

# Queensland Performing Arts Centre's (QPAC)

## commitment to Indigenous Cultural and Intellectual Property (ICIP)

This document sets out information about us, our reconciliation journey and our commitment to Indigenous Cultural and Intellectual Property (ICIP).

### About us

We are statutory body formed under the *Queensland Performing Arts Trust Act 1977* (Qld). As Queensland's state performing arts centre, our purpose is to contribute to the cultural, social and intellectual development of all Queenslanders. At our core is the pursuit of excellence in live performance and cultural thinking to help sustain and grow a vibrant arts community. Our key roles are to:

1. present artistic programs;
2. demonstrate leadership through arts learning;
3. manage the performing arts centre.

We strive to provide a place where audiences and artists come together from across the state, nationally and globally to connect, learn, share stories and celebrate world class artistic performances.

Since opening in 1985, we have welcomed more than 24 million visitors. Each year we host more than 1.3 million visitors for over 1,200 performances and employs around 660 staff including 13 staff who identify as Aboriginal or Torres Strait Islander peoples.

Located within the Cultural Precinct of Brisbane's South Bank, we were listed on the Queensland Heritage Register in 2015 to protect the cultural centre and its iconic building. Our new theatre will be built by 2023 and its design recognises the cultural significance of the Brisbane River area of South Bank for Aboriginal and Torres Strait Islander peoples as an important place for meeting and for storytelling.

### **Our commitment to reconciliation**

In June 2022, we publicly committed ourselves to the journey of reconciliation by launching our inaugural Reconciliation Action Plan. Our RAP identifies a range of commitments and seeks to work towards furthering a deeper connection with Aboriginal and Torres Strait Islander people in Queensland, through leadership and development in both our business and programming. Our vision for reconciliation is to elevate and promote respect for, and understanding of, the unique place that Aboriginal and Torres Strait Islander peoples and cultures hold in our society through the arts.

We acknowledge that we are on a journey and one that will continue to show our strengths and build on our limitations. To achieve our vision for reconciliation we will:

- support empowerment, community connectedness and wellbeing among First Nations peoples through the arts
- foster strong relationships with First Nations communities which promote and contribute to cultural and language expressions
- create a culturally safe workplace and generate employment opportunities for First Nations peoples within the organisation
- profile the insights and expertise generated by the organisations Aboriginal and Torres Strait Islander employees
- support intergenerational cultural transmission through engaging young First Nations peoples in the arts

- support economic opportunities for First Nations artists of all generations and other First Nations peoples located in regional and remote communities across Queensland
- provide opportunities for First Nations peoples to re-establish interrupted connections to culture through the arts
- enable the Queensland Government's "Path to Treaty" through truth-telling, respect and authentic First Nations cultural expression
- provide cultural learning opportunities for QPAC audiences through showcasing First Nations arts and culture
- acknowledge and encourage First Nations peoples as a growing audience segment at arts and cultural venues.

We also support the Path to Treaty journey to create a new future between First Nations and non-Indigenous Queenslanders. The Queensland Government started the Path to Treaty conversation with all Queenslanders in 2019, with truth-telling and healing at the heart of this dialogue. There is no treaty agreement with First Nations peoples. Aboriginal peoples and Torres Strait Islander peoples were displaced from their land without any negotiation, resulting in political, economic and social inequalities that continue to this day. In 2019, the Queensland Government decided to start the conversation with all Queenslanders, to heal the past and create a reframed relationship with First Nations peoples.

### **Our commitment to ICIP**

Our commitment to reconciliation is tied directly to our commitment to respectful engagement with First Nations people and use and management of their Indigenous Cultural and Intellectual Property (**ICIP**).

We recognise ICIP as a term that describes the embedded knowledge that Indigenous peoples have which informs cultural practice and expression, and grounded in the thousands of

generations of Aboriginal and Torres Strait Islander people observing and living with the all-encompassing environment and the resultant knowledge that comes from that lived experience. ICIP has and continues to play an important role in the objectives of QPAC. We work alongside Aboriginal and Torres Strait Islander stakeholders, groups and communities to which ICIP relates in various areas of carrying out our activities – from a business and creative programming perspective.

Our RAP makes a broad commitment to ‘increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes’. In particular, this includes engaging an external consultant under the Queensland Indigenous (Aboriginal and Torres Strait Islander) Procurement Policy (QIPP) with Indigenous Cultural Intellectual Property (ICIP) expertise to assist in the development of QPAC’s ICIP policies. This has involved the provision of advice and documents relating to ICIP, including internal guidance documents, review of existing agreements and training for relevant staff. The engagement of such work is grounded in our ongoing commitment to reconciliation and respectful use of ICIP.

Overall, we recognise that Aboriginal and Torres Strait Islander people have the right to be consulted about the use of their ICIP and commit to ensuring that such engagement is respectful and meaningful and any use of ICIP based on free prior and informed consent. Our approach to working with communities and ICIP is ongoing, and we intend that our policies and agreements reflect an overall framework where specific management and use of ICIP rights is informed by Aboriginal or Torres Strait Islander people.