

# ADNA Creative Workplaces Survey Webinar-20260130\_120605-Meeting Recording

January 30, 2026, 1:36AM

1h 5m 20s

● **Marcus McKenzie** started transcription

**RY** **Rebecca Young** 0:20  
Can anyone hear me?

**KI** **Kellie - Auslan Interpreter** 0:28  
I can hear you. It's the interpreter speaking.

**RY** **Rebecca Young** 0:30  
Uh, thank you. Um, yeah, I I just, uh, uh, excellent. Sorry, everything's frozen on my screen, so I wasn't sure if anyone else could hear me.  
So hopefully Sarah will be back in shortly. She's just attending to some tech issues.  
Uh, in the meantime, um, while we're waiting for Sarah.

**KI** **Kellie - Auslan Interpreter** 0:56  
Oh.

**RY** **Rebecca Young** 1:01  
Just wanted to say welcome everyone. Um, I'm Bec Young. I'm the Chair of Arts and Disability Network Australia. Um. I am also the Chief Executive of Access to Arts here in on beautiful Kurna land. Um.  
And I'm looking forward to on this fantastic initiative by Creative Workplaces with you all.  
Looks like we've got Sarah's screen back, so that's a good start.

 **Sarah-Mace Dennis** 1:30  
Hi everyone can you see my screen now?

**RY** **Rebecca Young** 1:35  
Yes.



**Sarah-Mace Dennis** 1:36

Yes. Yeah, great. I'm really sorry about the technical problems that we've had in the beginning, but welcome everyone. I'm Sarah from Arts and Disability Network Australia. I'm just first going to begin with the structure of today's webinar. I'm calling into.



1:37

Yeah.



**Sarah-Mace Dennis** 1:56

Today from Nam, and I'd like to acknowledge the traditional owners of the unceded land where I'm living and working today. You can feel free to write where you're calling in from in the chat if you like. This is the structure we're going to go in. 1st we're going to have an introduction to the survey from Patrick McCarthy, who's here from Creative Workplaces. I will then do an overview of the Creative Workplaces survey, including timeframe and eligibility, access support by Adna and state partners.

Consent and support details of the survey registration and structure. We'll go through the participant information sheet and some further information about filling the survey out and then we will have time for questions.

Um, I did just want to make everyone aware that we're recording, um, this today. Have we started the recording, Marcus?



**Marcus McKenzie** 3:01

Yes, we have.



**Sarah-Mace Dennis** 3:02

Great. So we are recording so we can make this available online for people who would like to get access support from Adner or one of our partners. So if you would prefer not to be recorded, feel free to turn your camera off.

I want to begin this session. I know that people have emailed Marcus their access requirements, but I just wanted to to have a conversation if anyone would like to provide any comments on how we could make the way that we're working on teams today more accessible.

You can write them in the chat or turn your mic on. If you don't have comments, that's fine.

No one. OK, great. I just wanted to point everyone's attention to. We have two Auslan interpreters joining us today for the recording. Um. So if you would like to speak throughout the seminar, if you could.

Just mention your name that you're speaking at that moment. I'll begin by introducing myself. I am Sarah Mace Dennis. I'm National Director of Arts and Disability Network Australia. I'm a white woman in my mid 40s with short blonde hair.

I'm going to start by handing it over to Patrick McCarthy, who's from Creative Workplaces and who has put a lot of work into bringing this survey into fruition. And I know how much work has been going on behind the scenes. So I'd like to congratulate Patrick for getting to this point and he will just come online to introduce you to the survey.

Just stop sharing.

**PM** Patrick McCarthy 4:43

Thanks so much, Sarah, and hi everyone. Thanks so much for having me today and thank you to Adna for organising this webinar. So hello to those of you online and anyone watching on the recording later as well. I'll just acknowledge I'm joining from the lands of the Wurundjeri people today and pay my respects to their helpless past. And present and extend those respects to any First Nations people in this session today. And also just want to acknowledge the really amazing and important work of our First Nations Arts and culture colleagues at Creative Australia as well doing really important work across the sector. We're really pleased to be working with Adna on. Some outreach for this survey project, the Creative Workplaces survey. This is the first time we've done this survey, so it's a brand new project. So we thought it was important just to make sure that disability Arts community know about the survey, understand what's involved and can make really informed decisions about.

Participating or not, we really hope and encourage you to participate. We think this is a really important and and great opportunity to take part in some research that will really inform the way that we work and the way that government works in regards to the creative industries for years to come.

For anyone that doesn't know what Creative Workplaces is, so we're a a relatively new part of Creative Australia, the Australian government's Arts funding and advisory

body. Uh, we've been around for about two years now. Creative Workplaces was an initiative of Revive, the National Cultural Policy.

And our role is to promote fair, safe and respectful workplaces in the creative industries. We work across all art forms and across the whole country. We work really closely with state and territory government Arts agencies as well. Many of those are co-investors in our work.

And when we talk about fair, safe and respectful workplaces, it covers up a number of issues that we know are really important and do impact the creative industries quite a lot. So that's things like pain conditions, issues like bullying, discrimination, harassment.

Um, and safety issues. And that could be sort of physical workplace health and safety, um, as you might think about it in terms of just being safe in your workplace from being injured or um, encountering hazards, um, but also psychosocial safety, uh, as well. And of course we think about those issues around things like bullying.

Discrimination, harassment very much as safety issues as well. The reason we're doing this survey and Sarah will take you through a little bit more of the the detail of what's involved is we really want to create a national picture of what it's currently like to work in the Arts and creative industries.

In Australia, there's been some really amazing pieces of research undertaken before in different art form areas on different issues, but at the moment there's nothing comprehensive that covers that full range of questions that we're looking at here across all art forms and across the whole country. So this is really an important landmark piece of.

Research that we're doing, it's really important for us that we have the perspectives and voices of deaf and disabled artists and Arts workers as part of the findings of this research. We will use the data that we obtain from this research to inform our workers, creative workplaces.

And it will inform the work of Creative Australia and the federal government more broadly, as well as state and territory Arts agencies and governments as well. But we also hope that the data is really useful for you, for the sector, for artists and Arts organisations who are on the ground doing the work to be able to tell your story through your advocacy advocacy.

Back to government and elsewhere to the community and to other partners, um, about what it's really like and and what, um, your experiences are. Um. So I'm, uh, really happy to be here today and answer any questions that anyone has about the

survey. Um, thanks so much for having me and I'll I'll pass back um to Sarah and we can um talk through some of the the practicalities of the. Roject as well.



**Sarah-Mace Dennis** 8:55

Thank you so much, Patrick, and we're very excited to be working with Creative Australia on this project. Um, I'll just share my screen again. Is that the right screen sharing everyone? The main.



**Patrick McCarthy** 9:14

That's it, yeah.



**Sarah-Mace Dennis** 9:14

Oh. Sorry I am having a few tech issues with. Uh, can you see the full screen? Oh, sorry, can you see the full screen now?



**Patrick McCarthy** 9:24

Yeah.



**Sarah-Mace Dennis** 9:25

Great. Thank you. Thank you, Patrick. And we're very excited to be working with Creative Australia on this project, which of course is really important to have our community's involvement so that they can participate in.



**Roadz Of Life** 9:26

Yep.



**Sarah-Mace Dennis** 9:40

In sharing information and data about creative workplaces that will feed into this study. So I should just begin by saying this web webinar, if you're here today or you you kind of are watching the recording, please spread the word if you know other people who would like to. Have access support from Adna and our state partners for help filling this survey out.

So the Creative Workplaces Survey is an important national survey that will help Creative Australia understand the working experiences.

Of people in Australia's creative industries, it focuses on key workplace issues, including pay and working conditions, safety at work, bullying, discrimination and harassment.

The insights will help inform better supports, resources and training opportunities for our sector. It will also help to equip workplaces with practical tools to improve culture and conditions and inform policy discussions.

A public summary will be released at the end of the survey.

Both Adna and Creative Australia recognise the importance of providing deaf and disabled artists, Arts workers and screen practitioners with access support to contribute their knowledge to this major national research project.

And we do believe that working together, we can shape fairer and safer creative futures and really value the input of our communities in this process. So I actually hope that this session can be a little bit interactive.

I'm going to run through the background and eligibility for the survey and then go through the steps to register. If you have any questions throughout the seminar, please feel free to write them in the chat or you can raise your hand or you can and if there's a moment, just interrupt me.

Marcus is monitoring the chat and will also be monitoring hand raising, so will let me know if there's any questions. If anything's not clear, please stop me and I will clarify. So details of the survey. The survey must be completed between the 19th of January and the

23rd of February. To be eligible to complete this survey, you must be 18 years or older, an Australian resident for tax purposes, so that means that you pay tax in Australia. You must work either in paid or unpaid creative Technical Support. Creative or technical support in the Australian creative industries, and I'll come to a definition of creative industries momentarily. You must also have engaged in creative industries work in the last 12 months.

So that's what you need to have done to be eligible to complete the survey.

There is a time commitment for the survey. It takes around 40 minutes to complete. It will ask you about your work experiences in the creative industries over the past five years and a lot of the questions you have a choice from preset answers rather than having to type your answers in.

So you'll be reading a list of questions and choosing an option. You can also skip

questions that you don't want to answer and still submit the survey at the end. You can take a break and return later, and you can stop at any time before submitting your responses.

So it is quite a long duration to complete the whole survey, but you can do it in chunks and I will show you how you can save the survey in your bookmark and come back to it when I go through the survey in a moment.

So Adna is supporting our community to fill in this survey. How can we support you? Well, we're made-up of seven Arts and Disability organisations from across the nation. These are Access to Arts in South Australia, working with Accessible Arts in NSW.

Data in WA, Insight Arts in the Northern Territory, Arts Access Darwin, Access Arts Queensland and Arts Access Victoria. You can phone or e-mail any of these organisations to receive one-on-one access support either in person.

On the phone or online. And if you don't reside in one of those states, you can phone Adna and we will organize access support for you. I'll provide contact details shortly.

So here are the state contacts.

These slides will be sent out after the recording and will be available on our website, so you'll be able to get these contact details from there. There's a phone number and an e-mail for each organisation. If you'd like access support, you can simply phone or e-mail the organisation, say that you're wanting support for the survey, and someone will arrange.

Change of time to work with you on that.

As I said, you can also phone Adna directly to book in a time to fill out the survey on the phone or online. So I mentioned this option is available to people in States or territory where there is no partner organization. So that's in Tasmania and Australian Capital Territory.

If you contact us using these details, we will get back to you with a time and if for any reason you can't contact your state organization, you can also contact Adna and we will put you in touch with the right person.

So just some background on the survey. In terms of consent, participation is completely voluntary. You can skip any questions or withdraw at any time before submitting your responses.

Once you'll submit the survey, you'll be de-identified, which means any of the details you put in in the beginning, like your e-mail to get a copy of the survey, will be de-

identified, so it won't be in the final copy. But once you do submit your survey and you are de-identified, your data cannot be withdrawn.

Drawn. So just keep that in mind.

The survey asks questions about your experiences in the workplace, and it may be difficult at times to answer some of them. So Creative Australia have compiled this list of support Services that you can contact.

If any of the questions cause distress or raise raise alarm for something for your past and you need to talk to someone, there are a range of numbers and ways that you can get support here and I believe these are all available nationally.

So, oh, sorry, I've just clicked ahead. This is a link to the survey, which again we will be sending out after this webinar, and I will go to that link shortly, but that's in the slides as well. When you click on that link, you'll first be asked to complete an.

Eligibility questionnaire. So, oh, sorry, my slides keep slipping. I'm going to go through this step by step so that you can see what you have to do to get a copy of the survey. So the first question is, do you require an accessible version of the survey that is compatible with a screen reader?

Um, I believe the survey is screen reader compatible, so if you do, um, you should tick yes to that box. But in my example I don't need a screen reader, so I've ticked no. You then um should click the next button.

Um, when we go into looking at the survey, it will say that you should always click the buttons within the survey rather than, um, clicking buttons in your browser. So when you're ready to move on, you should click this next button here.

Once you've answered the first question about the screen reader, you'll come to this screen which says thank you for your interest in the Creative Workplaces Survey. This research aims to gain a deeper understanding of the experiences of individuals working in the Australian creative industries.

It covers pay and working conditions, work patterns and job security, workplace safety, experiences of bullying, harassment or discrimination, and the experiences of people from diverse communities, religions and art forms.

Participation is voluntary and anonymous. What to expect? You will first answer a few short questions that check if you qualify. This will take less than 5 minutes.

If you qualify, we'll ask you for your e-mail address so we can send you a personal survey link. This lets you complete the survey in multiple sittings. Each person can only complete the survey once.

Please read the participant information sheet to learn more about the main survey

and what's involved. You should do that before you start the eligibility process. And if you have any questions before you start technical issues or need help completing the survey, you can contact Roy Morgan.

If you need access support, you can also contact Adna as I've mentioned previously.

 **Marcus McKenzie** 19:32

Sarah, Marcus here. Just from the chat I'd like to add for our recording. In terms of the data that you submit, you may decline to answer questions or exit the survey at any time. If you complete and submit the survey, you can request your responses be removed.

 **Sarah-Mace Dennis** 19:33

Yes.

Yes.

 **Marcus McKenzie** 19:52

Before they are de identified by e-mailing [creative workplacesurvey@roymorgan.com](mailto:creative workplacesurvey@roymorgan.com) by the 28th of February 20. Twenty-six.

 **Sarah-Mace Dennis** 20:02

Great. Thanks for that addition, Marcus. So what that means if you start the survey and you're halfway through and decide you don't want to continue before you've submitted and being de-identified, you can also e-mail Roy Morgan as Marcus has just noted and all of the.

The trace of what you've done on the survey before submitting it will be erased. Is that correct? Yes.

 **Marcus McKenzie** 20:27

To add to that, to add to that, Sarah, if you submit the survey and then you have, I guess, second thoughts, you can request for it to be removed before the twenty-eighth of February.

 **Sarah-Mace Dennis** 20:39

I can.

OK, fantastic. Thank you for that addition, Marcus. Are there any more questions on

that point?

No. OK, I'll keep going. So um, just sorry, going back to this slide, it says please read the participant information sheet to learn more about the main survey and what's involved. So if you click on this.

On this link in when you're doing the pre-survey questionnaire, you will be led to this participant information sheet. What this sheet involves is questions that you may have about the survey before you start. So who's involved, what the purpose of the survey?

Is what participation involves, et cetera. Now Adna took a look at this with Creative Australia and realized that we needed an easy read version for our community. So if you click on the link.

In the pre registration you will come to the long version of the participant information sheet, but I also just wanted to reassure everyone that we have just completed an easy read version and I believe this will be sent out to participants in this webinar.

Um, early next week. I will also say that Adna will have a page on their website from next week with all of the information about the Creative Workplaces Survey and how to get involved. Um and our URL is [artsanddisabilitynetwork.com dot au](http://artsanddisabilitynetwork.com.au) so if.

If you go to our site, you will find a page there next week with all of this information and the easy read. It should also be available via the state partners if you contact them on the numbers that have been provided earlier.

I've just got a few points from the Easy Read, which I think are important in discussing the information that you need before you start. So the survey looks at what work is like in the creative industries across Australia.

It asks things about it. Sorry. It asks questions about things that happen in creative jobs. Some of the things it asks about are bullying, discrimination and harassment, paying conditions and workplace safety.

So are there any questions on what the survey involves at this point in the webinar?

No, I'm just gonna go to a few important definitions from the easy read to make sure that everyone's clear. Um, when the term creative industries are used, it refers to businesses in screen, music, dance, theatre, visual arts, craft, design, fashion.

Games, libraries, museums, galleries, literature, and much more. If you consider yourself to work in a creative field, you are probably working in the creative industries in addition to what is listed there, so you'll be eligible to fill the survey out.

Creative jobs are jobs where people work in the creative industries, and access means

that everything can use things. So for something to be accessible, it should be different, so it should be able to be used by people with different access needs. So going back to the pre-questionnaire of the survey, so remember I'll just skip back to the the previous screen where I talked about the participant information sheet and that's where we went off because if you click on that link, you'll see this sheet and I mentioned that Adna is completing an.

Easy read version of that which will be available in the next few days. Going back to the pre questionnaire, tips for completing the survey. To navigate through the survey, please use the buttons within the survey. I mentioned that before, so you should always use the buttons embedded in the screen.

Rather than the back and forward at the top of your browser. Also, please do not use the refresh, back or forward buttons on your browser as I've just mentioned. And if you experience any technical difficulties, you can contact Roy Morgan at this e-mail and this phone.

Phone number. Again, if you need access support for any part of the survey, please contact Adna or one of our state partners. Please remember to hit the next button at the end of the survey to ensure your responses are submitted.

And then it says thank you for participation. And I think on behalf both of Creative Australia, Adna and all of our state partners, I've mentioned before, you really want to support our community to participate in this research. So thank you for your time if you do go ahead.

Um, the next part of the pre-questionnaire? Are you aged 18 years old or older?

That's a requirement of the survey. Is it not, Patrick? You have to be over 18, don't you?

 **Patrick McCarthy** 25:59

Yes, that's correct. Yeah, it would explain to you if you're under attained, yeah.

 **Sarah-Mace Dennis** 26:02

And if you um select prefer not to stay stay, can you still go forward?

 **Patrick McCarthy** 26:08

I think it will probably rule you out if you don't confirm that you're over 18. It's just to make sure that we are compliant with the research guidelines.



**Sarah-Mace Dennis** 26:18

Great. Thanks for that, Patrick. So that question, you should be confirming that you're eligible in terms of age to fill out the survey. Um, are you an Australian resident for tax purposes? As I mentioned before, that means you live in Australia and you pay tax.



**Patrick McCarthy** 26:19

Yeah.



**Sarah-Mace Dennis** 26:35

In this country, so you have to be an Australian resident for tax purposes to fill in the survey.

And then you put in the postcode where you live. Or you can, if you don't know or prefer not to say, I think you'll be able to go forward. Won't you, Patrick, if you don't put your postcode in.



**Patrick McCarthy** 26:55

Believe so, yeah, I think that's OK. That one, yeah.



**Sarah-Mace Dennis** 26:56

Yes, so the postcode's optional.

Now the next question, do you work in the Australian creative industries? Remember in a previous slide I talked about what the creative industries involves and it's work in different creative fields. For this question, you can work in the creative industries including paid.

Paid and volunteer work as well as people working in non-creative occupations, in creative organisations and or industries. So you might work in the creative industries in finance for example as a bookkeeper and you would still be able to fill in the survey because you're working.

In the creative industries, it also includes people who are currently unemployed but seek work in the Australian creative industries.

So once you've filled in that pre-questionnaire, you will get a screen saying thank you for confirming your work in the creative industries. Please provide us with a valid e-mail address to receive your personal link to the Creative Workplaces Survey.

Then it says Please note that this contact information will only be used to provide you with access to the main survey. This link will enable you to leave and return to the survey at your convenience without losing your progress.

Your your contact information is not linked to your responses and your responses will remain anonymous. So what that means is that your e-mail is only being used to give you a link back to the survey so you can keep keep going with it if you want to stop it.

Anytime and the e-mail will not be linked to the survey as the data is processed. So you could ultimately create a Gmail link just for the purpose of filling in this survey if you feel more comfortable doing that, or you can equally just use your own, um, e-mail address.

**PM** **Patrick McCarthy** 28:56

Sarah, if I can just add something there, if that's OK, OK, just a because this is a point that some people have asked us about since we started the survey last week and completely understand some people are can be nervous or sensitive about providing, you know, personal information like an e-mail address. That's why we.

 **Sarah-Mace Dennis** 28:58

There's a box. Yes, of course.

**PM** **Patrick McCarthy** 29:16

Just.

If I hear that it's not linked directly to your answers in the survey, just to the link that you receive. But just want to reiterate as well that um, all of that, the data such as the e-mail addresses, they're securely stored um by Roy Morgan, who's delivering the survey with us. They do this type of work all the time, so they're very good at keeping people's information.

Safe. And that's really important to us because we know that some people will be answering questions later on in the survey that might relate to some sensitive or unpleasant experiences that people have had. And that can be difficult. But we want people to be confident that they know they can answer honestly and that no one will know that that's those are their answers and not someone else's.

Or that they've taken part in the survey individually at all. So I just wanted to emphasise that point.



**Sarah-Mace Dennis** 30:02

Fantastic. Thanks so much for that Patrick. Having done the survey previously, it is important. I think there are there are questions that may be difficult, but of course this information is important in shaping the future of the creative industries. So thanks for clarifying Patrick that anything that you.

Right in this survey won't be connected to your personal e-mail, and it will be stored securely during the process, really just for the purpose of you being able to access the survey.

A.

You will then get this confirmation screen that says thank you for your interest in the Creative Workplaces Survey. A link to the survey will be sent to your inbox. Please allow up to 15 minutes for the e-mail to arrive and it does take 15 minutes, so don't panic if you don't get it straight away.

And and perhaps if you do you know if you if you know you want to start the survey on a Tuesday, for example, it might be an idea to just do this pre-registration process, which should only take about 5 to 10 minutes.

Before you sit down and are ready to um begin, and if you are using access support for the process, um, your access worker will discuss those details potentially with you before you start your main session. So you've got the survey ready at the beginning of the session.

Oh, sorry, I've just once again.

Skipped forward. Note that each response will only receive one unique link to the main survey. Please check all inboxes including promotions, spam, junk and mail folders. Sorry and junk mail folders. If you do not receive an e-mail within 15 minutes, please contact Creative Workplaces.

A@roymorgan.com Sorry, yeah, or phone us on one 800-337-332. So if it doesn't come through for any reason, there is a support number there.

Now I've put a helpful tip in here. I think that uh, once you're emailed the link to the survey, if you or the person providing you with access support saves your individual link as a bookmark.

The reason that I'm saying this, I'll show you something when I begin working through the survey. If it says a bookmark, it means you can exit at any time and then you can re-click on the link in the bookmark and it will take you back to exactly where you were. So it just gives you the option to take it in smaller steps you could

do.

Um, 5 or 10 minutes here, 20 minutes at a later period, but you'll always have that link very handy for when you want to continue.

Um, so I'll show you that.

Here I did this one on Chrome. I'll also show you when I go into my browser after ending the slides, but on Chrome at the top there should be a. It's not included in this slide, but there'll be a function called bookmarks and that drops down and if you click bookmark this tab.

Then, um, this bookmark option will come up in Chrome, and if you save it to your bookmarks bar, it will then appear here in your bookmarks bar. And that's where you'll be able to click on the survey to keep going when you want to. But I will show that when I go into Chrome in a moment.

So just to give you a sense of the survey structure, there are different parts that you'll be asked some initial demographic questions such as age, location and the type of work you do. You'll be asked about pay and conditions.

You'll be asked about safety, including work and health, safety, bullying, discrimination and harassment. Now I've highlighted that part in yellow because the questions we we do, as Patrick mentioned, we want honest responses, but some of those questions we realize may be a little bit triggering for.

People, so I'd recommend the section in yellow, making sure you've got time, you've got support networks around you if you feel you will need those and and you know also have access support to go through those questions if you feel like some of the questions coming up are quite difficult to answer.

Then there's also the final demographic questions, such as are you a parent carer? Are you deaf or disabled? Your gender, status, cultural background and religion.

So I would just end with this slide before I go into the survey. Again, these are Adna's contact details. The slides will be circulated after the meeting and they'll be on our website. So you are welcome to contact your state peak body, but if you can't get hold of someone from.

There you can contact Adner. We will be supporting participants in Tasmania and the Australian Capital Territory, and we can connect you to the states if you can't get hold of them for any reason.

OK, I'm just going to.

Before I go to the survey, I'm just going to come back for a moment. I'll just stop sharing my screen. Are there any questions at this point about anything I've gone

through? Is anything not clear?

Nothing in the chat, Marcus. OK, I'm going to keep going. I'm now going to open the survey and start to work through it. I'm aware we have about 20 minutes left of the seminar, so I'll start to work through some of the questions and how the survey works.

And then I'll leave kind of 5-10 minutes at the end if there are any questions or we can use the full time. So I'm just going to share my screen one more time.

Can you see my browser?

Everyone is the right screen showing, Marcus.



**Marcus McKenzie** 36:26

Yes, can see your browser.



**Sarah-Mace Dennis** 36:27

The survey. Great. Thank you. So as I said, I had the survey bookmarked here, so I just went up there and clicked the link after after I registered. It gives you the link to begin the survey and this is the first slide. It says sorry the.

First page of the survey. Thank you for your interest in the Creative Workplaces Survey. This research aims to gain a deeper understanding of the experiences of individuals working in the Australian creative industries. It covers.

Pay and working conditions, work patterns and job security, workplace safety.

Experiences of bullying, harassment or discrimination. The experiences of people from diverse communities, regions and art forms.

Does anyone need any clarification on any of that terminology before I keep going?

No.

Participation is voluntary and anonymous. What to expect? The survey will take approximately 40 minutes to complete, depending on your answers. You don't have to complete it in one go. You can leave the survey and come back to it later.

And in fact, if you hit this red button in the corner at any time that says save and exit, that will save the place where you're up to. Then if you go back to the bookmark link here in that you've saved in your browser.

It will take you back to the exact same spot where you left off, so that's a really good process or workflow to get into if you want to do the survey in smaller pieces.

So it says here you don't have to complete it in one go. You can leave the survey and come back to it later. When you're ready to return, just click the survey link in your e-

mail and you'll be taken back to the question you are up to. So that's an important point. You can either save it in your.

Browser. But if you haven't done that, if you forget to do that, just go back to the original e-mail. You won't get set another e-mail. The original e-mail when you say save and exit and click the original link and that will also take you back.

Your responses will be submitted when you complete the survey. Now it says here, please read the participant information sheet to learn more about the main survey and what's involved. As I have discussed, you can download that sheet from the webpage, but we will also be providing an easy read version of that sheet in a couple of days.

Face.

So if you've read the information and how to take part part, click next to begin.

So the first screen I consent to participating in this study. In doing so, I confirm that I have read and understood the participant information sheet or the easy read. I understand my participation is voluntary and that I may withdraw at any time before my data is de-identified without giving a reason.

I understand my participation may not be of direct benefit to me. So what that means is that you don't get anything for completing the survey. You're simply contributing to creative workplaces research and to the development of a safer and fairer creative industry for us in the future.

Future.

I understand that some questions may cause discomfort or distress, and I have been provided with information on available support services. So all of that information is in the slides I just presented. I would recommend keeping that handy in case there's anything in the survey that that makes you.

Feel uncomfortable and you would like to speak to someone about it. I understand my responses will remain confidential and reported only in summary form so that no individual can be identified. So we've talked about your survey won't have any of your details on it when it's submitted, but your research will be.

Used for the final report. You're also confirming once again that you're 18 years of age or older.

Oh, and I've just said one or more questions require further import, so you have to select an answer before moving on. So this is if you agree to all of those things there, you select yes.

So this is quite an important page. Tips for completing the survey. To navigate

through the survey, please use the buttons within the survey. As I've said, you should always click this next button instead of using any of these buttons in your browser. Don't do that. Always stay within the survey and and.

Use the button that says next there and please do not refresh. Use the back or forward buttons as I've just said. If you wish to leave the survey or complete it later or you're experiencing technical difficulties, you may close your browser.

But if you want to save and exit where you're at, you click as I said this this save and exit button in the right hand corner and and that will shut the survey down. But then if you click on the link in the e-mail or in your browser, you'll go back to the exact same point.

Some questions have this eye icon displayed for information. Clicking this icon will offer more definition or contextualisation on terms used in the question. So in that question of the survey.

If there's an eye and you want more info, click that and it will give it to you. So it says here some questions in the survey cover sensitive topics. If you feel distressed or would like to speak to someone, support is available and you can get it by clicking on that icon which is on some pages in the survey.

Again, this is about technical difficulties, not not emotional support or access support. But if you have technical difficulties, you can contact Roy Morgan at this e-mail address and this phone number. Or if you're requiring access support, Adna can help you contact Roy Morgan if.

There are any technical problems?

Please remember to hit the next button at the end of the survey to ensure your responses are submitted. So very important once you go through the whole thing, make sure you you submit officially once you've answered all the questions.

So the next screen says please choose your age from the following ranges. So whatever range you're in, of course I'm 18 to twenty-four. Not really, but we'll just say that for the purpose of this seminar.

So it just says here we're interested in learning more about the experiences of people working in the creative industries. Let's start with some basics about your work. So this gives you a real sense of how the survey functions. There are multiple choice questions followed by next.

In the past 12 months, have you done any paid or unpaid work in the creative industries? So remember we spoke about what the creative industries is before. I will tick yes for that one.

Over the last 12 months, what was your main occupation in the creative industries, including employment, voluntary work, self-employment or hobby-based business? Give full title, for example, screen actor, lighting technician, live performance, secondary school drama teacher, marketing coordinator.

For managers, write the function managed, for example, managing a theater company, managing Arts education programs. Now just note here, although you're putting the role in that you're doing, you don't have to write the organization.

Because we're we're maintaining our confidentiality here. So you would talk about what you do, but you don't have to, um, specify who you do it for. So for me, I could say director of an Arts and Disability organization.

But if you were uncomfortable with that, disclosing who you were, you could even say director of an Arts organization. As long as you're specifying what what industry you're working and what your role is, whatever you feel comfortable in terms of retaining your anonymity is fine. And by anonymity, I mean retaining your privacy so that the data can't be identified as part of who you are.

 **Patrick McCarthy** 45:13

Sarah, if I can just add as well as part of that process, if anyone did accidentally, for instance, mention the organisation that they work for or put their name in or the name of someone they work with, for example, before any of that data is passed to us as Creative Australia and the researchers.

 **Sarah-Mace Dennis** 45:13

I think I.

 **Patrick McCarthy** 45:31

Um, Roy Morgan are going to review and they will remove or redact any personal identifying information if someone has, um, accidentally put it in. So people can just if they, um, are worried that they've put something in that they shouldn't have, they can have confidence that that won't get passed on to anyone as well.

 **Sarah-Mace Dennis** 45:48

Fantastic. Thanks for that, Patrick. So as you're going through, you can keep that in mind. If you feel a little bit uncomfortable about, you know, being identified, you can write your role and your title, but keep organizations off. But as Patrick said, if you

make a mistake and put that in.

The organization they're working with will go through all the data before it's used in the report and make sure that all of that is removed. So then you hit next. Besides

your main role, have you had any other occupations in the creative industries, including employment, voluntary work, self-employment or hobby based?

Based businesses in the last 12 months. So if I was answering the survey, I would say yes because I only started my role in August and here I would put.

Lecture in film.

Higher education.

I.

Sorry, I'm making many spelling mistakes today, but I was also, um, working as a freelance film editor, so it can include employment, voluntary work, self-employment, or hobby-based businesses. What do we mean by those terms? So employment is where you're paid by an organization.

Do your job like I am now working for Adner. Voluntary work is something that you do on a voluntary basis, so you might volunteer for an art gallery as a tour guide. You could put that in this section. Self-employment means when you're employed for yourself, so I've written in here freelance.

Film editor. So that's when you have your own business and you're getting your own clients and they're paying you directly. You can also put in hobby based businesses, so something that you're doing as a hobby as you build and grow your practice.

Then you just hit next. Then it will ask you which of the following art forms or sectors of the creative industry have you worked in over the last 12 months? Just going to go through this quite quickly. Now I would consider that I work in community and cultural development.

And I'll just tick that one for now, but you could go through and tick any that apply to. You can tick more than one in this section. So if you're also a musician part-time or as I said, I'm was doing some film part-time or freelance before I started this job, you could tick multiple areas there.

If you don't feel like what you do is unlisted there, you can also put in other.

Which of the following occupational categories best describes your roles? So here we have production or technical, so that's more behind the scenes as crew, lighting or sound. Were you a creative artist or performer? Were you working in front of house as a ticket seller, usher, food and beverage attendance?

Were you a manager, for example, a producer, director or manager? Did you do

business support, for example, marketing, sales, Arts administration? Were you working in teaching and education? I'll put that one in. Or were you working in governance? Is is a board member advisory role?

So again, in if you have, if you've been doing different jobs or you're doing multiple jobs at once, you can tick multiple sections, but then you'll be asked to respond to the different jobs in the survey, so you can just focus on one area of your practice. As well, even if you're doing multiple jobs, it would be acceptable, wouldn't it, Patrick? Just to focus on one your main area employment if you wanted to.

**PM** **Patrick McCarthy** 49:35

Yeah, we've sort of designed it to be flexible, depending on how individuals would like to respond. We know that people work in lots of different ways in the creative industries. People might have a creative practice and a job that they do that's not creative like an administrative role, that job.

Maybe in the creative industries, or it could be in a completely different industry as well. Um, some people just have one job that they do full-time. Some people work, um, a combination of casual jobs. It might be different at different times of year. So, um, people should just really feel free to respond, um, how they reflect their, um, lived experience.

 **Sarah-Mace Dennis** 50:14

Great. Thank you. And we know that in the creative industries, many people have portfolio careers and juggle many things. So if you feel that best reflects your work situation and the way that work happens for you, then you can answer the form, as Patrick said, in any way that you choose.

Oh, sorry. Um.

It is 25 past, so I'll just try and get to the end of this section and then we might stop and see if there's any questions. Please indicate all the ways that you've worked in the creative industries over the last 12 months. So this should be fairly straightforward. Were you working full-time? Did you work part-time?

Maybe you're doing a combination of things as we've just discussed. Did you work as a paid employee casual? So the first three are paid employees as as more permanent situations except for or if you're casual, but you're working as a paid employee for another company.

Um, we mentioned, did you work as a freelancer or sole trader? That means you run

your own business, you have your own ABN number and you get clients. Um, it's also got do you run your own creative industries business? So you may have a larger business like your own agency.

Or did you volunteer or do unpaid work, including unpaid internships?

So once you've completed that section, click Next. In the past 12 months, which of the following employment ranges have you had? Employment arrangements have you had in the creative industries? So do you have ongoing employment, fixed term contract, trainee, apprentice, paid internship, casual work?

Extended paid leave for more than 4 consecutive weeks and it's got the examples there and extended unpaid leave for more than four consecutive weeks. So again, there's a lot of options and you can click as many that apply.

Um, then it's asking you to think about the work environments that you do your Um pay, that you do your paid or volunteer working in the creative industries. So there's the public sector, which is federal, state, local council funding and policy bodies and public institutions.

Private sector, which is for-profit businesses or independent freelance work. So for example, if you work for an advertising agency, that might be considered a private sector business, not-for-profit organisation. So Adna is a charity. It's a not-for-profit organisation.

Education and training, including schools, universities and other educational institutions, sectoral service organisations, including employer associations and peak bodies, unions, guilds and professional associations, or none of these or don't know. So you can select as many that apply.

OK. So then we come to the next part of the survey and I might pause here because we have been going for an hour and this will show you a different form of questions that are in the survey. So I'll just read the first one.

So please indicate how often you've worked in these working environments in the last 12 months. So then it will go through the environments. In this case it's the public sector and there is a definition there as we spoke about federal state.

Local council funding and policy bodies.

And then you you have an option like a scale option to indicate how often you've worked in those environments in the past 12 months. So throughout the survey, once you get through that introductory part where you've given all your details.

The questions alternate between these style questions and there are some more

parts where there are more questions like you saw before where you have the list and you choose the options. That's correct, Patrick, it's this style.

**PM** **Patrick McCarthy** 54:21

Yeah, that's right. Yeah. So it varies a little bit depending on the type of question we're asking and what I might just clarify as well, cause it's really great to see these, um, examples of how it works as you progress through the questionnaire. So the answers that you give will inform, um, how future questions in the survey are asked. So for example.

Question you're seeing at the moment about how often you worked in the public sector. It will only ask you that question if in the previous question you were indicated that you do or that you have worked in the public sector. If you didn't indicate that, it would just skip that question and only ask about the ones that you've said. So the the questionnaire is quite clever in that way.

So depending on the answers you give, it might skip some future questions or ask you more questions to get more detail. So what you're seeing on Sarah's screen won't necessarily reflect what it looks like for you exactly. It will depend on the answers you give, but you should feel as you progress through the survey that it becomes quite personalised for you.

and hopefully doesn't ask you too many questions that aren't therefore relevant.

 **Sarah-Mace Dennis** 55:27

Great. Thanks, Patrick. And that's something that I mentioned earlier. If you have had a portfolio career and worked in multiple sectors across multiple jobs or ways of working, I believe then the what you've just mentioned, Patrick, the questions will then start being tailored to the different areas that.

It worked.

**PM** **Patrick McCarthy** 55:46

Yeah. And sometimes it might ask you to think about just the main job that you do. So you might need to think about, OK, what do I spend most of my time doing or what do I consider to be the main part of my work in the creative industry? So if being an artist is what you consider to be the main part, you can answer based on that experience.

Um, or if you think, OK, well, I work this other job three days a week, that's not

creative, but it's what I spend most of the time doing. You can answer based on that. Um, so it's at some points it will, it will instruct you just to think about just one role rather than trying to think about every single different thing that you do in the arts, which for some people will be lots of things and and become quite hard to answer. So.

We try and make it a bit easier for people to just think about one thing at certain points as well.



**Sarah-Mace Dennis** 56:31

Fabulous. Thanks, Patrick. So it is very well designed based on being responsive to what you answer. Then you'll get more questions based on those answers. Before I, um, go to last questions, I might just, um, revisit this slide.

Sorry, just give me a moment to put it on.

Full screen. Can everyone see the survey structure slide now?

Yeah, great. So we have gone through the initial demographic questions today, the type of work you do. There are two other sections of of.

The questions that get into the nuts and bolts of how you work and how your industry, your experiences you've had in the industry. And they are, as Patrick and I have discussed, many of them are in the format where there's a question at the top and you give a response according to a sliding scale. But then it does at times go back to the questions like we've just seen where there's a question.

Different options to answer and the survey keeps tailoring depending on the the responses you've got as a follow up question to go deeper. So the sections that we didn't go through today are paying conditions and safety and the final demographic questions.

Which is just really information about you, but these two sections are both quite detailed and what I would recommend if you are are wanting to take Adna up on the access support or or one of our state partners.

Is it is a 40 minute survey. So think about how many breaks you need and how you want to structure the time and talk with the person who is going to provide your access support about maybe you do it in two or three sessions. So you could do all of the kind of demographic information that we've been through today first and then come back.

And start to answer the other questions. I think that that is about it for me, but it would be great to or I'm just going to put this slide up again. It would be great to

um.

Sorry, see if there is any feedback either from I know Patrick or or anyone from Adner who's here or anyone from the communities here. Are there any questions before we close about anything I've been through today?

Anything not clear?



**Marcus McKenzie** 59:03

I'll just, this is Marcus. I'll just relay a question that we had during the presentation, which was how is the survey saved as you progress? I'm about halfway through the survey and there is only save and exit. I've lost hours of work filling out surveys that don't have a save function.

As you go without exiting, and Patrick has finally replied that the survey automatically saves your progress as you answer each question, so no need to manually save. So it's there up in the corner. Um, as you go, but.

If you close and reopen, it should ick back up from where you left off.



**Sarah-Mace Dennis** 59:45

And I understand that is a very nerve wracking moment if you filled quite a portion of the survey out. But but I did it last night and it's saved and I'm sure Patrick can vouch with designing the software that that's how it works. But what I would recommend if you're nervous about it, just fill out a few screens and then save and exit and re click. Click on the link to give you a reassurance that the survey is there. And just to recap, if you save and exit the way that you get back in, you won't be sent another link. You can either click on the link that you've bookmarked or click on the orig link in the original e-mail and that will take you back to exactly where you are.

Anything else to add to that, Patrick?



**Patrick McCarthy** 1:00:26

No, that's exactly right. And we know that, um, sometimes, yeah, you might wanna take a break. That might be just as part of your access needs. Or um, because some of the questions are a little bit, um, uh, tricky or bring up some unpleasant feelings or memories. Um, so you just wanna take a break for those reasons. We've tried to be really mindful of that.

In the design of the survey, there are a few points as you progress through the survey where it sort of tells you you're at the end of one section and about to start

another. If for any reason you need a break, that is of course totally fine. If you don't complete the survey after about a week or so, you'll get a reminder e-mail.

Might receive one or two of those. So, um, that's just a gentle reminder that, um, you've still got a bit of time to complete it. Uh, in case you've forgotten for any reason. Um. But yeah, as mentioned, um, easiest way, yeah, just to go back to the the individual, um, link that you've been emailed.



**Sarah-Mace Dennis** 1:01:23

Great. Thank you, Patrick. Is there anything else in the chat or that anyone else? Sorry, my slides.



**Marcus McKenzie** 1:01:32

I've just got one other comment, which is in my experience, the disability Arts sector in Australia the last decade hasn't felt inclusive, rather it's presented as exclusive. I have hope for the future and I think this survey is a fantastic step forward.

Considering the small consumer attendance size of this webinar shows how far removed the industry is from people living with disabilities in the creative industries. And then we have thank yous for the webinar.



**Sarah-Mace Dennis** 1:02:04

Thank you so much for that feedback that Marcus has just read out. Um.

Yeah, we really we went, we want people to be involved in this survey and to include people in whatever way we can, which is why we partnered with Creative Australia to provide access support. So we would be incredibly grateful if you could get in touch if you need anything and we can support you in any way to fill out the survey, but we'd also be very grateful if.

If you could share the information that we've been posting online, we'll also be, as I said, sharing all of the slides and all of the information that we've shared today and the this webinar has been recorded and that will be online as well. So if you know anyone who'd like to get involved and fill out the survey, please point them.

In this direction and ask them to get in touch if they need any support.



**Roadz Of Life** 1:02:55

I just wanted to say that tho those were my comments and thanks Sarah for um mediating this and I'd love to sit down with you and as a creative as well to be able

to um support um ADNA and.

Uh, people like Joshua Pether and people I've I still haven't even been able to speak to over an entire decade. So I would love outside my frustrations. It would be wonderful to be a positive input into the next few years.



**Sarah-Mace Dennis** 1:03:28

Fabulous. Thank you so much for that feedback. As you probably know, I only started five months ago, but Marcus, I think is going to be putting some news up or some posts up this week. I've started consultations on a Monday afternoon for the community.

I think it's from 1:00 to 5:00, so that will be going on our socials in the coming weeks. So anyone can make a an appointment with me and have a chat. So please do that. I'd love to meet you and hear more about your experience.



**Roadz Of Life** 1:03:53

And vice. Yeah, and vice versa. You can also contact me. I've got I'm on LinkedIn and got a website and a million subscribers on YouTube as an artist. So, um, feel free to connect with me too in any way you'd like to.



**Sarah-Mace Dennis** 1:04:09

Fabulous. Thank you so much for being here today. It's great to see you.



**Roadz Of Life** 1:04:14

Nice to meet you.



**Sarah-Mace Dennis** 1:04:15

Yeah, nice to meet you as well. Thank you. And thank you, Patrick. Really appreciate you coming and answering questions and also getting Adna involved in providing access support to our community. It's so important. So thank you for having us as part of the survey.

And looking forward to hopefully getting a lot of people involved and responding.



**Patrick McCarthy** 1:04:37

Yeah, thanks so much. Thanks for putting this on today and for having me. And yeah, hopefully looking forward to some strong participation and absolutely if there's a

couple of things raised today, if anyone needs particular support or if there's anything we need to troubleshoot to support people's access needs, we'll we'll be in touch about that and work through those as as.

As we can.



**Sarah-Mace Dennis** 1:04:58

Great. Thank you so much and thank you to our interpreters as well. Um, thanks everyone. Please get in touch if you would like more information on access support for the Creative Workplaces survey. See you later.



**Rebecca Young** 1:05:15

Thanks everyone. Bye.

● **Marcus McKenzie** stopped transcription