



Diversity and Inclusion Policy

1.0 Guiding principles

State Opera South Australia (SOSA) is committed to providing a diverse, inclusive and accessible environment for all staff, artists, contractors, audiences and board members who we engage with. This means that we will respect everyone in our community and work to provide recognition, involvement and support for those from underrepresented groups. As a company, we will work to remove barriers that prevent people from participating in the performing arts, as artists, arts administrators and audiences.

Where relevant and appropriate, we will actively consider and accommodate people from underrepresented groups in all our physical and digital communications and materials, our venues and our offices.

Through our artistic program, we are committed to reflecting the diversity of our society onstage, through inclusive casting, repertoire and new commissions.

2.0 Purpose

This policy provides State Opera employees, artists and key stakeholders with the parameters within which decisions and actions regarding diversity and inclusion take place. This policy outlines various processes and systems to support the different needs of these stakeholders.

3.0 Scope

We see **diversity** as being the mix of people in an organisation, and **inclusion** as being about creating a workplace environment that enables that mix to work – for organisations and employees.¹

This policy will directly consider, but not be limited to, the needs of people within the following specific groups:

- First Nations Australians
- Gender
- LGBTQI+ people, including gender reassignment
- People of diverse faith or belief systems
- Culturally and Linguistically Diverse people
- People of a wide range of ages (including children and young people, as well as older people)
- People with disability, including people with mental health conditions
- People with familial or carer commitments, including pregnancy and maternity
- People from various socio-economic groups
- People with lived experience of domestic violence.

¹ Diversity Council Australia, Diversity & Inclusion Definition, Sydney, Diversity Council Australia, 2017.

This policy applies to all workers with State Opera of South Australia, including but not limited to:

- All Board and management personnel, all office and technical staff and all front of house staff (including full-time, part time, seasonal and casual employees).
- All individuals engaged for productions (e.g. producers, singers, directors, musicians, dancers, conductors, choreographers, conductors, designers, composers, chaperones)
- Student placements, apprentices, work experience students and interns
- Volunteers and anyone working in an unpaid capacity.

This policy applies at all times, including:

- When working on-site or off-site, at work functions, rehearsals, tours, work-related travel, promotional activities, conferences, seminars or training sessions or any other work connected to State Opera in some way
- In all use of social media, electronic and printed communication
- In our interactions with the broader public, press and our audiences
- In all aspects of employment, recruitment and selection, casting, conditions and benefits, training and promotions, task allocation, shifts, hours, leave arrangements, workload, equipment and transport.

4.0 Legislative context

In Australia, it is unlawful to discriminate on the basis of a number of protected attributes including age, disability, race, sex, intersex status, gender identity and sexual orientation in certain areas of public life, including education and employment. Australia's federal anti-discrimination laws are contained in the following legislation:

- Age Discrimination Act 2004
- Disability Discrimination Act 1992
- Racial Discrimination Act 1975
- Sex Discrimination Act 1984
- Australian Government Guidelines on the Recognition of Sex and Gender.

In South Australia, we also adhere to the:

- Disability Inclusion Act 2018
- Children and Young People (Safety) Act 2017
- Racial Vilification Act 1996
- Equal Opportunity Act 1984.

Discrimination occurs when someone is treated unfairly because of a particular personal characteristic. It can be direct or indirect – indirect discrimination is treatment which appears to be equal but is unfair on certain people. To be considered unlawful, it must also be unreasonable. Further information on discrimination can be found on the Australian Human Rights Commission website [here](#).

Discrimination associated with one of the above specific groups is unlawful and exposes both the perpetrator and State Opera to legal liability.

Specific examples include denying an employee the option to apply for a more senior role due to being pregnant; deliberately holding staff meetings at a time that clashes with known carer responsibilities resulting in an employee with carer responsibilities missing key information related to their work; or excluding a staff member who undertakes cultural or faith-based practises from meetings or decisions relevant to their role or job due to this activity.

5.0 State Opera's Responsibilities

All staff are offered:

- Reasonable flexibility in working arrangements in relation to family commitments, cultural commitments, access or health requirements, religious beliefs or similar
- Privacy and confidentiality relating to their personal information
- Reasonable adjustment that may be required for an employee to be able to do their job. Whenever possible, SOSA will provide required supports. Types of reasonable adjustment may include, but not be limited to, scores or written communications in a larger font or alternative formats, an Auslan interpreter, support with accessing rehearsal rooms or venues, appropriate facilities for service dogs, accessible transport and accommodation.
- Specific and relevant training to ensure diversity and inclusion principles are embedded across our workplace.

We encourage and support our workers to:

- Contribute to an inclusive, supportive and productive work environment; and as such are always expected to demonstrate respectful behaviour. In accordance with our Respectful Behaviour Policy this means discrimination, harassment, bullying or victimisation will not be tolerated.
- Participate in workplace training around creating a strong, diverse and inclusive work culture, and integrate this learning into their work
- Collaborate and communicate departmentally to ensure we have a mutual understanding of diversity and inclusion within the company
- Share our values and ethos around discrimination in the workplace
- Create a supportive culture where we can educate ourselves and grow together within the workplace.

Our commitment to our audiences:

State Opera believes that everyone should have access to and the opportunity to experience the art form of opera, whether this be live, online via video and/or audio. We commit to:

- Being a member of the Companion Card program, providing complimentary tickets for Companion Card holders to all of our shows.
- A portion of all tickets are to be offered free for education purposes
- A broad range of ticket prices across each annual program, to break down financial barriers that exist to people accessing the arts
- Providing various occasions and opportunities to experience our work via social media, our website and other online platforms
- Broadening the audience we market our productions to, to ensure we are engaging with a wide range of our community

6.0 Responsibilities of leadership and management positions

People within our leadership and management positions will:

- Provide opportunities for staff training
- Demonstrate policy principles and support teams to embrace policy principles
- Consider diversity and inclusion principles in all phrases of recruitment, interviews and casting

- Adhere to Australian Standards around accessibility when making decisions around building and infrastructure (offices and venues)
- Create an ongoing Disability Inclusion Action Plan and ensure its goals are met.

6.0 Relevant State Opera Policies and documents

- Respectful Behaviours Policy
- Code of Conduct

7.0 Course of Action

Bullying, harassment, discrimination and victimisation are acts of misconduct. As stated in the Code of Conduct, this conduct is unacceptable regardless of the intention.

State Opera will investigate any claims of discrimination. It may be necessary to use an independent investigator, and if that is the case an appropriate person will be engaged via the Department of Premier & Cabinet. If we find that inappropriate conduct has occurred, we will take all reasonable steps to ensure it stops. We will also discipline the person/people who took part in the conduct if it is appropriate to do so.

Disciplinary actions may include formal warnings; mandatory attendance at training to address or educate about the poor conduct; mandatory counselling; removal from projects or teams as required or appropriate; and, in series instances of bullying, harassment, discrimination and/or victimisation and/or termination of the perpetrator's employment.

If after investigating a complaint, State Opera finds that someone has made a false, misleading, and/or malicious claim, we may also discipline the person who made the false accusations as appropriate, including potential termination of employment. Managers or supervisors who fail to take appropriate corrective action when aware of bullying of a person will be subject to disciplinary action.

8.0 Policy Governance

<i>Created</i>	<i>Yarmila Alfonzetti, Executive Director with the State Opera Diversity Team</i>	<i>September - December 2020</i>
<i>Reviewed</i>	<i>Morwenna Collett, Arts & Culture Diversity & Inclusion Disability & Accessibility Consultant</i>	<i>May - June 2021</i>
<i>Approved</i>	<i>Board</i>	<i>June 2021</i>
<i>Next review</i>	<i>Annually</i>	<i>June 2022</i>