

HUNTER WRITERS CENTRE



Disability Action Plan

Hunter Writers Centre (H.W.C) supports the development of a diverse literary culture in the Hunter. Writers with a disability are an integral part of this rich culture. H.W.C. intends that the aspirations and achievements of writers with a disability are not only visible but valued, here in the Hunter region.

H.W.C acknowledges the barriers and inequities in society that may prevent people with a disability from participating in events. The Human Rights and Equal Opportunity Commission believes that a Disability Action Plan is a pathway for an organisation to eliminate disability discrimination as much as possible. Developing a Disability Action Plan is a proactive approach for organisations to comply with the Disability Discrimination Act (D.D.A.). H.W.C strives to be as accessible, welcoming and inclusive as possible for people living with a disability.

National Arts and Disability Strategy

H.W.C's approach to inclusion is guided by the principles within the National Arts and Disability Strategy. This strategy sets out guidelines for organisations to support, encourage and promote access, inclusion and participation in the arts by people with a disability.

Our Commitments

H.W.C is committed:

- **to support the social inclusion** of writers with a disability to have full access to all aspects of the organisation
- **to empower writers** with a disability
- **to incorporate diversity** and equality in all programs
- **to create and increase opportunities** for writers with disability; and
- **to raise the profile** of writers with a disability in the Hunter region. This includes increasing the representation of writers with a disability.

Our Values

H.W.C values the powerful role writers with a disability can have. They have the potential to transform social attitudes and contribute to political change around disability and social justice.

Writing is a form of expression. It gives people with a disability a voice and a platform to be heard.

Due to the integral nature writers with a disability possess in changing the perception people have of people with a disability, H.W.C aims to ensure inclusion in every aspect of the organisation.

Our Aims

Adhering to the National Arts and Disability Strategy guidelines, H.W.C aims to:

- **consult people with a disability** to develop inclusive policies, programs and services
- **work in partnership** with disability organisations and people with a disability to ensure where possible all events are held in venues with accessible facilities
- assess the H.W.C website using the web accessibility standards developed by the Worldwide Web Consortium (W3C) and ensure information can be accessed via alternative formats upon request, using disability universal access symbols as indication
- **support writers with a disability** to have access to quality experiences. This includes requiring staff and board members to undertake disability awareness training and reviewing programs to provide access to people with a disability
- **promote participation** for people with a disability in writing and literature oriented creative activities
- **actively encourage** the involvement of people with a disability within H.W.C. This includes supporting and raising the profile of writers with a disability and showcasing their achievements
- **support writers** with a disability to have greater access to opportunities mentoring and professional development; and
- **provide employment** opportunities for people with a disability where possible.

Useful Links

Australian Council of the Arts

www.australiacouncil.gov.au/about/disability

Access2arts

<https://access2arts.org.au>

National Arts and Disability Strategy

<https://www.arts.gov.au/mcm/work-mcm/national-arts-and-disability-strategy>

Writers Victoria: Writeability

<https://writersvictoria.org.au/writing-life/news/write-ability-goes-regional-and-online>

Arts Access Australia

<https://artsaccessaustralia.org/>

Art access Victoria

www.artsaccess.com.au

DADAA

www.dadaa.org.au