



Disability Inclusion Action Plan

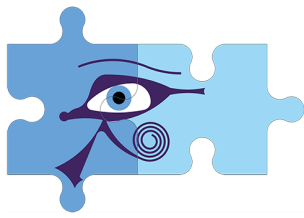
This document sets out Rebus Theatre Inc.'s Disability Inclusion Action Plan (DIAP) and the survey results that this plan is based on.

A list of questions was developed from the Access Arts NSW DIAP survey template. The questions, and subsequent action items fall under four categories:

- Attitudes and Behaviours
- Liveable Communities
- Employments
- Systems and Processes

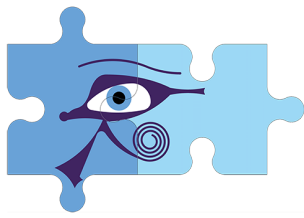
Action Items

Action Item	Person Responsible	Timeline	Notes Sep 2021
Attitudes and behaviours			
All formal recruitment processes will have a demonstrated commitment to access and inclusion of people with disability as a selection criteria.	Management Team	As needed	Achieved.
All staff contracts will include a clause committing staff to inclusive language and behaviour and to interrupt non-inclusive language and behaviour.	Ben	By Jan 1 2022	Not yet achieved. To include in future contracts.
All community consultations will have introductory comments about respectful and inclusive language and behaviour.	Consultation facilitators	As needed	No community consultations have taken place.
Develop a handout and series of commitments for new staff, contractees and Board members, and include in the Code of Conduct.	Management Team with Amy	Draft by Oct 18, completed by Dec Jan 1 2022	Not yet achieved.



REBUS

		By Dec 2020	
Liveable communities			
Rebus will prepare an accessibility checklist for classes, workplace performances, and other events.	Ali	By Oct 2021	Not yet achieved.
Rebus will prepare a document of preferred venues in different parts of the city, for different purposes, based on those with most accessible auditoria, stage, toilets, access to public transport.	Ali	Brief list by Jan 1 2022; full list by Dec 2023.	Not yet achieved.
Create a policy for accessibility for public performances, including prioritisation of limited budgets	Disability Advisory Group	April 2022	New item
All public performances will have an accessibility plan, according to available budget.	Director of each performance	As needed	Achieved.
Rebus will endeavour to have our website as close to WCAG compliant as possible.	Ben and web consultant	Jan 1 2022	Almost achieved, needs alt text to be checked.
Rebus will ensure that there are multiple points of contact for all of participants and potential audiences, including phone, email, mail, and via social media.	Amy and other staff as relevant	As needed	Achieved.
Rebus will be mindful of pricing all of our classes and performances, and will always offer meaningful concessions to low income earners (at least 25%), and free seats for audience members with companion cards.	Director for each performance	As needed	Achieved.



REBUS

Rebus will hold one advertised 'relaxed performance' in all seasons of longer than three nights, where possible.	Director for each performance	As needed	No seasons of longer than three nights have taken place.
Employment			
All formal recruitment processes will have a demonstrated commitment to access and inclusion of people with disability as a selection criteria.	Management Team (or Board in the case of advertising a position on the Management Team)	As needed	Achieved.
Ensure all job advertisements either stipulate that the job is reserved for a person with disability, or that people with disability are encouraged to apply.	Management Team (or Board in the case of advertising a position on the Management Team)	As needed	Achieved.
Ensure job advertisements state that Rebus aims to be a model employer for people with disability and is open to flexible work arrangements as needed.	Management Team (or Board in the case of advertising a position on the Management Team)	As needed	Achieved.
Systems and processes			
Develop an advisory group of people with disability for all of our projects that deal directly with disability.	Management Team and Board	By Dec 2020	Achieved.
Rebus will endeavour to have 50% representation of people with disability on our Board at all times, with a bare a minimum of two people.	Board	As needed	2 members achieved. 50% target to be revisited.
Rebus will include a budget line for accessibility in all grant applications	Management Team	Ongoing	Achieved.
Rebus will develop an inhouse 'style guide' for use of inclusive language.	Disability Advisory Group and Management Team	By June 2022	Not yet achieved.



The Annual Report will report against progress on the Disability Inclusion Action Plan. The disability advisory Disability Advisory Group will also oversee progress on this plan.	Management team	Annually	Achieved.
Develop systems regarding online access to meetings, classes, consultations, and performances.	Management team	June 2021	Achieved
Develop policies regarding online access to meetings, classes, consultations, and performances.	Management team	June 2022	Not yet achieved.

Survey results:

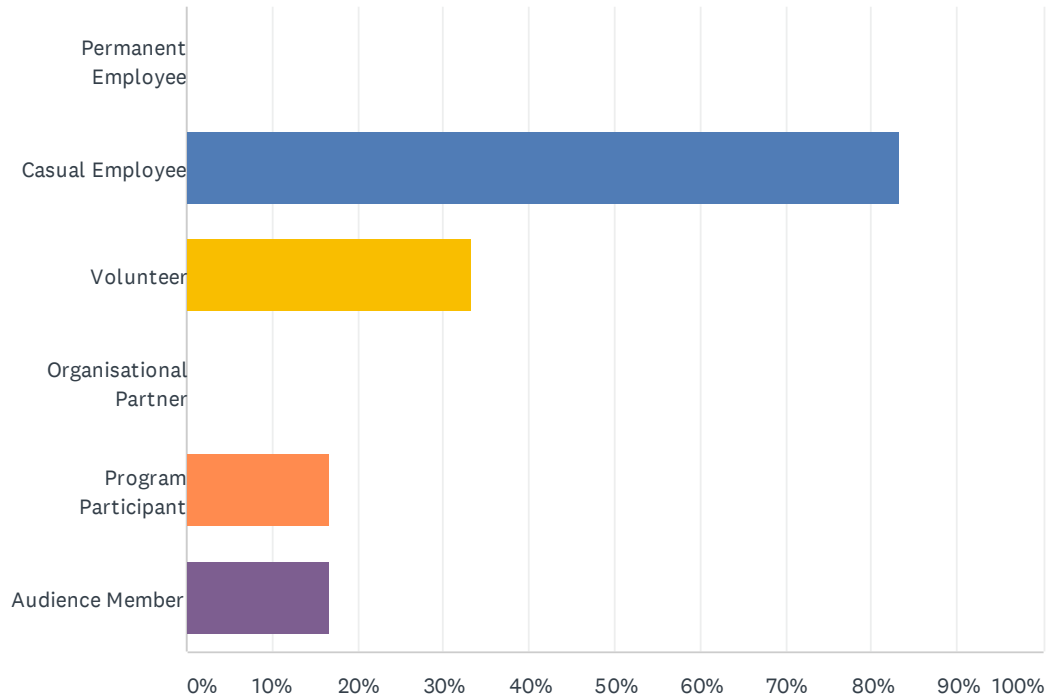
We had six respondents complete our Disability Inclusion Action Plan survey, four of whom identified as people with disability:

- one from a casual employee and volunteer;
- one from a volunteer and audience member;
- three from casual employees (only);
- and one from a casual employee and program participant.

Important Note: In question 4, one respondent put ‘strongly disagree’ to every question. Since these results are totally at odds with their text answers to the following questions, we can only assume that they misread the survey and intended to put ‘strongly agree’.

Demographic Information:

Q1 Which of the following best describes your interaction with Rebus?
(select more than one if appropriate)

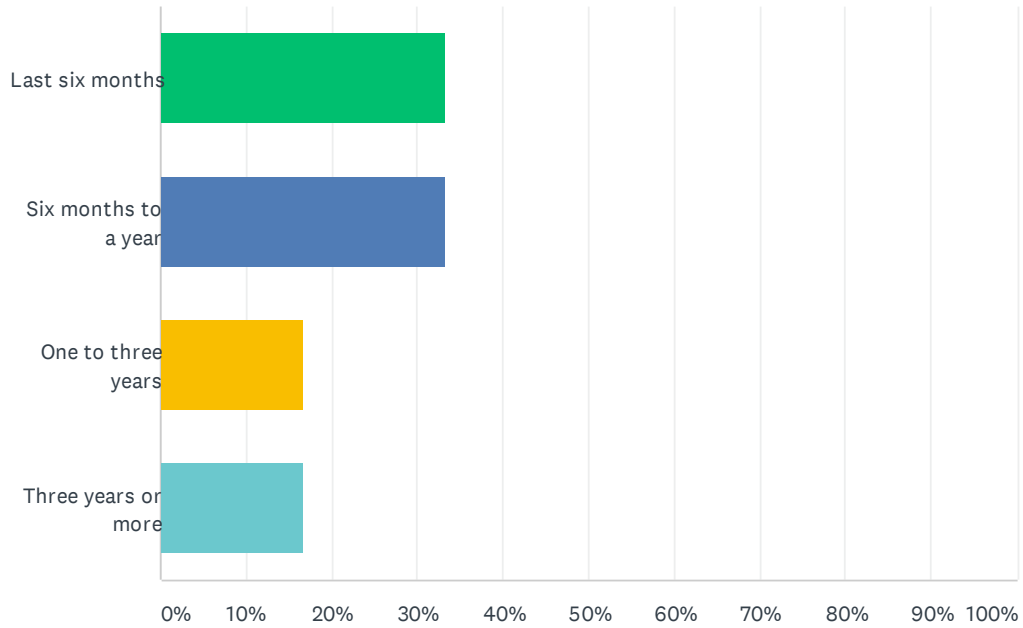


ANSWER CHOICES	RESPONSES
Permanent Employee	0.00% 0
Casual Employee	83.33% 5
Volunteer	33.33% 2
Organisational Partner	0.00% 0
Program Participant	16.67% 1
Audience Member	16.67% 1
Total Respondents: 6	

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

Q2 How long have you been involve with Rebus?

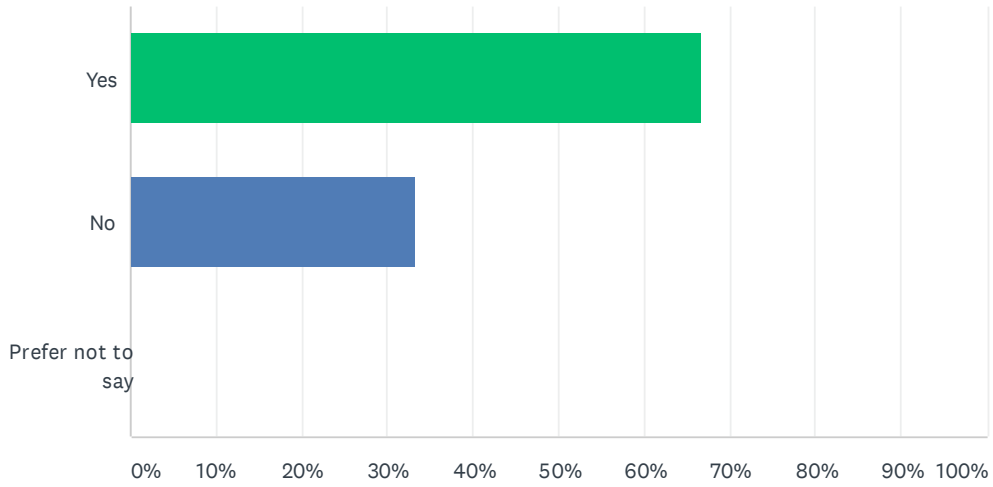
Answered: 6 Skipped: 0



ANSWER CHOICES	RESPONSES	
Last six months	33.33%	2
Six months to a year	33.33%	2
One to three years	16.67%	1
Three years or more	16.67%	1
TOTAL		6

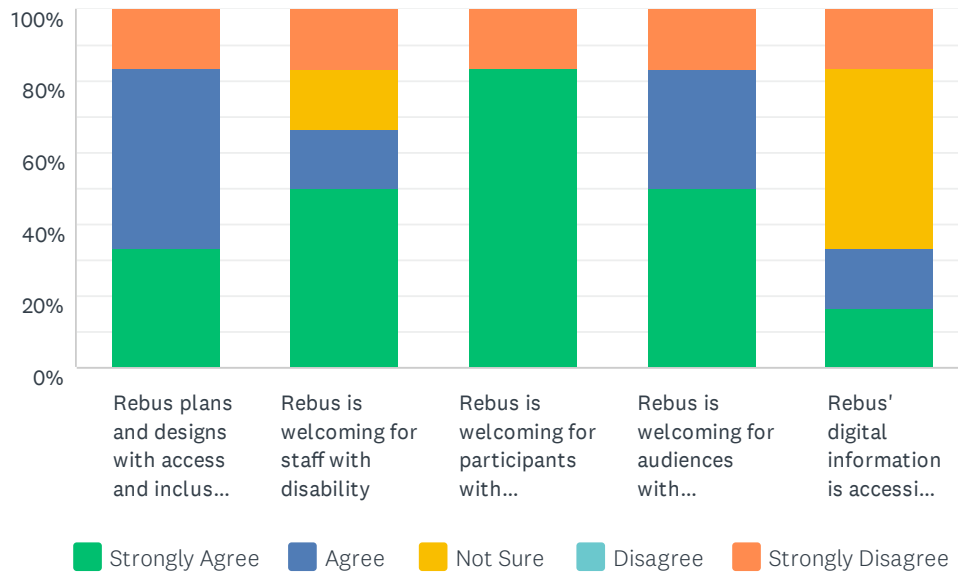
Q3 Do you identify as a person with a disability

Answered: 6 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	66.67%	4
No	33.33%	2
Prefer not to say	0.00%	0
TOTAL		6

Q4 Based on your current experience and knowledge, please indicate your level of agreement with the following statements



	STRONGLY AGREE	AGREE	NOT SURE	DISAGREE	STRONGLY DISAGREE	TOTAL
Rebus plans and designs with access and inclusion in mind	33.33% 2	50.00% 3	0.00% 0	0.00% 0	16.67% 1	6
Rebus is welcoming for staff with disability	50.00% 3	16.67% 1	16.67% 1	0.00% 0	16.67% 1	6
Rebus is welcoming for participants with disability	83.33% 5	0.00% 0	0.00% 0	0.00% 0	16.67% 1	6
Rebus is welcoming for audiences with disability	50.00% 3	33.33% 2	0.00% 0	0.00% 0	16.67% 1	6
Rebus' digital information is accessible for people with disability	16.67% 1	16.67% 1	50.00% 3	0.00% 0	16.67% 1	6

Q5 Based on your experience, what do you think are the most pressing issues of access and inclusion for Rebus? This could be in relation to participants, audiences, employment, internal systems, public programs or performances

Answered: 5 Skipped: 1

#	RESPONSES	DATE
1	adequate funding streams to support the costs of access and inclusion	2/4/2020 3:51 PM
2	out reach to new clients - reaching more people.	2/1/2020 2:28 PM
3	Rebus does an excellent job at diversity and inclusion. I have no specific suggestion to make. Keep doing what you have been doing.	2/1/2020 1:30 PM
4	Interaction between performers and audiences, both experiencing disabilities.	1/31/2020 5:35 PM
5	Don't understand the question	1/31/2020 5:27 PM

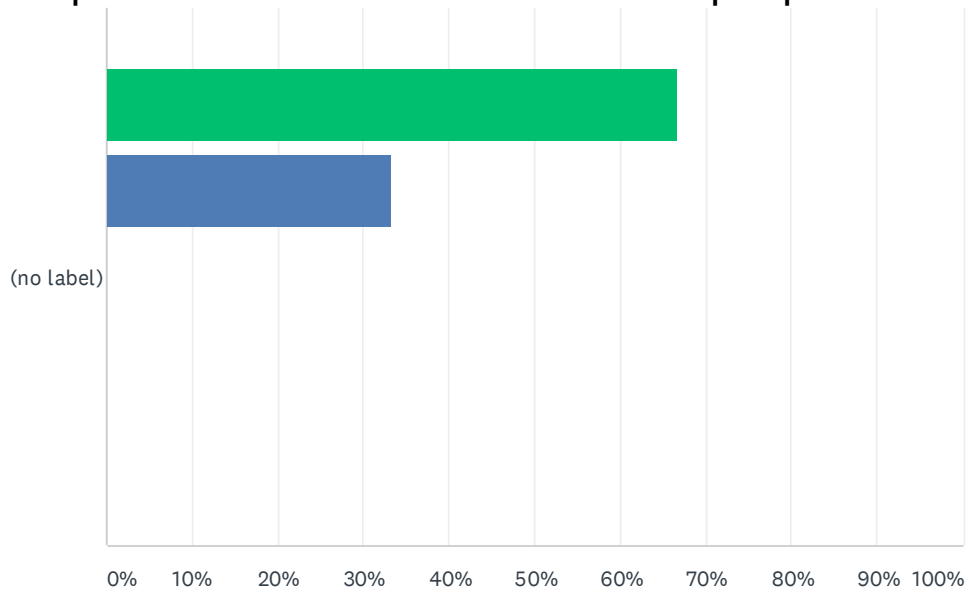
Q6 In your observation and reflections, what has been the best example/s of access and inclusion of people with disability within Rebus so far?

Answered: 5 Skipped: 1

#	RESPONSES	DATE
1	entire casts of workplace training shows being people with disability. Providing employment pathways for performing artists with disability.	2/4/2020 3:51 PM
2	Seeing Cara transform into a confident professional pursuing her dreams. Sam growing and developing in L'arche classes.	2/1/2020 2:28 PM
3	Not so much an example. More an approach. Im my experience Reebus creates a safe place, free from discriminatory prejudices or bias, for people with disability to be, to learn, to experiment and to examine the world and their place in that world with a commendable intention to make it possible for the people involved to change themselves and promote change in others.	2/1/2020 1:30 PM
4	Review shows such as "All In" and "A Tender Thing". The range of disabilities represented and reflected upon.	1/31/2020 5:35 PM
5	Everyone is included. Der	1/31/2020 5:27 PM

Attitudes and Behaviours:

Q7 The attitudes and behaviours of staff, board members and volunteers of Rebus promote access and inclusion for people of all abilities.



■ Strongly Agree
 ■ Agree
 ■ Not sure
 ■ Disagree
 ■ Strongly Disagree

	STRONGLY AGREE	AGREE	NOT SURE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	66.67% 4	33.33% 2	0.00% 0	0.00% 0	0.00% 0	6	1.33

Q8 Can you give one example where Rebus staff, board members or volunteers have exhibited exemplary behaviour to enable access and inclusion?

Answered: 4 Skipped: 2

#	RESPONSES	DATE
1	The Christmas Party. The whole thing was so well coordinated and considered and people really felt a part of a "WORKING" community.	2/1/2020 2:34 PM
2	Choose any performance. The processes behind them all and the experience of public presentation clearly demonstrate inclusiveness.	2/1/2020 1:36 PM
3	Two: Building wheelchair ramps; and assisting volunteers in dealing with anxiety attacks.	1/31/2020 5:47 PM
4	No particular example. Mostly high standard continually	1/31/2020 5:33 PM

Q9 Can you give one example where Rebus staff, board members or volunteers could have done better to enable access and inclusion?

Answered: 4 Skipped: 2

#	RESPONSES	DATE
1	extra support person for A Tender Thing during Production Week.	2/1/2020 2:34 PM
2	Never experienced such a moment.	2/1/2020 1:36 PM
3	None come to mind!	1/31/2020 5:47 PM
4	No	1/31/2020 5:33 PM

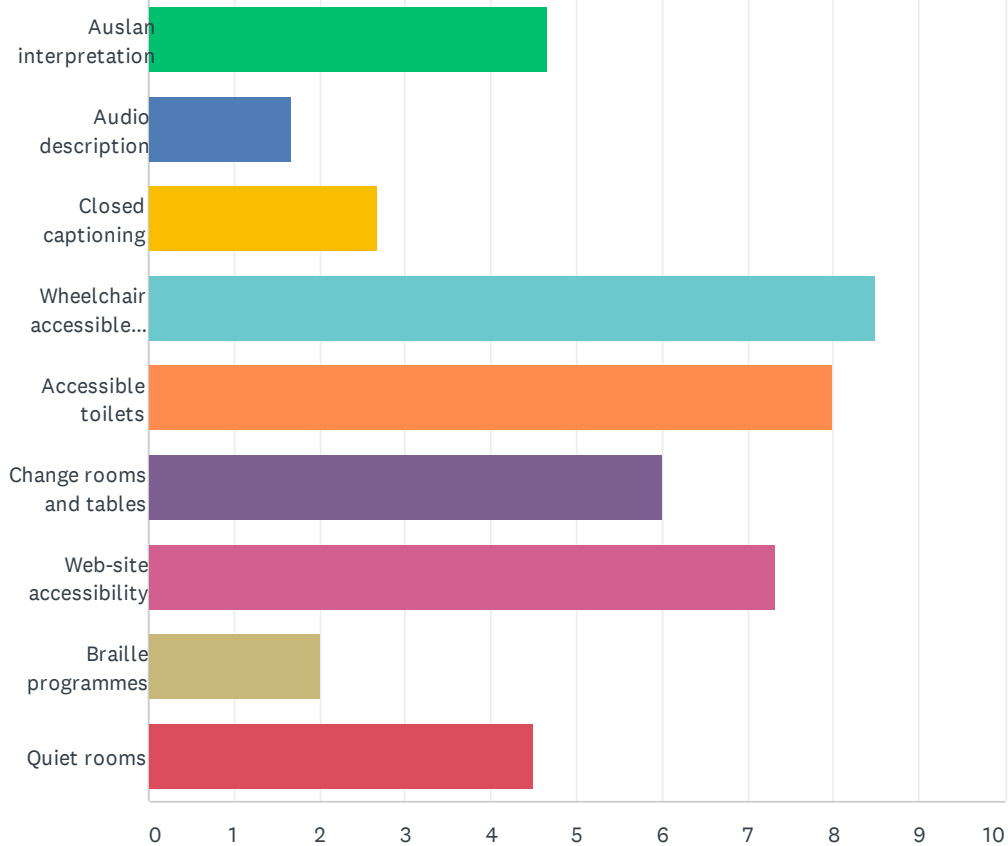
Q10 Are there activities that Rebus could undertake to improve behaviours and attitudes of staff, volunteers or board members?

Answered: 5 Skipped: 1

#	RESPONSES	DATE
1	ongoing training and development around emerging areas for inclusive practice	2/4/2020 3:57 PM
2	Learn Auslan - provide staff with an Auslan course online.	2/1/2020 2:34 PM
3	Continuous, periodic critical self-analysis is always a good thing.	2/1/2020 1:36 PM
4	Public educational programs in communication skill difficulties faced by people with intellectual disabilities.	1/31/2020 5:47 PM
5	Probably	1/31/2020 5:33 PM

Liveable communities:

Q11 Rebus strives to be as accessible and inclusive as possible in our classes, workshops and performance, but we are limited by budgets. Please rank the following accessibility measures in order of priority for

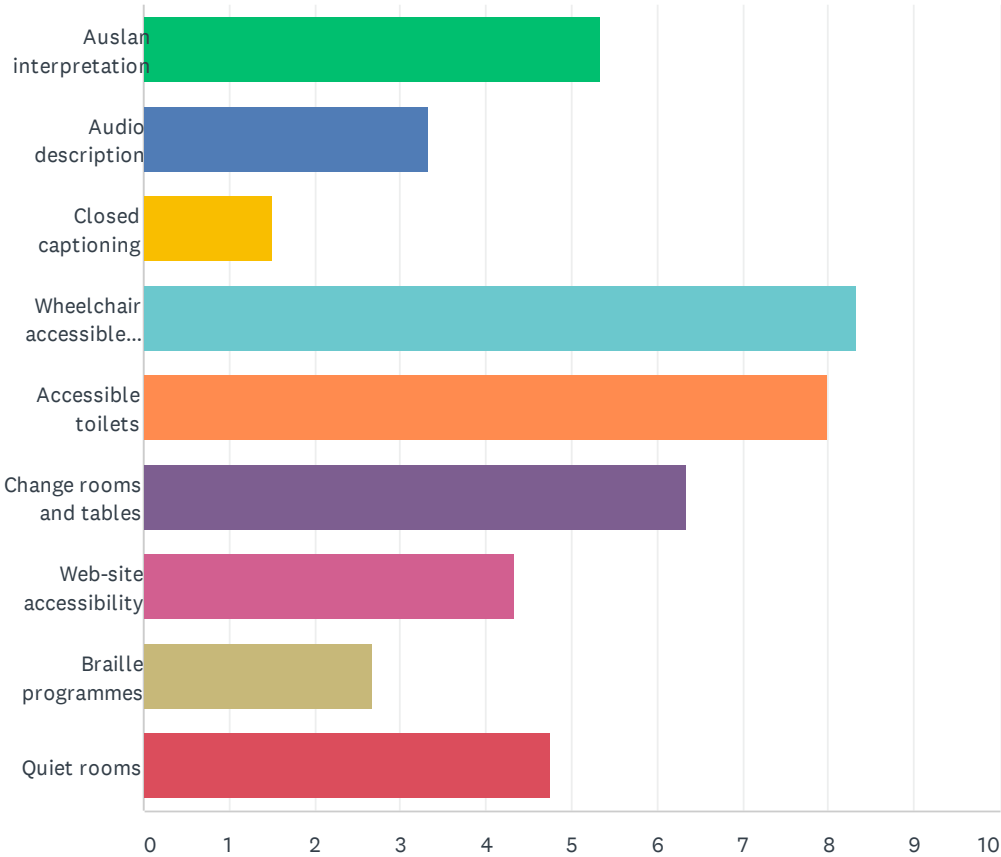


Rebus Theatre Disability Inclusion Plan Survey Results

	1	2	3	4	5	6	7	8	9	TOTAL	SCORE
Auslan interpretation	0.00% 0	0.00% 0	0.00% 0	0.00% 0	66.67% 2	33.33% 1	0.00% 0	0.00% 0	0.00% 0	3	4.67
Audio description	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	66.67% 2	33.33% 1	3	1.67
Closed captioning	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	66.67% 2	33.33% 1	0.00% 0	3	2.67
Wheelchair accessible venue	75.00% 3	0.00% 0	25.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	4	8.50
Accessible toilets	0.00% 0	100.00% 4	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	4	8.00
Change rooms and tables	0.00% 0	0.00% 0	33.33% 1	33.33% 1	33.33% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	3	6.00
Web-site accessibility	33.33% 1	0.00% 0	33.33% 1	33.33% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	3	7.33
Braille programmes	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	33.33% 1	0.00% 0	0.00% 0	66.67% 2	3	2.00
Quiet rooms	0.00% 0	0.00% 0	0.00% 0	25.00% 1	25.00% 1	25.00% 1	25.00% 1	0.00% 0	0.00% 0	4	4.50

Q12 Please rank the same accessibility measures in order of priority for performances:

Answered: 4 Skipped: 2

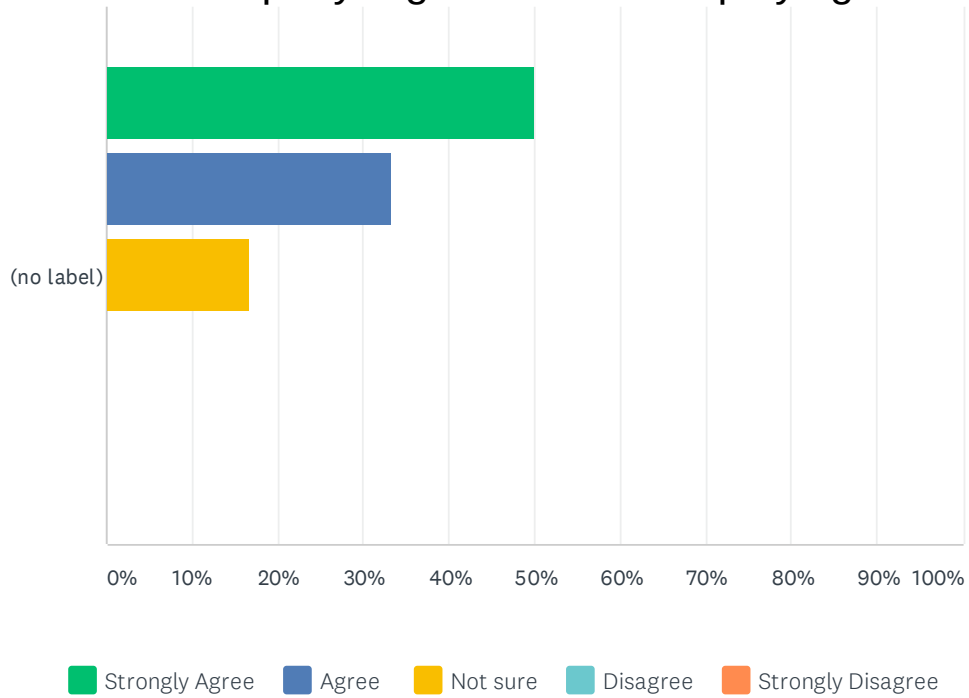


Rebus Theatre Disability Inclusion Plan Survey Results

	1	2	3	4	5	6	7	8	9	TOTAL	SCORE
Auslan interpretation	0.00% 0	0.00% 0	33.33% 1	0.00% 0	33.33% 1	33.33% 1	0.00% 0	0.00% 0	0.00% 0	3	5.33
Audio description	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	33.33% 1	66.67% 2	0.00% 0	0.00% 0	3	3.33
Closed captioning	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	50.00% 1	50.00% 1	2	1.50
Wheelchair accessible venue	66.67% 2	0.00% 0	33.33% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	3	8.33
Accessible toilets	0.00% 0	100.00% 3	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	3	8.00
Change rooms and tables	0.00% 0	0.00% 0	33.33% 1	66.67% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	3	6.33
Web-site accessibility	33.33% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	33.33% 1	0.00% 0	33.33% 1	3	4.33
Braille programmes	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	33.33% 1	0.00% 0	66.67% 2	0.00% 0	3	2.67
Quiet rooms	0.00% 0	0.00% 0	0.00% 0	25.00% 1	50.00% 2	0.00% 0	25.00% 1	0.00% 0	0.00% 0	4	4.75

Employment:

Q13 Rebus is an exemplary organisation in employing and maintaining



	STRONGLY AGREE	AGREE	NOT SURE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	50.00% 3	33.33% 2	16.67% 1	0.00% 0	0.00% 0	6	1.67

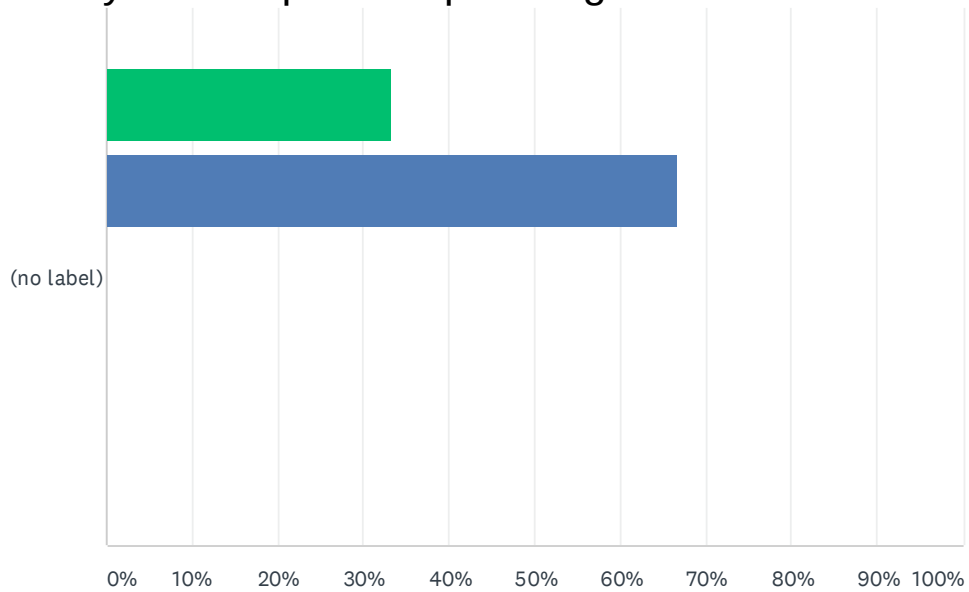
Q14 Are there activities or strategies Rebus could undertake to be a better employer of staff with disability?

Answered: 4 Skipped: 2

#	RESPONSES	DATE
1	not sure	2/1/2020 2:34 PM
2	Deverloping your disability action plan is an essential next act.	2/1/2020 1:36 PM
3	Rigorous and sensitive interviewing about relationships for individuals between their disability and their desire to perform/direct/etc.	1/31/2020 5:47 PM
4	Yes	1/31/2020 5:33 PM

Systems and Processes:

Q15 Rebus is an exemplary organisation in including people with disability in all aspects of planning and decision-making.



■ Strongly Agree
 ■ Agree
 ■ Not sure
 ■ Disagree
 ■ Strongly Disagree

	STRONGLY AGREE	AGREE	NOT SURE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	33.33% 2	66.67% 4	0.00% 0	0.00% 0	0.00% 0	6	1.67

Q16 Are there activities or strategies Rebus could undertake to better include people with disability in all aspects of planning and decision-making?

Answered: 3 Skipped: 3

#	RESPONSES	DATE
1	video conferencing /Zoom to give input even if someone isn't able to be present at a planning meeting maybe?	2/1/2020 2:34 PM
2	More promotion within organisations which deal with people with disabilities, for the purpose of broader involvement.	1/31/2020 5:47 PM
3	Don't know	1/31/2020 5:33 PM