

# FLINDERS QUARTET

## Cultural Safety Plan

2021 - 2025

**Bungaree**  
**November 24**

*Commissioned by Flinders Quartet with support from Andrew Dixon,  
in memory of Jean and John Dixon*

Deborah Cheetham AO

Mysterioso ♩ = 78  
enter without accent

Violin I  
*ppp*

Violin II  
enter without accent  
*ppp*

Viola  
enter without accent  
*ppp*

Violoncello  
with anguish  
*f* *ff*

### Language

'Indigenous', 'Aboriginal and Torres Strait Islander' and 'First Nations' are often used to reference the First Peoples and communities of Australia. The term First Nations People is used throughout this plan, acknowledging the diversity of Country represented by the First Nations People of Australia who live and work in Victoria. The term First Nations Artist(s) is also used as the preferred term of those who were consulted as part of the development of this plan.

However, when working with specific communities or language groups, we seek guidance from those in authority about the respectful and appropriate language protocols.

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# Acknowledgement of Country

*Flinders Quartet acknowledges First Nations People's sovereignty and recognises the continuing connection to lands, waters and communities by Traditional Owners of Country throughout Australia.*

*We pay our respects to First Nations People's cultures, and to Elders both past and present. We acknowledge the Traditional Owner of the lands on which Flinders Quartet is based, the eastern Kulin Nation.*

*We support and contribute to the process of Reconciliation.*

# Message from the Chair

I have spent many years experiencing the changing political landscape of this country and its understanding of the complexity of First Nations Peoples' experience.

I am proud to be Chair of a company that shares my commitment to expanding opportunities for First Nations Peoples' professional advancement and cultural autonomy within the performing arts.

Music provides a powerful opportunity to share experiences, to come together and to dream of new worlds. It is a place for inspiration and conversations, sometimes difficult, sometimes uplifting. Australia can't fully become the vibrant, dynamic, creative society the future promises without fully embracing the skills, imaginal and lived experience of First Nations Peoples' artists.

This document is the first step to achieving that within Flinders Quartet.

Julian Burnside

**Chair**

# Our Vision

Flinders Quartet's vision is for a culture of equity, respect, recognition and celebration of First Nations Peoples' cultures, histories and contributions.

As musicians we have the unique opportunity to facilitate the sharing of stories and enrich the lives of those we share experiences with and between. We aim to create a place where bold composers, skilled musicians and passionate audiences can make profound connections that will resonate for a lifetime.

Flinders Quartet acknowledges the Traditional Owners on whose land we live and we celebrate the cultural practice of First Nations Peoples. We are committed to increasing awareness of First Nations Peoples' lands, cultures, histories and achievements which have brought us to where we are now, and we seek to inspire artists and audiences through sharing these stories.

Through an ongoing process of organisational education and consultation, we aim to ensure cultural and creative autonomy for First Nations Artists, decolonised methodologies and racial literacy across the organisation at all levels of management and engagement. We are committed to an ongoing process of transformation in response to learnings from collaborations and engagement with First Nations Artists, communities and audiences.

We aim to build the capacity and effectiveness of non-Indigenous workers to better support sovereignty and self-determined outcomes in First Nations Peoples' arts, culture, and community engaged practice. We aim to ensure that First Nations Artists are provided concrete opportunities and are unimpeded in their ability to thrive within the activities of Flinders Quartet and their larger creative practice.

# Our Business

**FLINDERS QUARTET** is the longest running professional string quartet in Melbourne and an internationally respected force in chamber music. Since 2000, we have continued a steadfast commitment to the accessibility of the art-form and the growth of Australian chamber music, championing contemporary relevance and art-form regeneration.

## **Vision**

An industry exemplar for diversity, relevance and masterful performance.

## **Mission**

To be the vanguard of artistic excellence and generosity, championing art-form renewal, community engagement, creative and commercial vibrancy.

## **Purpose**

To challenge and champion the role of the string quartet in 21st century Australia.

Four pillars of activity:

## **SUBSCRIPTION SERIES**

- A full spectrum repertoire of classical and contemporary Australian compositions
- Presented nationally
- Recorded and live-streamed
- Regular airplay (ABC Classic, 3MBS, Sydney's Fine Music FM)

## **INDUSTRY DEVELOPMENT**

- Commissioning and premiering works by esteemed and emerging Australian composers
- Composer Development Program
- Recording

## **COMMUNITY OUTREACH**

- Investing in remote and socially disadvantaged communities
- Regional mentoring
- High school residencies engaging culturally diverse, disenfranchised young people

## **TOURING**

- Regionally, nationally and internationally

# Cultural Safety Plan

This Cultural Safety Plan recognises First Nations People as having a dynamic, living and evolving culture. It has been shaped through consultation and learnings from the Australia Council sector investigations and publications **Protocols For Working With Indigenous Artists, Creating Art Part 1**, and Creative Victoria's **First Peoples Action Plan for the Creative Industries 2018-2020** which highlights opportunities, challenges and calls to action from within the First Nations Peoples arts sector. This plan is also informed by the invaluable work done by Reconciliation Australia.

As we respond to the calls for action across the sector as a whole, Flinders Quartet's Cultural Safety Plan seeks to provide cultural autonomy, career pathways, profile, opportunity and support for First Nations Peoples. It outlines the pathways towards Indigenous leadership roles, cultural training and transformation for the organisation, and professional development for First Nations Peoples artists which includes training, employment, mentoring, role models, and the provision of a crucial platform for promotion and visibility of First Nations Artists' creative work.

This plan recognises First Nations Peoples as vital contributors to Flinders Quartet's process of decolonisation and the shaping of a shared future founded on respect and open dialogue as we move forward.

# Relationships

Artists, audiences, stakeholders and the wider community are at the core of what we do. We seek mutually respectful and beneficial relationships internally and externally for Flinders Quartet and the performing arts community.

FOCUS AREA:

## Flinders Quartet Goal 1

Artistic Vibrancy - Be ambitious, relevant and responsive. Deepen engagement with our communities to ensure relevance, leadership and social impact through collaboration and creativity.

## Flinders Quartet Goal 2

Presence - Be recognised as an important and integral part of Victoria’s cultural life. Harness advocacy from our communities to excite prospective audiences and supporters.

<b>Action</b>	<b>Deliverable</b>	<b>Timeline</b>	<b>Responsibility</b>
<b>Raise internal and external awareness of our Cultural Safety Plan (CSP) to promote reconciliation across our organisation and sector.</b>	Implement and review a strategy to communicate our CSP to all internal and external stakeholders.	<b>July 2021 - December 2021</b>	<b>Artistic Director Company Manager</b>
	CSP informs program planning for projects.	<b>2021 - 2025</b>	<b>Artistic Director</b>
	Senior leaders are engaged in the delivery of CSP outcomes.	<b>2021 - 2025</b>	<b>Board Artistic Director Company Manager Development Manager</b>
	Distribute CSP to FQ Staff and artists and include in induction packs for artists and new team members.	<b>2021 - 2025</b>	<b>Company Manager</b>
	Distribute CSP to all stakeholders, key presenting	<b>July 2021 - Dec 2021</b>	<b>Development Manager Company Manager</b>



	partners and highlights to donors.		
	Make CSP available on the FQ's website and share via social media channels.	<b>Dec 2021</b>	<b>Company Manager</b>
	Establish a relationship with an Elder from the Kulin nations	<b>Dec 2021</b>	<b>Development Manager Artistic Director</b>
	Establish relationship with community members from Kulin nation.	<b>Dec 2021</b>	<b>Development Manager Artistic Director</b>
<b>Maintain and leverage mutually beneficial relationships with First Nations People, communities and organisations to support positive outcomes</b>	Establish significant two-way partnerships to build capacity in First Nations People organisations/ communities relevant to our sphere of influence.	<b>2021 - 2025</b>	<b>Company Manager Development Manager Artistic Director</b>
	Identify and support early career First Nations Artists with professional development and career leveraging opportunities.	<b>2021 - 2025</b>	<b>Artistic Director</b>
<b>Engage employees in continuous cultural learning opportunities to increase understanding and appreciation of First Peoples cultures, histories and achievements.</b>	Provide regular organisational cultural competency training.	<b>2021 - 2025</b>	<b>Company Manager</b>

# Respect

The history of First Nations Peoples is the history of our nation. First Nations Peoples culture is steeped in ancient tradition and constantly evolving. Flinders Quartet celebrates the importance of living culture to First Nations Peoples and champions their right to cultural autonomy, pride and expression.

## FOCUS AREA:

### Flinders Quartet Goal 1

Leadership - Anticipate and create the future as a benchmark organisation

### Flinders Quartet Goal 2

Cultural Respect - Embed objectives of diversity, cultural autonomy and enhanced wellbeing in everything we do.

<b>Action</b>	<b>Deliverable</b>	<b>Timeline</b>	<b>Responsibility</b>
<p><b>Demonstrate respect to First Nations Peoples and communities by embedding cultural protocols as part of the way our organisation functions</b></p>	<p>Investigate opportunities to work with consultants to regularly deliver cultural awareness training.</p>	<p><b>Dec 2021</b></p>	<p><b>Company Manager</b></p>
	<p>Implement and review a cultural awareness training strategy for our staff, which defines continuous cultural learning needs of employees in all areas of our business and considers various ways cultural learning can be provided (online, face-to-face workshops or cultural immersion)</p> <p>100% staff and board undertake online cultural learning activities</p> <p>100% staff and board undertake face-to-face cultural workshop learning activities</p> <p>100% staff and board undertake cultural immersion learning activities.</p>	<p><b>Dec 2021</b></p>	<p><b>Company Manager</b></p>

	Promote the Reconciliation Australia's Share Our Pride online tool to all FQ employees.	<b>Dec 2021</b>	<b>Company Manager</b>
	FQ Board, musicians and staff undertake face to face Cultural Fitness training (Australian Institute of Social Relations).	<b>Dec 2021</b>	<b>Company Manager</b>
<b>Engage employees in understanding the significance of First Nations People cultural protocols, such as Welcome to Country and Acknowledgement of Country, to ensure there is a shared meaning.</b>	Develop, implement and communicate a cultural protocol document for Welcome to Country and Acknowledgement of Country across all communication platforms internal and external.	<b>Dec 2021</b>	<b>Development Manager</b>
	Written cultural protocol established for FQ	<b>Dec 2021</b>	<b>Development Manager Company Manager</b>
	Include an Acknowledgement of Country at the commencement of all important internal and external meetings.	<b>Dec 2021</b>	<b>Development Manager Company Manager Artistic Director</b>
	Include an Acknowledgement of Country in staff email signatures.	<b>Dec 2021</b>	<b>Development Manager Company Manager</b>
	Consider First Nations Peoples naming opportunities, in consultation and collaboration with Traditional Owners, for spaces (such as meeting rooms), programs and events.	<b>2021 - 2025</b>	<b>Artistic Director</b>
<b>Celebrate NAIDOC Week to strengthen and maintain</b>	Provide opportunities for all First Nations Peoples staff to	<b>2021 - 2025</b>	<b>Company Manager</b>

<b>relationships between First Nations Peoples staff/artists and other staff/artists</b>	participate with their cultures and communities during NAIDOC Week.		
	Work with First Nations People musicians to program and present work to celebrate NAIDOC Week.	<b>2021 - 2025</b>	<b>Artistic Director</b>
	Promote, encourage, and support all Board members and staff to participate in NAIDOC Week activities	<b>2021 - 2025</b>	<b>Chair</b>
	Review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week	<b>Dec 2021</b>	<b>Company Manager</b>
	Provide opportunities for all First Nations People staff to participate in local NAIDOC Week events	<b>2021 - 2025</b>	<b>Company Manager</b>
<b>Create a culturally safe and welcoming workplace.</b>	Share information and educational resources for Change the Date campaign with staff.	<b>Dec 2021</b>	<b>Company Manager</b>

# Opportunities

We present, produce and promote work that is distinctive and diverse, and contributes to Melbourne’s position as a cultural world leader and the creative capital of Australia.

It is our mission to enable transformative performances in and beyond the concert hall. By supporting First Nations People artists through employment, access to professional development and promotion, we can contribute to building the next generation of arts and cultural leaders.

## FOCUS AREA:

### Flinders Quartet Goal 1

Connect - Connect audiences with inspiring live performance experiences.

### Flinders Quartet Goal 2

Challenge - Present, produce and promote programs that challenge the status quo and extend and enrich audiences, art forms and artists.

### Flinders Quartet Goal 3

Enrich - Enrich Victoria’s cultural ecosystem through collaboration and partnerships which develop capability and enable learning, access and engagement.

Action	Deliverable	Timeline	Responsibility
Increase First Nations People recruitment and retention	Implement, review and update First Nations People employment and retention strategy, which includes professional development.	2021 - 2025	Company Manager
	Advertise all vacancies in First Nations Peoples’ media.	2021 - 2025	Company Manager
	Ensure there are no barriers to First Nations People employees and future applicants participating in our workplace.	July 2021	Company Manager

	Provide dedicated residency opportunities for First Nations Artists	2021 - 2025	Artistic Director
<b>Investigate opportunities to incorporate First Nations Peoples supplier diversity within our organisation.</b>	Review existing procurement strategy to reduce barriers to procurement of goods and services from First Nations Peoples owned businesses, including membership of Supply Nation.	2021 - 2025	Development Manager
	Create and maintain commercial relationships with First Nations People businesses.	2021 - 2025	Company Manager
<b>Build awareness of current First Nations People Programs.</b>	Grow awareness, attendance and participation for the quartet's First Nations Artists programming, targeting both existing and prospective audiences.	2021 - 2025	Artistic Director Company Manager

# Governance, Tracking, Progress & Reporting

We seek quantifiable investment in First Nations Peoples' employment and career pathways, creative outcomes and service agreements.

## Flinders Quartet Goal 1

Accountability – Ensure strong governance, sound finances and great people

<b>Action</b>	<b>Deliverable</b>	<b>Timeline</b>	<b>Responsibility</b>
<b>Provide appropriate support for effective implementation of CSP commitments.</b>	Define resource needs for CSP implementation.	<b>2021 - 2025</b>	<b>Company Manager</b>
	Define and maintain appropriate systems to track, measure and report on CSP commitments.	<b>2021 - 2025</b>	<b>Company Manager Development Manager</b>
<b>Report CSP achievements, challenges and learnings internally and externally.</b>	Publicly report our CSP achievements, challenges and new learnings.	<b>January 2022 January 2023 January 2024 January 2025</b>	<b>Development Manager</b>
	Report on updates, areas for development and delivered actions at all Staff Meetings	<b>2021 - 2025</b>	<b>Development Manager</b>
	Report to the Board annually.	<b>2021 - 2025</b>	<b>Development Manager</b>
<b>Review, refresh and update CSP.</b>	Liaise with First Nations Peoples community and resident artists to develop a new CSP based on learnings, challenges and achievements.	<b>2021 - 2025</b>	<b>Development Manager</b>
	Send draft CSP to Reconciliation Australia for review and feedback.	<b>Oct 2021</b>	<b>Development Manager</b>

<p><b>Review Board nominations for new appointments in line with CSP aims.</b></p>	<p>Actively seek to develop comprehensive knowledge of the breadth and strength of First Nations Peoples leadership in Victoria in order to sustain and grow representation of First Nations Peoples on the Flinders Quartet Board.</p>	<p><b>2021 - 2025</b></p>	<p><b>Development Manager Artistic Director</b></p>
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## Contact Details

For more information contact:

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