

# QUEENSLAND THEATRE

**INNOVATE RECONCILIATION ACTION PLAN**  
**MARCH 2022 – MARCH 2024**







Colin Smith and Jayden Popik in Queensland Theatre's 2021 production of *Our Town* by Thornton Wilder. Photo credit: Pia Johnson.



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Warning: Aboriginal and Torres Strait Islander peoples are advised that this document contains images of deceased persons.



## FROM THE CHAIRS

In 2015 the Board of Queensland Theatre developed the Company's first Reconciliation Action Plan (RAP). Since that time, Queensland Theatre has strived to increase our engagement with Aboriginal and Torres Strait Islander communities primarily through the creation and presentation of stories by, for and about First Nations Australians.

In addition, we have sought to nurture more open and mutually productive relationships with First Nations artists and audiences. This is a commitment of each of the Board and Management team, working closely with the Company's Indigenous Reference Group (IRG). Together we are driving a more inclusive and collaborative approach than in the past, making more regular opportunities for meaningful dialogue and exchange with the First Nations and wider communities.

Queensland Theatre ultimately believes in the importance of closing the gap between Aboriginal and Torres Strait Islander Australians and the broader community in a range of areas. Two of the areas in which we can, and do, have a direct part to play is education and employment. To this end, we understand the importance of creating an environment which fosters wider and deeper cultural awareness and respect. We also understand the importance

of creating real opportunities for First Nations employment growth and engagement. This forms the major focus for the next chapter of our RAP.

Likewise, while we have been recognised at both State and National level for our contributions toward reconciliation through theatre making, we know that there are far more First Nations stories to be told and artists to be heard in sharing those stories. Our commitment to this aspect continues.

As Chairs of the Board and of the IRG respectively, we must also acknowledge and thank the members of the IRG who provide ongoing insights and leadership for the important initiatives outlined in this RAP. They continue to guide Queensland Theatre in the development of this next instalment of our Reconciliation Action Plan 2022–2024.

We hope that ever more arts organisations will join the walk as we journey towards National Reconciliation.

— Elizabeth Jameson  
Chair, Queensland Theatre Board

— Nathan Jarro  
Chair, Queensland Theatre  
Indigenous Reference Group



## FROM THE ARTISTIC AND EXECUTIVE DIRECTORS

We are pleased to present Queensland Theatre's renewed Reconciliation Action Plan 2022-2024.

We would like to take this opportunity to acknowledge the Jagera and Turrbal peoples who are the Traditional Custodians of land that Queensland Theatre now calls home, and their continuing connection to land, waters and communities. We pay respect to them and their cultures, and to Elders past, present and emerging.

This Reconciliation Action Plan signifies Queensland Theatre's continued public commitment to the process of reconciliation, a process that began in 2011 with the development of our Aboriginal and Torres Strait Islander Program (previously our Indigenous Program). Queensland Theatre created our first RAP in 2015 with a vision to catalyse important changes to our programming, operations and community outreach, and cement tangible targets for this change across the Company. We set out to foster an environment which created greater opportunities for and strengthened relationships with Aboriginal and Torres Strait Islander communities.

We are pleased that since that time, we have produced engaging new works, implemented changes to operations which have resulted in greater inclusivity, and fostered meaningful relationships with Aboriginal and Torres Strait Islander artists and communities. Our RAP 2022-2024 is a commitment to furthering these opportunities and relationships, creating new targets for Queensland Theatre to reach as we continue to play our part in progressing National Reconciliation. Our RAP will serve as a plan for our day-to-day work but will also be a reminder to seek out new means to support the artistry of Australia's oldest living cultures.

We would like to extend our thanks to all staff and stakeholders involved in developing our RAP 2022-2024 and particularly acknowledge the assistance of our Indigenous Reference Group who generously share their expertise and knowledge with us.

— Lee Lewis  
Artistic Director

— Amanda Jolly  
Executive Director

# FROM RECONCILIATION AUSTRALIA

Reconciliation Australia commends Queensland Theatre on the formal endorsement of its second Reconciliation Action Plan (RAP).

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Queensland Theatre continues to be part of a strong network of more than 1,100 corporate, government, and not-for-profit organisations that have taken goodwill and transformed it into action.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously strengthen reconciliation commitments and constantly strive to apply learnings in new ways.

An Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build the strong foundations and relationships that ensure sustainable, thoughtful, and impactful RAP outcomes into the future.

An integral part of building these foundations is reflecting on and cataloguing the successes and challenges of previous RAPs. Learnings gained through effort and innovation are invaluable resources that Queensland Theatre will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to Queensland Theatre using the lens of reconciliation to better understand its core business, sphere of influence, and diverse community of staff and stakeholders.

The RAP program's emphasis on *relationships*, *respect*, and *opportunities* gives organisations a framework from which to foster connections with Aboriginal and Torres Strait Islander peoples rooted in mutual collaboration and trust.

This Innovate RAP is an opportunity for Queensland Theatre to strengthen these relationships, gain crucial experience, and nurture connections that will become the lifeblood of its future RAP commitments. By enabling and empowering staff to contribute to this process, Queensland Theatre will ensure shared and cooperative success in the long-term.

Gaining experience and reflecting on pertinent learnings will ensure the sustainability of Queensland Theatre's future RAPs and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.

Congratulations Queensland Theatre on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

— Karen Mundine  
Chief Executive Officer  
Reconciliation Australia







Roxanne McDonald in Queensland Theatre's 2021 production of *Our Town* by Thornton Wilder. Photo credit: Pia Johnson.

## OUR VISION FOR RECONCILIATION

Queensland Theatre's vision for reconciliation is an Australia where Aboriginal and Torres Strait Islander people's stories and cultures are valued and celebrated as a central part of our national identity. Our vision for reconciliation is guided by our community of artists and staff working closely with the Aboriginal and Torres Strait Islander community.

Our vision for reconciliation is realised through the presentation and creation of theatre, alongside other meaningful action. We strive for the following:

- Recognition and protection of, and respect for, Aboriginal and Torres Strait Islander cultures including creative works, intellectual property and practices.
- Education of the broader community about Aboriginal and Torres Strait Islander stories, heritage and cultures and the impact of the broader Australian settlement in this country.

- Assisting in reconciliation by providing meaningful opportunities for Aboriginal and Torres Strait Islander peoples to reach their full potential.
- Elimination of racism or discrimination, supporting equal rights and equal respect for all people in our community.
- Advocacy on behalf of Aboriginal and Torres Strait Islander members of the community to ensure the principles and commitments of this statement are upheld.

Queensland Theatre's RAP is not just about words, it is about creating real change within our organisation, the community, the sector, Queensland and Australia more broadly.





Jayden Popik in Queensland Theatre's 2020 production of *Mouthpiece*  
by Kieran Hurley adapted by Phil Spencer. Photo credit: Stephen Henry.

## OUR BUSINESS

Queensland Theatre is the state's flagship theatre company. Each year we present eight to ten mainstage productions which include a mix of First Nations, new Australian and international works. Some of these productions tour regionally, nationally and occasionally internationally. Alongside this season the Company offers a wide range of education and artist development programs, including facilitating the Queensland Premier's Drama Award.

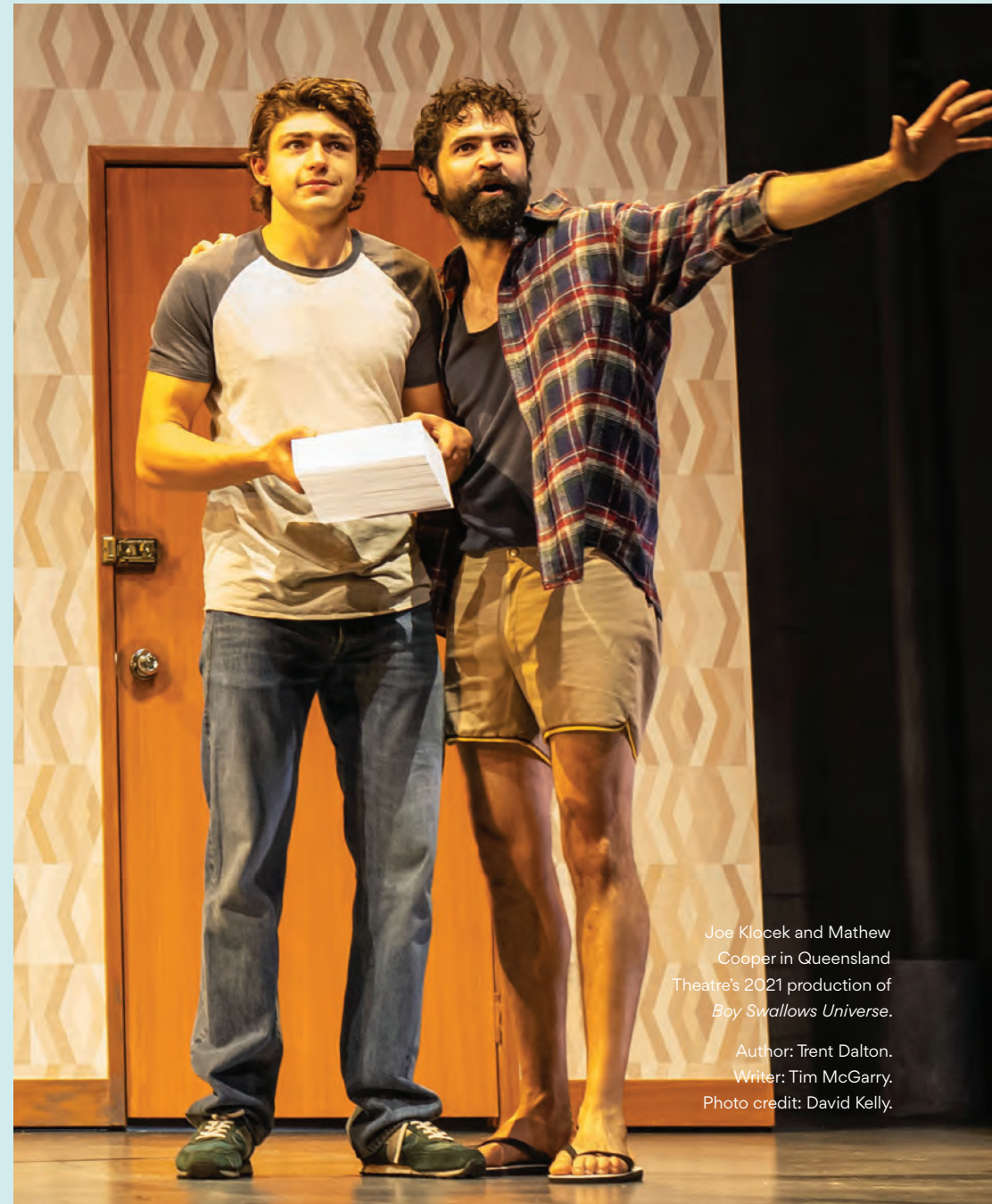
Queensland Theatre was established in 1970 as a statutory body under the *Queensland Theatre Company Act 1970*. The objective of the Act is to contribute to the cultural, social and intellectual development of all Queenslanders. The fundamental principles behind this objective are:

- a. Leadership and excellence should be provided in the arts of theatre;
- b. There should be responsiveness to the needs of communities in regional and outer metropolitan areas;
- c. Respect for Aboriginal and Torres Strait Islander cultures should be affirmed;
- d. Children and young people should be supported in their appreciation of, and involvement in, the arts of the theatre;
- e. Diverse audiences should be developed;
- f. Capabilities for life-long learning about the arts of the theatre should be developed;
- g. Opportunities should be supported and enhanced for international collaboration and for cultural exports especially to the Asia-Pacific region; and
- h. Content relevant to Queensland should be promoted and presented.



Queensland Theatre is headquartered in Brisbane but has a responsibility to be responsive to the needs of all Queensland. Extensive education programs are offered in regional areas of Queensland along with touring productions and artist development programs. One staff member is currently based in Cairns. Productions are often presented in Cairns with the latest being the trilingual production (*Kala Lagaw Ya, Yumpla Tok English*) of Shakespeare's *Othello* adapted by Jimi Bani and Jason Klarwein, illuminating the role of the Torres Strait Light Infantry Battalion during World War II. This production was presented as part of the Cairns Indigenous Arts Fair. Queensland Theatre also tours nationally and internationally with First Nations stories like *My Name is Jimi* and *City of Gold* having national influence. Queensland Theatre was also the first major Australian theatre company to have a Reconciliation Action Plan.

Queensland Theatre has a core staff of 31 (full-time equivalent) but, at any one time, can employ up to 100 people depending on the number of productions, education programs, tours, and other events). As of December 2021, the Company has one full-time and two part-time employees who identify as Aboriginal and/or Torres Strait Islander people. In addition, 24 Aboriginal and Torres Strait Islander artists have been employed on productions throughout 2021 and a further 24 Aboriginal and Torres Strait Islander artists have been employed on creative developments. A minimum of 19 mainstage and creative roles will be offered in 2022.



Joe Klocek and Mathew Cooper in Queensland Theatre's 2021 production of *Boy Swallows Universe*.

Author: Trent Dalton.  
Writer: Tim McGarry.  
Photo credit: David Kelly.

# OUR RECONCILIATION ACTION PLAN

Queensland Theatre's RAP demonstrates our ongoing commitment to maintaining and building respectful and resilient partnerships with Aboriginal and Torres Strait Islander peoples in our organisation and in the broader community. It sets out both the principles and the practical steps and commitments that will be undertaken to ensure that our actions can make a real difference towards reconciliation.

Queensland Theatre's first RAP was developed and implemented in 2015 and since that time the Company has striven to deeply embed respect for Aboriginal and Torres Strait Islander peoples and cultures within the organisation and to offer opportunities for Aboriginal and Torres Strait Islander peoples to lead the telling and sharing of their stories with our audiences. The second RAP for the period 2019 – 2021 was used as an internal document but did not complete the endorsement process through Reconciliation Australia due to changes in both staffing within the organisation (affecting the RAP Committee) and within the Indigenous Reference Group.

The current RAP 2022 – 2024 has been developed in consultations with Aboriginal and Torres Strait Islander peoples (including the newly constituted Indigenous Reference Group\*), Board and staff members, executive and senior staff, employees and key stakeholders.

## Highlights of our reconciliation journey have included:

- The presentation of 15 First Nations works, 11 developed by Queensland Theatre
- Support for 7 First Nations playwrights
- The employment of our first, First Nations Artistic Associate, Isaac Drandic, based in Cairns
- Our first presentation as part of the Cairns Indigenous Arts Fair, Othello
- Increased First Nations employment
- All of organisation cultural capability review
- First Nations finalist in the Queensland Premier's Drama Award with work to be presented in 2022
- First Nations scholarships for the Young Artist Ensembles and Theatre Residency Week
- Interstate presentations of three First Nations works developed at Queensland Theatre

## Over our RAP journey we have learnt the importance of :

- embedding the RAP and the commitments it contains at all levels of the organisation so that staffing changes do not affect outcomes
- clear, consistent and appropriate communications with Aboriginal and Torres Strait Islander communities
- working with champions within the Aboriginal and Torres Strait Islander communities to make sure Queensland Theatre a safe and welcoming place for all community members
- increasing First Nations employment opportunities, especially within the permanent staff

Our RAP is championed by the Executive Director and our leadership team forms the RAP Committee and represents the Directors of all departments within the Company (Programming, Production and Technical, Education, Youth and Regional Engagement, Marketing, Development and Finance and Operations). The RAP

committee also includes Aboriginal and Torres Strait Islander representation through our First Nations Artistic Associate and other First Nations staff members from time to time. Every opportunity will be taken to increase this representation over the timeframe of this RAP. The RAP champion and the RAP committee developed this RAP in close consultation with the Indigenous Reference Group who provide advice and guidance to Queensland Theatre.

Internally, the RAP is led by the Executive Director and Artistic Director and is supported by the staff Values Group which is actively involved in staff celebrations of National Reconciliation Week and NAIDOC week and other important dates throughout the year. Externally our RAP is shared with our partners. Our commitments within the RAP are primarily shared with our audiences through our programming choices which strive to elevate First Nations stories and artists.

\* Indigenous Reference Group is chaired by Nathan Jarro and includes Mundanara Bayles, Dean Gibson, Dr Valerie Cooms, Michael Tuahine and Isaac Drandic (QT Associate Artist). The Group serves to consult with Queensland Theatre, through the Artistic and Executive Directors, about Aboriginal and Torres Strait Islander protocols, provide general guidance on research and productions and assists in promoting the work of Queensland Theatre to the Aboriginal and Torres Strait Islander community.





Conwell Bani, Benjin Maza, Richard Bani, Gabriel Bani in the Queensland Theatre's 2021 production of *Othello* by William Shakespeare. Adapted by Jason Klarwein and Jimi Bani. Photo credit: Paul Furse.

# RELATIONSHIPS



Respectful, strong partnerships between Aboriginal and Torres Strait Islander peoples and the wider Australian community are essential to Queensland Theatre's vision of reconciliation. We strive to: increase participation of Aboriginal and Torres Strait Islander artists and audiences at all points of our work; support Aboriginal and Torres Strait Islander peoples to tell their stories, which are essential to our national history and identity; and to leave a lasting cultural legacy of strong relationships between Aboriginal and Torres Strait Islander peoples and the broader Australian community, for generations to come.

Focus Area			
Develop deeper, sustainable and meaningful relationships with Aboriginal and Torres Strait Islander leaders, artists and the community.			
Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	• Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	March 2022, 2023	Executive Director Artistic Director
	• Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	June 2022	Executive Director
	• Maintain and grow our database of Aboriginal and Torres Strait Islander peoples, organisations and stakeholders to assist ongoing partnerships.	March 2022, 2023	All Directors
	• Hold Informal meetings of local First Nations artists to discuss current QT program and plans	Sep 2022, 2023	Artistic Director Executive Director
	• Invite Aboriginal and Torres Strait Islander Elders to attend opening nights and other significant events (eg Season Launch).	Dec 2022, 2023	Director of Marketing
2. Build relationships through celebrating National Reconciliation Week (NRW with staff and the community).	• Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2022, 2023	Executive Director Executive Assistant
	• NRW events and activities promoted to staff and participation supported.	May 2022, 2023	Executive Director Executive Assistant
	• RAP Committee members to participate in an external NRW event.	27 May- 3 June, 2022, 2023	All Directors
	• Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May-3 June, 2022, 2023	Executive Director
	• QT will organise and host at least one NRW event each year.	27 May-3 June, 2022, 2023	HR Manager
	• Register all our NRW events on Reconciliation Australia's NRW website.	May 2022, 2023	Executive Director



Focus Area	Develop deeper, sustainable and meaningful relationships with Aboriginal and Torres Strait Islander leaders, artists and the community.		
Action	Deliverable	Timeline	Responsibility
3. Promote reconciliation through our sphere of influence.	• Communicate our commitment to reconciliation publicly by promoting Aboriginal and Torres Strait Islander events, where relevant, through QT eNews, website, brochures, programs and social media.	June 2022,2023	Director of Marketing
	• Explore opportunities to positively influence our external stakeholders by communicating and promoting our RAP and Aboriginal and Torres Strait Islander Program material to sponsors and donors to encourage reconciliation	June 2022,2023	Executive Director Artistic Director IRG
	• Collaborate with like-minded organisations to develop ways to advance reconciliation – regular meetings with other state and national arts organisation to discuss implementation of RAPs and engagement plans.	June 2022,2023	Executive Director
	• Undertake regular consultation with other statutory bodies (e.g. kuril dhagun, State Library of Queensland, QPAC, QAGOMA, Queensland Museum) about Aboriginal and Torres Strait Islander activities to actively seek joint projects.	June 2022,2023	Executive Director
	• Promote QT events through Aboriginal and Torres Strait Islander performing arts training organisations (such as ACPA, Digi Youth Arts, NAISDA, Blakdance) and other relevant groups.	June 2022,2023	Director of Marketing
	• Attend pitches, readings, creative developments and performances of Aboriginal and Torres Strait Islander people’s works hosted by other theatre and arts companies and training organisations.	June 2022,2023	Director of Programming Artistic Director
4. Promote positive race relations through anti-discrimination strategies.	• Annually review HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	June 2022,2023	HR Manager
	• Provide anti-discrimination training for all staff (80% every three years)	June 2022,2023	Executive Director
	• Consistently communicate our Respectful Workplace Policy which includes anti- discrimination behavioural standards.	June 2022,2023	HR Manager
	• Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to continuously improve our anti- discrimination policy.	June 2022,2023	Executive Director HR Manager
	• Provide ongoing education opportunities for senior leaders and managers on the effects of racism and seek feedback on overall staff training needs.	June 2022,2023	HR and Governance Manager

# RESPECT



Respect for Aboriginal and Torres Strait Islander peoples is integral to Queensland Theatre's vision for reconciliation. Respect is the foundation of all successful relationships. Respect will allow us to listen deeply and build a sustainable and progressive platform for First Nations-led storytelling, community engagement and employment. Respect will allow our First Nations and non-First Nations staff members to work together confidently, safely and successfully.

Focus Area	Publicly demonstrate the Company's recognition and appreciation of Aboriginal and Torres Strait Islander arts and cultural practice and create and promote Queensland Theatre as a culturally safe working environment for Aboriginal and Torres Strait Islander peoples.		
Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	• Conduct an annual review of cultural learning needs within our organisation.	Dec 2022, 2023	HR Manager, Values Group Executive Director
	• Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.	March 2022, 2023	HR Manager Executive Director
	• Develop, implement and communicate a cultural learning strategy for our staff	April 2022	Executive Director
	• Provide cultural awareness training for all staff (80% every three years)	Dec 2022, 2023	Executive Director
	• Provide opportunities for RAP Committee members, HR Manager and other key leadership staff to participate in formal and structured cultural learning.	Nov 2022, 2023	HR Manager
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	• Integrate Aboriginal and Torres Strait Islander cultural protocols in staff cultural awareness training.	Dec 2022, 2023	HR Manager Director of Programming
	• Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	March 2022	Director of Programming
	• Provide Acknowledgement of Country or Welcome to Country at all significant QT events (season launch, first day of rehearsal for selected productions and some opening nights).	Dec 2022, 2023	Artistic Director Director of Programming
	• Include Australia Council Aboriginal and Torres Strait Islander protocol guidelines for Performing Arts in artist contracts and make available to all staff and Board members for referral and awareness. Use Arts Queensland developed protocols when available.	Dec 2022, 2023	Director of Programming
	• Maintain QT's list of local Traditional Owners and key contacts within QT's area of operation for requesting a Welcome to Country.	June 2022, 2023	Director of Programming
	• Include an Acknowledgement of Country in QT Season brochure, production brochures, website landing page and enews.	Dec 2022, 2023	Director of Marketing
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	• RAP Committee to participate in an external NAIDOC Week event.	First week in July, 2022, 2023	Executive Director
	• Review HR policies and procedures to remove barriers that prevent staff from participating in NAIDOC week events.	June, 2022, 2023	Executive Director
	• Celebrate one or more events/initiatives during NAIDOC week at QT.	First week in July, 2022, 2023	Executive Director
	• Support Aboriginal and Torres Strait Islander employees to engage with their culture and community during NAIDOC week events.	First week in July, 2022, 2023	Executive Director
	• Display NAIDOC week poster in QT office and public areas	First week in July, 2022, 2023	Facilities & Operations Manager
	• QT will aim to program Aboriginal and Torres Strait Islander works to coincide with NAIDOC week (ie The Sunshine Club by Wesley Enoch will be presented in July 2022)	July 2022, 2023	Director of Programming Artistic Director
Continue to promote and embrace workplace connection to Aboriginal and Torres Strait Islander peoples' Country and cultures	• Aboriginal and Torres Strait Islander flags permanently on display at entry to the building	Dec 2022, 2023	Facilities & Operations Manager
	• Display in a prominent area of the QT building Reconciliation Awards alongside posters of the winning productions i.e. <i>Black Diggers</i> and <i>My Name is Jimi</i> .	Dec 2022, 2023	Facilities & Operations Manager





Isaac Drandic, Associate Artist based in Cairns.

# OPPORTUNITIES



Employment and career development opportunities for Aboriginal and Torres Strait Islander artists and arts workers is a major focus for Queensland Theatre. We aim to present at least one Aboriginal and Torres Strait Islander work per year, cast First Nations peoples in other productions across the season and foster professional development through employment, paid mentorships and secondments. We also seek to encourage young First Nations students to consider a career in the arts through supported participation in our Education Programs. Attention is also paid to growing the audience for Aboriginal and Torres Strait Islander peoples' work.

Focus Area	Identify and provide employment and relationship opportunities for Aboriginal and Torres Strait Islander peoples across all departments and develop career pathways for students, emerging artists and arts workers.		
Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	• Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	Dec 2022, 2023	HR Manager
	• Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	Dec 2022, 2023	Executive Director HR Manager
	• Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy	Dec 2022	HR Manager
	• Continue discussions with ArtsReady about employment of trainees over the next three years	Dec 2023	Executive Director HR Manager
	• Review and report to the QT Board on an annual basis, Aboriginal and Torres Strait professional development and employment	Dec 2022, 2023	Executive Director
	• Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders. All position advertisements to encourage Aboriginal and Torres Strait Islander applicants.	Dec 2022, 2023	HR Manager
	• Advertise non-specialist vacancies via at least one Aboriginal and Torres Strait Islander media organisation such as Koori Mail and National Indigenous Times	Dec 2022, 2023	HR Manager
	• Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	Dec 2022, 2023	HR Manager
	• Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce: <ul style="list-style-type: none"> <li>Employ a minimum of one Aboriginal and Torres Strait Islander person each year on permanent staff.</li> <li>Commit to 8% of workforce (based on hours employed) to be Aboriginal and Torres Strait Islander peoples.</li> </ul>	Dec 2022, 2023	Executive Director
	• Offer at least two scholarships to Theatre Residency Week and Young Artists Ensembles to encourage Aboriginal and Torres Strait Islander youth to consider careers in the performing arts.	Sep 2022, 2023 Nov 2022, 2023	Director, Education, Youth and Regional Engagement
Explore opportunities for Aboriginal and Torres Strait Islander work experience, secondments and trainees	• As part of the QT secondment program place priority on Aboriginal and Torres Strait Islander applicants with target of one secondment per year	Sep 2022, 2023	Director, Education, Youth and Regional Engagement
	• Review and report on success of Aboriginal and Torres Strait Islander students to QT Board and Indigenous Reference Group	Dec 2022, 2023	Director, Education, Youth and Regional Engagement
Encourage the Executive Council to appoint at least one Aboriginal or Torres Strait Islander member to the QT Board when renewed every three years	• Continue to identify and encourage potential Aboriginal and Torres Strait Islander candidates in securing Board approval and submit names to Minister	Dec 2022, 2023	Executive Director, IRG



<b>Focus Area</b>	Identify and provide employment and relationship opportunities for Aboriginal and Torres Strait Islander peoples across all departments and develop career pathways for students, emerging artists and arts workers.			
<b>Action</b>	<b>Deliverable</b>	<b>Timeline</b>	<b>Responsibility</b>	
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	• Increase participation for Aboriginal and Torres Strait Islander businesses and suppliers with a minimum of two suppliers or services per year.	Dec 2022,2023	CFO	
	• Maintain and grow current list of Aboriginal and Torres Strait Islander contacts, businesses and suppliers from whom QT can potentially procure services and use South East Queensland Indigenous Chamber of Commerce, investigate membership of Supply Nation	Dec 2022,2023	CFO	
	• Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	Dec 2022,2023	CFO	
	• Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	Dec 2022,2023	CFO	
	• Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	Dec 2022,2023	CFO	
	• Commission at least one Aboriginal and Torres Strait Islander work every year.	Dec 2022,2023	Director of Programming	
Produce, present and commission Aboriginal and Torres Strait Islander artists' works	• Present at least one Aboriginal and Torres Strait Islander work to the public each year.	May 2022, July 2022	Director of Programming Artistic Director	
	• Submit a minimum of one proposal a year to philanthropic foundations/government to support Aboriginal and Torres Strait Islander initiatives at QT	Dec 2022, 2023	Director of Development Director of Programming Artistic Director	
	• In line with the QT's strategic goals, build a repertoire of Aboriginal and Torres Strait Islander work that can be toured regionally, nationally and internationally to increase audiences for Aboriginal and Torres Strait Islander work.	Sep 2022,2023	Artistic Director Director of Programming	
Increase audiences for Aboriginal and Torres Strait Islander work.	• Survey attendees following at least two QT productions / activities with Aboriginal and Torres Strait Islander content and / or performers to refine audience development strategies	May 2022, July 2022	Director of Marketing	
	• Survey non-attendees of QT's Aboriginal and Torres Strait Islander productions / activities once per year to identify barriers to attendance.	Dec 2022, 2023	Director of Marketing	



Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Committee to drive governance of the RAP.	• Maintain Aboriginal and Torres Strait Islander representation on the RAP Committee	March 2022,2023	Executive Director
	• Establish and apply a Terms of Reference for the RAP Committee.	March 2022,2023	Executive Director
	• RAP Committee meets at least four times per year and reports on progress and developments	March, June, Sep, Dec 2022, 2023	Executive Director
	• RAP Committee representatives consult with Indigenous Reference Group(IRG) twice a year to seek strategic advice on implementation of the QT RAP	June, Sep, 2022, 2023	Executive Director
11. Provide appropriate support for effective implementation of RAP commitments.	• Define resource needs for RAP implementation.	Dec 2022,2023	Executive Director
	• Senior leaders and other staff engaged in the delivery of RAP commitments.	Dec 2022,2023	Executive Director
	• Appropriate systems maintained to track, measure and report on RAP commitments.	March 2022, 2023	Executive Director
	• Appoint and maintain an internal RAP Champion from senior management.	March 2022, 2023	Executive Director
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	• Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, 2022, 2023	Executive Director
	• Department Directors report biannually on RAP progress to Executive Director and IRG. RAP progress is reported to all staff at regular staff meetings (six per year)	June, Dec 2022, 2023	Executive Director
	• Publicly report RAP achievements, challenges and learnings, annually.	January 2023, 2024	Director of Marketing
	• Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	May 2022	Executive Director
13. Continue our reconciliation journey by developing our next RAP.	• Register via Reconciliation Australia's website to begin developing our next RAP.	June 2023	Executive Director
	• Review, update and refresh QT RAP based on learnings, achievements, and challenges from previous RAP and forward to Reconciliation for Review and endorsement.	June 2023	Executive Director

For public enquiries contact

**Name** Peter Sutherland

**Position** Executive Assistant

**Phone** 07 3010 7603

**Email** psutherland@queenslandtheatre.com.au





Maitland Schnaars and Meyne Wyatt in Queensland Theatre's 2019 production of *City of Gold* by Meyne Wyatt. Photo credit: Stephen Henry.

## Case Study A.

Jimi Bani in Queensland Theatre's 2021 production of *Othello* by William Shakespeare. Adapted by Jason Klarwein and Jimi Bani. Photo credit: Paul Furse.

# OTHELLO (2021,2022)

By William Shakespeare  
Adapted by Jimi Bani and Jason Klarwein  
Director: Jason Klarwein

Cast Includes: Jimi Bani, Andrew Buchanan, Ellen Tuffley, Matt McNally, Benjin Maza, Eugene Gilfedder, Tia-Shonte Southwood, Sarah Ogden, Kevin Hides, Richard Bani, Gabriel Bani, Conwell Bani.



Queensland Theatre collaborated with Cairns Indigenous Art Fair (CIAF) 2021 and Brisbane Festival (2022) to create and present *Othello*. This tri-lingual (Kala Lagow Ya, Yumpla Tok and English) production, thrillingly re-imagined by Jimi Bani and Jason Klarwein, illuminates the vital role of the Torres Strait Light Infantry Battalion during World War II. More than 800 Torres Strait Islanders signed up to protect the northern tip of Australia, including Jimi Bani's great grandfather, the late Ephraim Bani Snr and his grandfather the late Solomon Gela. *Othello* created an utterly distinctive theatre experience by bringing together two powerful cultures – Shakespeare and Wagadagam.

*Othello* aligns with Queensland Theatre's aim of highlighting Aboriginal and Torres Strait Islander culture and language and reaching First Nations audiences. After being disrupted twice due to COVID 19 related cancellations, the production finally premiered at CIAF in November 2021 to sold out houses for a limited season. In September 2022 it will be performed at the Bille Brown Theatre, in association with the Brisbane Festival.

In Cairns, five school groups attended the production and one of the cast members facilitated three workshops that explored re-contextualising Shakespeare.

*"We watched the play last night and all the students agreed that it was amazing"*

– Woree State High School teacher.

*"students... were completely blown away! In a regional place like Cairns such treats are rare so they absolutely loved every moment of it!"*

– Freshwater Christian College teacher.

*"Torres Strait Islander culture and artistry was incorporated into the performance through dance and song, including the World War II Plane Dance. These elements were deeply and seamlessly embedded in the storytelling and formed an integral part of the performance"*

– *Othello* review LIMELIGHT MAGAZINE, 13 November, 2021.

*"Full of passion and power, Othello was masterfully performed and exemplified what Shakespeare can be on a modern stage – enduring stories of human emotion and fallibility woven into different historical, narrative, or geographic locations with commitment, context, and care."*

– *Othello* review LIMELIGHT MAGAZINE, 13 November, 2021.



## Case Study B.



Shari Sebbens in *City of Gold* by Meyne Wyatt.  
Photo credit: Stephen Henry.

# CITY OF GOLD (2019)

By Meyne Wyatt  
Director: Isaac Drandic

Cast Includes: Jeremy Ambrum, Mathew Cooper, Maitland Schnaars, Shari Sebbens, Anthony Standish, Christopher Stollery, Meyne Wyatt.

*City of Gold* goes to the heart of what it means for Queensland Theatre to be a leader in our industry and our community. It affirmed our commitment to new writing and confirmed our belief in the power of theatre to hold a mirror up to our society - especially when the reflected image is painful.

Drawing on his own life, Meyne shares the challenges faced by many young Indigenous Australians: how to forge a path in a twenty-first century society, while staying connected to tradition. Using recent events in Kalgoorlie, his home town, as a backdrop, Meyne crafted a remarkable play that speaks to the power of family, the pain of loss and the raging anger at injustice.

Joining Meyne are some of Queensland's finest creative artists. The play was directed by Queensland Theatre's Cairns-based Associate Artist Isaac Drandic, with dramaturgy by our former Associate Artistic Director Paige Rattray.



The set was designed by Cairns-based Simone Tesorieri and Simona Cosentini (*My Name is Jimi* and *The Longest Minute*) with skillful lighting by Jason Glenwright and sound by Tony Brumpton.

Two outstanding actors, Mathew Cooper and Maitland Schnaars, made their Queensland Theatre debut in this play alongside Christopher Stollery, and familiar Queensland Theatre faces Jeremy Ambrum, Shari Sebbens and Anthony Standish.

Queensland Theatre was proud to stage this world premiere work, a co-production with Sydney's Griffin Theatre Company. Its development was supported by Playwriting Australia as part of its Muru Salon and National Script Workshop programs, and supported by the Copyright Agency Cultural Fund.

# TIMELINE OF RECONCILIATION



## 2011

- Founded Indigenous Program.
- Founded Queensland Theatre's Indigenous Reference Group.

## 2012

- *Stradbroke Dreamtime* by Oodgeroo of the tribe of Noonuccal, Director Sue Rider. Toured through regional Queensland schools.
- *Head Full of Love* by Alana Valentine. Director Wesley Enoch. Cremorne, QPAC.
- Agreement of the Board of Queensland Theatre to begin development of our first Reconciliation Action Plan.

## 2013

- *Mother Courage and her Children* by Bertolt Brecht, Translated by Wesley Enoch and Paula Nazarski, Director Wesley Enoch. Playhouse QPAC.
- Winner of Queensland Reconciliation Award (Community) for Indigenous Program.

## 2014

- Launch of Queensland Theatre's first Reconciliation Action Plan 2015–2018.
- *Black Diggers* by Tom Wright, Director Wesley Enoch. Playhouse QPAC.
- Queensland Theatre was proud to be listed as an Aboriginal and Torres Strait Islander Arts Board (ATSIAB) accredited 'Gold' Aboriginal and Torres Strait Islander organisation.

## 2015

- *Country Song* by Reg Cribb — original concept by Michael Tuahine, Director Wesley Enoch. Cremorne Theatre QPAC.
- Winner of Queensland Premier's Reconciliation Award (Partnerships): Queensland Theatre Company and Sibelco Australia for *Black Diggers*.
- *The 7 Stages of Grieving* by Wesley Enoch and Deborah Mailman, Director Jason Klarwein. Bille Brown Studio, The GreenHouse — a Grin and Tonic Theatre Troupe Production.

## 2016

- Implemented Indigenous New Work Residency Program supported by the Copyright Agency Cultural Fund — three new Aboriginal and Torres Strait Islander works developed over three years.
- *The Secret River* by Kate Grenville — an adaptation for the stage by Andrew Bovell, Director Neil Armfield. Playhouse QPAC — a Sydney Theatre Company production.





## 2017

- *My Name is Jimi* based on a story by Dimple Bani and Jimi Bani, and co-created with Jason Klarwein. Director Jason Klarwein. Centre of Contemporary Arts, Cairns. Bille Brown Studio, Queensland Theatre.
- *An Octoroon* by Branden Jacobs-Jenkins, Director Nakkiah Lui. Bille Brown Studio, Queensland Theatre.
- Appointed Isaac Drandic as Queensland Theatre's Resident Dramaturgy — based in Cairns.

## 2018

- *Black is the New White* by Nakkiah Lui, Director Paige Rattray. Playhouse QPAC — a Sydney Theatre Company production.
- *The Longest Minute* written by Robert Kronk and Nadine McDonald-Dowd, Director Bridget Boyle. Cremorne Theatre QPAC, Centre of Contemporary Arts, Cairns, Dancenorth, Townsville — co-production with debase productions and JUTE Theatre Company.

- *My Name is Jimi* toured to Sydney Festival, Bamaga & Umagico, and Melbourne Festival.
- Winner of Queensland Reconciliation Award (Partnerships): Queensland Theatre, Lone Star Company and Ergon Network and Energex, part of the Queensland Energy Group for *My Name is Jimi*.
- Development of the Stretch RAP 2019–2021.

## 2019

- *Barbara and the Camp Dogs* by Ursula Yovich and Alana Valentine, Director Leticia Cáceres. a Belvoir production in association with Vicki Gordon Music Productions. Bille Brown Theatre, Queensland Theatre.
- *City of Gold* by Meyne Wyatt, Director Isaac Drandic. Bille Brown Theatre, Queensland Theatre — Griffin Theatre Company co-production.


## 2020

- Diversity in casting and engaging creatives - Aboriginal and Torres Strait Islander and CALD artists represented:
  - » 35% of actors and 13% of creative roles,
  - » 57% of actors and 45% of creative roles on commissions and creative developments.
- First Nations actors employed in: *Mouthpiece* and *Our Town*, as well as virtual Play Club.

## 2021

- Collaboration with the Cairns Indigenous Art Fair (CIAF) to develop *Othello* by Jimi Bani and Jason Klarwein (November 2021).
- The commissioning and creative development of First Nations playwrights stories: *Mudskipper*; *don't ask what the bird look like*; *The Power of Bones*.
- Launch of the STORY ROOM initiative.
- Scholarships for First Nations students for Young Artist Ensembles.







78 Montague Road  
South Brisbane, Queensland 4101


Tel: 07 3010 7600  
Fax: 07 3010 7699  
Ticketing: 1800 355 528

[mail@queenslandtheatre.com.au](mailto:mail@queenslandtheatre.com.au)

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**QUEENSLAND  
THEATRE**

Gabriel Bani, Tia-Shonté Southwood, Ellen Tuffley,  
Sarah Ogden, Jimi Bani, Conwell Bani, Richard Bani  
in Queensland Theatre's 2021 production of *Othello*  
(CIAF) by William Shakespeare. Adapted by Jason  
Klarwein and Jimi Bani. Photo credit: Paul Furse

All information in this brochure is correct at time of printing and is subject to change.