

# SYDNEY FILM FESTIVAL

## DIAP Progress Report – December 2022

The DIAP is an ongoing priority for Sydney Film Festival (SFF). Since it was launched in May 2019, the SFF Senior Management Team has met bi-annually\* to discuss progress and identify areas where improvement is needed.

The SFF Senior Management Team met most recently on 30 November and 6 December 2022 to review its actions against DIAP targets. Achievements and comments from these meetings are below.

### ATTITUDES AND BEHAVIOURS

#### 1. DIAP

- SFF has sent its DIAP to the Human Rights Commission, requesting publication on HRC website
- CEO considering how to better integrate the DIAP into the new 2023 business plan.
- December review of the DIAP was noted in the board minutes and published on the SFF website
- SFF is reviewing availability of funds to re-instate the Access Committee for 2023 and pay panel members for their time to attend meetings and inspections
- SFF is investigating a collaboration with Accessible Arts, to review access advantages and limitations of its cinema and event venues, and share information with all film festivals using those venues.
- SFF to seek opportunities to coordinate a film festival forum to lead discussions for improvements, and publish the forum as a podcast available to the public.
- SFF hosted a panel discussion at the 2022 Festival about the Screenability film *Shadow*, which was published in its podcast series and promoted to the entire SFF audience.

#### 2. Partnerships and Engagement

- SFF continues to seek philanthropic and partnership support for access and inclusion at the Festival. It has a successful ongoing relationship with Accessible Arts.

#### 3. Publicity and Marketing

- SFF endeavours to work closely with the disability community and keep them informed of SFF opportunities and content, specifically also profiling filmmakers with a disability through conscious programming, publication and promotion.
- SFF Marketing Team to include links to accessibility info on 2023 Program Launch enews & website

#### 4. Screenability Program

- Despite funding cuts by government specifically for the Screenability program presentation, SFF remains committed to continuing the program as part of its core focus, and to presenting Screenability films across its touring (Travelling Film Festival) programs.

#### 5. Programming

- SFF Programming Team are committed to incorporating diverse films of high quality throughout the full SFF and TFF programs, where appropriate beyond the Screenability program.

#### 6. Data

- SFF Head of Marketing will review the market research and survey structure in 2023 to consider an access survey and/or debrief post-festival.
- Information about access is included in government grants, acquittals and donor reports

#### 7. Filmmakers/Creators

- Filmmakers with a disability are afforded extended flexibility and support throughout the SFF submissions process.

### LIVEABLE COMMUNITIES

#### 1. Venues

- SFF continues to advocate for access improvements at its regularly used cinemas.
  - SFF continues to refine and improve its customer service for people with access needs by assigning dedicated access volunteers at each venue and by providing detailed information to Venue Coordinators of known access needs ahead of each session.
  - Access training for all SFF staff and in particular for box office and production staff continues to remain a high priority.
- 2. Ticketing**
- SFF to consult with Accessible Arts regarding broader ticket giveaways to audiences with access needs in exchange for feedback.
- 3. Access Services**
- SFF aspires to provide as many accessible versions of films as is possible. Due to the very tight turnaround between program selection and the event each year, SFF is limited by what filmmakers can provide in the time frame. However, SFF continues to work with and encourage filmmakers to include accessible versions of their films with their submission.
  - SFF aspires to provide at least one accessible session of each film, but is subject to limitations described above.
  - SFF to review marketing of relaxed screenings to ensure target audience know about them.
  - SFF is reviewing the information it provides about accessibility of venues in response to updates provided by venues.
- 4. Technology**
- SFF engages in continuing research and consultation about new technologies which improve access to its event and program.

## **EMPLOYMENT**

### **1. Staff and Volunteers**

- SFF will advertise all vacant positions through Accessible Arts network and The Field, government website.
- SFF repeated its outreach for volunteers with disability, working with Woodville again in 2022
- SFF office access needs improvement, investigating Job Access Funding
- CEO to investigate a 'disability equality workforce strategy' and discuss the recruitment of a Board member with lived disability.

### **2. Training**

- Marketing Team to develop an 'access cheat sheet' for use by all SFF Staff

### **3. Communications and Website**

- Marketing Team review guidelines for ensuring all marketing content is accessible, including producing key information in 'Easy Read'
- Marketing Team to review whole-of-journey access information

The Senior Management Team resolved to meet again in the first half of 2023 to review progress ahead of the Festival's 70<sup>th</sup> anniversary event in June.