOR MVIS

The NAISDA / Elcho Island collaboration was used as a model to create a new MVIS program using the cultures and performers from the Torres Strait Islands, in a show called *Wyniss*. In 2017, Musica Viva's artistic team, along with Musica Viva's Education Consultant Sue Lane, was welcomed on Moa Island to capture documentary footage for use in the educational resources to schools. Thanks to development funding secured from the Federal Government's Catalyst program, *Wyniss* now tours consistently for Musica Viva, live and digitally, across the country. Since their show's development, *Wyniss* has reached tens of thousands of children and teachers across the country and has been universally lauded by schools for their impactful program.

TEACHER PROFESSIONAL DEVELOPMENT

Professional development for primary school teachers focused on Aboriginal and Torres Strait Islander content was delivered – in conjunction with or with the approval of Aboriginal and/or Torres Strait Islander artists – around Australia from 2013-2020.

EQUITY OF ACCESS TO MVIS PROGRAMS

Since 2012, the MVIS Equal Music subsidy program has supplied funds to allow many schools with a high proportion of Aboriginal and/or Torres Strait Islander students to experience the program. Research was conducted in 2017 to identify schools with high Aboriginal and/or Torres Strait Islander populations, and a strategy was developed to grow our programs in these schools. In 2017 and 2018 Musica Viva secured private sponsorship to tour MVIS to Mamaruni School in Minjaling, on Croker Island, a school with over 90% Aboriginal and/or Torres Strait Islander population.



OUR PARTNERSHIPS / CURRENT ACTIVITIES

CULTURAL AWARENESS – ACHIEVEMENTS TO DATE

- ⦿ Cultural awareness training for all staff planned for late 2021
- ⦿ A Welcome to Country and smoking ceremony was held when Musica Viva moved to its new premises at 757 Elizabeth Street, Zetland
- ⦿ Training of MVIS touring musicians prepared them to acknowledge traditional owners at each of the 1,700 shows they perform per year around the country
- ⦿ Client schools actively encouraged to connect to their local land council when Aboriginal and/or Torres Strait Islander artists perform on their country
- ⦿ Client schools actively encouraged to book Aboriginal and/or Torres Strait Islander artists to celebrate NAIDOC and National Reconciliation Weeks

OTHER ACHIEVEMENTS TO DATE

- ⦿ A two-year partnership was undertaken in 2017 and 2018 with AFL ArtsReady to provide two 1 year-long internships in administration
- ⦿ New artistic direction of MVIS from 2016 committed to a focus on Aboriginal and/or Torres Strait Islander content in the program, opening up employment pathways for Aboriginal and/or Torres Strait Islander artists
- ⦿ Partnerships across several cities with Career Trackers and The Hon Justice Anthe Philippides' Music Circle since 2017, to welcome Aboriginal and/or Torres Strait Islander young professionals to mainstage concerts





OUR ACTION PLAN





RELATIONSHIPS

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1	Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and/or Torres Strait Islander stakeholders and organisations within our local area or sphere of influence	Jun 2021 State RAP Champion
	Research best practice and principles that support partnerships with Aboriginal and/or Torres Strait Islander stakeholders and organisations	Aug 2021 RAP Champion	
2	Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff	Mar 2021 RWG Co-chairs
		RAP Working Group members to participate in an external NRW event	27 May - 3 Jun, 2021 RWG Co-chairs
		Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW	27 May - 3 Jun, 2021 RAP Champion
3	Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff	Mar 2021 RWG Co-chairs
		Identify external stakeholders that our organisation can engage with on our reconciliation journey	Dec 2021 RWG Co-chairs
		For participation in the RWG	Dec 2021 RAP Champion
		Separate to the RWG	Dec 2021 RWG Co-chairs
		Identify other like-minded organisations that we could approach to collaborate with on our reconciliation journey	Mar 2021 RWG Co-chairs
		Designate RAP Champions for each state office	Jun 2021 HR Director
4	Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination	Jun 2021 HR Director
		Conduct a review of policies and procedures to identify existing anti-discrimination provisions, and future needs	Jun 2021 Director of Education
5	Developing existing relationships with Aboriginal and/or Torres Strait Islander stakeholders.	Maintain current partnerships with Aboriginal and/or Torres Strait Islander arts organisations and individuals, particularly NAISDA and Wyniss	Dec 2021 RAP Champion
		Explore new avenues of engagement	



RESPECT

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
6 Increase understanding, value and recognition of Aboriginal and/or Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and/or Torres Strait Islander cultures, histories, knowledge and rights within our organisation	May 2021	CEO
	Conduct a review of cultural learning needs within our organisation	May 2021	HR Director
	Conduct a Survey to establish base line of cultural competence and interest in increasing cultural knowledge	Apr 2021	HR Director
	Review induction & recruitment processes to ensure new staff and contractors understand and are committed to reconciliation and cultural safety in the workplace	May 2021	HR Director
	Identify key roles requiring deep level cultural knowledge	Jun 2021	CEO
	Provide opportunities for MVIS musicians to participate in cultural awareness activity and training	Dec 2021	State RAP Champion
7 Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area	Mar 2021	State RAP Champion
	Include invitations to concert performances for local Traditional Owners and Custodians in all cases	Dec 2021	State RAP Champion
	Increase staff's and Board's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols, via presentations at:		
	<ul style="list-style-type: none"> Board meeting 	May 2021	RAP Champion
	<ul style="list-style-type: none"> State Managers' conference 	Sep 2021	RAP Champion
	<ul style="list-style-type: none"> All-staff Conference and Musicians' Day 	Feb 2022	RAP Champion
	Audit training needs for staff and contractors	Jun 2021	HR Director
Develop comprehensive induction and training processes for staff and contractors to embed cultural safety across the organisation	Aug 2021	HR Director	
Provide all Musica Viva staff, volunteers and contractors with information regarding the lands on which they are performing or working, and empower them to provide formal Acknowledgements for events	Dec 2021	Director of Education	
8 Build respect for Aboriginal and/or Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week	Jun 2021	RAP Champion
	Introduce our staff to NAIDOC Week by promoting external events in our local area	Jun 2021	State RAP Champion
	RAP Working Group to participate in an external NAIDOC Week event	Jul 2021	RWG Co-chairs



OPPORTUNITIES

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
9 Improve employment outcomes by increasing Aboriginal and/or Torres Strait Islander recruitment, retention and professional development.	Develop a business case for Aboriginal and/or Torres Strait Islander employment within our organisation	Jun 2021	CEO
	Review induction & recruitment processes to support greater Aboriginal and Torres Strait Islander representation in Musica Viva's workforce	Nov 2021	HR Director
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities	Jun 2021	HR Director
	Investigate internships, exchanges and work experiences between Musica Viva and Aboriginal and/or Torres Strait Islander -led organisations and students	Nov 2021	RAP Champion
10 Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and/or Torres Strait Islander-owned businesses	May 2021	Management Accountant
	Investigate Supply Nation membership. https://supplynation.org.au/benefits/supplier/	April 2021	Operations Manager
11 Create opportunity for Aboriginal and Torres Strait Islander artists to feature in Musica Viva's activities.	Identify Aboriginal and Torres Strait Islander artistic engagement opportunities for:		
	Musica Viva In Schools	Dec 2021	Director of Education
	Strike A Chord, Musica Viva's National Chamber Music Championship Musica Viva's mainstage concert series	Dec 2021	Director of Concerts & Communities
12 Improve access to Musica Viva In Schools for Aboriginal and Torres Strait Islander children.	Develop a strategy to increase engagement with Aboriginal and Torres Strait Islander communities and individual students	Dec 2021	Director of Education



GOVERNANCE

	ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
13	Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RWG to govern RAP implementation	Mar 2021	CEO
		Draft a Terms of Reference for the RWG	Jun 2021	RWG Co-chairs
		Establish Aboriginal and Torres Strait Islander representation on the RWG	May 2021	State RAP Champions
		Schedule monthly meetings of the RWG during 2021	Mar 2021	RWG Co-chairs
14	Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation	Apr 2021	RWG Co-chairs
		Engage senior leaders in the delivery of RAP commitments	25 Nov 2021 (Board meeting)	CEO
		Define appropriate systems and capability to track, measure and report on RAP commitments	Jul 2021	CEO
15	Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia	30 Sep 2021	RWG Co-chairs
		Integrate the RAP across the business	Dec 2021	CEO
16	Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP	Nov 2021	RWG Co-chairs

Musica Viva In Schools ensemble *Wyniss* was developed by Dujon Niue,
an Australian choreographer, dancer, performer and composer, from the Torres Strait Island of Mua.



For public enquiries about our RAP, please contact

Hywel Sims (CEO) and Isobel Ferrier (QLD State Manager), RWG Co-chairs

Musica Viva RAP Working Group

Isobel: 0406 091 059 | iferrier@musicaviva.com.au



Musica Viva is assisted by the Commonwealth Government through the Australia Council, its arts funding and advisory body. Musica Viva is supported by the NSW Government through Create NSW.