

## TICKET TO SOLIDARITY

### Multicultural Arts Victoria's New Ticketing Policy Trial

Multicultural Arts Victoria (MAV) is trialling the introduction of differentiated pricing with a focus on accessibility and affordability.

We recognise that racism and other forms of discrimination may have significant economic impact on community members who are Culturally and Linguistically Diverse, Aboriginal and Torres Strait Islander, People with disability and LGBTIQ+. These individuals may be disadvantaged because of this discrimination, resulting in income inequality.

MAV is committed to addressing systemic and structural discrimination across all our programs and activities. We are introducing this ticketing policy trial in order to redress disadvantage and increase equality for the above-named groups in accessing MAV programs and events.

This policy is not about capacity to pay. We recognise that racism and other forms of discrimination affect individuals differently. We welcome all members of our community to contribute financially to the cost of a ticket, if they wish to. This does not change our commitment to acting systemically to remove financial barriers to participation by groups that are affected by discrimination.

The trial of the new ticketing policy will be for [Emerge in Yarra 2019](#). MAV tickets will be charging \$10 for all festival events. However, we have decided to offer free tickets to community members who identify as Culturally and Linguistically Diverse, Aboriginal and Torres Strait Islander, People with disability and LGBTIQ+ people and Concession Card holders. No form of identification will be requested, as we uphold the principle of self-determination.

We are committed to affordability and will continue to strive to make all our programs and events accessible for all. We will ask all non-identifying allies to make a financial contribution in the form of a ticket price as an act of solidarity towards the elimination of the effects of racism.

People will be able to provide feedback via our online survey or in person at Emerge in Yarra events.

We are committed to acting on the advice and recommendations of our communities and stakeholders. If we receive significant support for the proposed changes from stakeholders, we may consider rolling out the policy across MAV programs, where we are the sole producer. If people do not support the proposed change, we will listen and act accordingly.

Depending on the outcome of the trial, we will work with co-producers and partners across the arts to advocate for accessible ticketing.

We consider this policy to be a Special Measure under the Equal Opportunity Act 2010, as we are attempting to address the substantive inequality experienced by Culturally and Linguistically Diverse People, Aboriginal and Torres Strait Islander People, People with disability and LGBTIQ+ people in relation to employment outcomes and economic participation. We recognise the links between racism and economic participation and status.

A special measure is about providing substantive equality or redressing an imbalance by targeting employment, services or education to a particular group.

We have applied the test set out by the Victorian Civil and Administrative Tribunal (VCAT) to help people decide whether something is a special measure or not. We believe our ticketing policy is a special measure in that the proposed discrimination is in favour of people with a protected attribute (disability, race and sexual orientation). It is also aimed at redressing past discrimination to achieve equality.

When looking at the evidence for existing inequality in the above-named groups, we reference the following research and publications:

1. [ACOSS AND UNSW SYDNEY POVERTY IN AUSTRALIA REPORT 2018](#)
2. <https://www.dca.org.au/research/project/cracking-glass-cultural-ceiling>
3. <http://diversityarts.org.au/app/uploads/Shifting-the-Balance-DARTS-small.pdf>
4. [Anti-Racism in 2018 and Beyond: A REPORT ON THE ACTIVITIES OF THE NATIONAL ANTI-RACISM STRATEGY \(2015-18\)](#)
5. [Leading for Change: A blueprint for cultural diversity and inclusive leadership revisited](#)