



ReMida's Inclusivity Framework: 2023

Preamble

ReMida seeks to foster a workplace and community where everyone feels valued and heard. In line with this vision, the Inclusivity Framework ensures that ReMida recognises, respects, and promotes the rights and interests of Indigenous Peoples, the LGBTQI community, individuals with disabilities, those with mental health considerations, and other spiritual and social needs.

ReMida recognises that the needs of groups not expressly named in the Framework may emerge in the future; however, the principles outlined in this document are not limited to the groups named herein.

Recognition and Respect for Indigenous Cultures and Traditions

Remida strives to ensure indigenous cultures and traditions are represented, celebrated, and protected.

- a) Engagement: Collaborate with local indigenous communities, seeking their guidance in incorporating indigenous art, stories, and performances.
- b) Education: Organise workshops and seminars on indigenous arts and traditions, inviting indigenous artists, storytellers, and experts.

Inclusivity and Acceptance of the LGBTQI Community

Objective: Foster an environment where members of the LGBTQI community feel safe, accepted, and represented.

- a) Awareness: Promote LGBTQI-related art and emerging artists, educators and creatives.
- b) Training: Provide staff with LGBTQI sensitivity training to ensure everyone is treated with respect and dignity.
- c) Representation: Ensure LGBTQI artists and stories are included in programs and exhibitions.

Accessibility and Engagement for Individuals with Disabilities

Objective: Ensure the organisation is accessible and inviting to everyone, regardless of physical or cognitive disabilities.



- a) Facility Accessibility: maximise the buildings accessibility and work with individual's to resolve barriers to access wherever possible.
- b) Inclusive Programs: Organise art workshops specifically tailored for individuals with disabilities.
- c) Assistive Technologies: Introduce assistive technologies such as sign language interpreters, Braille materials, and audio descriptions for performances, wherever possible.

ReMida recognises that there may be practical limitations in resolving barriers to access; at which point, the organisation will communicate open and honestly with individual's to try and find the best alternative possible.

Sensitivity and Support for Mental Health Consumers

Objective: Create a supportive environment where individuals with mental health challenges feel understood and valued.

- a) Awareness Programs: Host art exhibitions, performances, and workshops that highlight mental health stories, challenges, and successes.
- b) Safe Spaces: Designate quiet, calm areas within the facility where visitors can take a moment if they feel overwhelmed.
- c) Training: Educate staff about mental health conditions, their signs, and how to approach and support visitors who might be experiencing difficulties.

Feedback Mechanism

Objective: Ensure continuous improvement by gathering feedback from community members and stakeholders.

- a) Surveys: Conduct regular surveys to understand how effectively the organisation is adhering to inclusivity guidelines.
- b) Accountability: Ensure all concerns, complaints or feedback is captured and shared with ReMida's Management Committee.

Regular Review and Accountability

Objective: Regularly evaluate and update the inclusivity framework to ensure its continued relevance and effectiveness.

- a) Annual Reviews: Review the inclusivity framework annually, assessing its effectiveness and making necessary amendments.
- b) Transparency: Regularly update the community on ReMida's efforts and progress towards inclusivity through newsletters, social media, and meetings.



In conclusion, ReMida believes that access to education and art is for everyone, and it's our duty to make sure everyone feels seen, heard, and valued.