

# Ripple- Disability and Culturally Diverse Internship Program: 2026 Guidelines

accessiblearts



**Disability & Culturally  
Diverse Internship**

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## About the Program

The Ripple: Disability and Culturally Diverse Internship Program, run by Accessible Arts in partnership with Diversity Arts Australia, will take place across New South Wales (NSW) and Australian Capital Territory (ACT) in 2026. This unique initiative is open to eight (8) applicants who identify as both culturally diverse\* AND d/Deaf, Disabled\* and/or Neurodivergent. Ripple is a paid program running from June-September 2026 that includes an internship, 1:1 mentorship and professional development training.

This 14-week program brings together emerging creatives, arts and cultural workers to build skills, connect with peers, and explore pathways into access and inclusion roles, including consultancy. It's designed to grow your practice and confidence to drive greater access and inclusion across the arts and cultural sector.

We value lived experience as much as professional experience. You do not need formal qualifications in the arts or access consulting to apply.

The program includes:

- **6-weeks of professional development and training program** (8 hours per week x 6 weeks)  
Customised Disability and cultural diversity awareness workshops and professional development
- **Mentorship** (4 sessions x 1hr duration each)  
4 one-on-one Mentor sessions with a contemporary cultural/arts leader
- **Internship** (15 hours per week for 8 weeks)  
8 weeks of placement at a Cultural/Arts Institution in NSW or ACT

## **\*Term definitions**

**What does Person with Disability include?** Anyone with sensory or physical conditions, learning disability, chronic illnesses, mental health conditions or who is Neurodivergent.

**What does “culturally diverse” include?** The term ‘culturally diverse’ here is inclusive of people who identify as Culturally and Linguistically Diverse (CaLD) and or Culturally and Racially Marginalised (CaRM), people of colour, Black people, and people from migrant and refugee backgrounds.

**Note:** Language around ‘culturally and linguistically diverse’ communities, and ‘culturally and racially marginalised’ communities is not entirely accurate nor adequate. People may self-identify with one, both or neither of these terms. However, we use these terms in the report, in line with Diversity Council Australia’s [guide on inclusive language in the workplace](#).

## Program Timeline

The program will run from 9 June to 14 September 2026. This will include:

- Tuesday 9th June to Friday 25th June: **Training Part 1**  
These sessions are online or have hybrid attendance options. 8 hours per week x 3 weeks
- Monday 29th June to Friday 21st August: **Internship placement**  
This is the standard internship placement period. However, placements timeline can be flexible to needs of the participant. See Host Organisation Guide (link) for each Host Organisation's specifications. 15 hours per week x 8 weeks
- Monday 31st August to Monday 14<sup>th</sup> September: **Training Part 2**  
These sessions are online or have hybrid attendance options. 8 hours per week x 3 weeks
- June- September: **Mentorship sessions**  
4 x 1 hour **1:1 mentor sessions**. Session times decided between mentor and mentee.
- 14th September: **Ripple Graduation Day**  
In-person event, including paid travel to attend a Wrap Up Session and Graduation Ceremony in Sydney, Dharug Country.

## Training program

### Training Structure

**Training part 1-** Participants will undertake three (3) weeks of training prior to the placement, focused on orientation, preparation and support for their placement.

**Training part 2-** After their internship, Participants will undertake an additional three (3) weeks of training. These segment aims to bring together participants to reflect after their placements, hear from industry professionals and collectively dream about what is next.

The training periods are each three (3) weeks long and include weekly online zoom or hybrid presentation sessions on Mondays, Tuesdays, and Thursdays. The training can be up to 8 (8) hours per week, which covers the facilitated online training sessions, prep, self-directed tasks and follow-up resources. Exact timetable will be provided immediately upon offer acceptance.

### **Training Content**

The training program has been curated to enhance professional development and focuses on access and diversity. It will include the following workshops and more:

- Accessible Arts workshops on Access Riders for Artists, Accessible Marketing and Creative Access
- Diversity Arts Australia workshops on Cultural safety and Trauma informed Cultural Practice
- First Nations Disability Cultural Safety training, delivered by Uncle Paul Calcott
- Deaf Awareness Training, delivered by Deaf Connect
- Trauma Informed Mental Health training delivered by Sparkly Brains Psychology
- I Hate Networking delivered by Creative Plus Business
- Plus workshops and talks delivered by leading creatives and collectives across the arts

### **Training Payment**

You will be paid for all training hours.

The selected applicants will be paid \$30 per hour plus paid the statutory superannuation rate for the 6 weeks of training. 8 hrs x 6 weeks = a total of 48 hours of paid training.

## **Internship Program**

This is an exciting opportunity to gain valuable insights into the kinds of organisations and work available in the arts and cultural sector, whilst forming connections as emerging creative sector workers.

The Internship period commences June 2026 and must be completed by the end of August 2026. In-person interning is generally preferred; however, hybrid placements can also be arranged in discussion with the intern and Host Organisation.

### **Internship payment**

The Internship is 15hrs of work per week, for 8 weeks, or equivalent of. That is a total of 120 hours of paid placement. The selected interns will be paid \$30 per hour plus paid the statutory superannuation rate.

### **What areas will the interns work in?**

The internships will be in a variety of creative and technical areas depending on the arts and cultural organisation each intern is placed within. There will be a focus on Accessibility and Inclusion practices within the Organisation. A work program will be developed based on the skills and interests of each participant, alongside the opportunities and requirements of the organisation.

## **Partnering Host Organisations**

Below is a list of our partnering organisations. Take note of their locations and visit their websites to learn more about the work that they do and how it may align with your goals and interest areas. While we will endeavour to accommodate preferences, all placements will be at the discretion of the participating arts organisations.

### **APRA AMCOS – Ultimo, NSW**

APRA AMCOS is a member-owned organisation that represents over 119,000 songwriters, composers, and music publishers. They license organisations to play, perform, copy, record, or make available music, and then distribute the royalties to their members. APRA AMCOS ensures that music creators are fairly compensated for the use of their work, both locally and internationally.

**Location:** 16 Mountain Street, Ultimo NSW (Online and In-Person internship possible)

**Website:** [APRA AMCOS](#)

## UTP – Bankstown, NSW

Utp is an experimental arts organisation in Western Sydney, supporting artists to make breakthrough works of scale. Each year, Utp’s program is guided by a provocation responding to emerging social, cultural and political challenges of the moment. At Utp, we nurture artists long-term, championing those who challenge the status quo and reflect contemporary Australia’s complexity.

**Location:** 5 Olympic Parade Bankstown NSW (Online and In-Person internship possible)

**Website:** [UTP \(formally Urban Theatre Projects\)](#)

**Scope of internship work:** The intern is likely to be involved in a variety of areas, learning across the departments- marketing, programming, accessibility, community engagement. Community-led, and artist-led projects are fundamental to our organisation, and so too do we want this opportunity to be intern-led. We are keen to ensure the internship is fitted to the goals of the intern, having discussions on how we can best build a valuable experience for them and their focus areas.

## Chau Chak Wing Museum – Camperdown, NSW

**About:** Located on Gadigal land, in the heart of the University of Sydney, the Chau Chak Wing Museum celebrates difference and inspires life-changing experiences through diverse exhibitions, engaging programs, and our care for the University's extensive collections. The Museum's collections traverse various cultures and periods, ranging from ancient civilisations such as Rome, Greece, and Egypt to the cultures of First Nations peoples worldwide, with natural history collections and works by prominent contemporary artists. Our outlook is global, emerging from a core understanding and acknowledgement that we are on unceded lands of Aboriginal and Torres Strait Islander peoples.

**Location:** Chau Chak Wing Museum, University Place, Camperdown NSW (Online and In-Person internship possible)

**Website:** [Chau Chak Wing Museum](#)

**Scope of internship work:** Intern will be hosted by and work within the Curatorial team and be given the option to attend other teams within Chau Chak Wing Museum, depending on their interests and goals. Projects include assisting with planning of a major forthcoming art exhibition, and an exhibition connected to historic animal specimens. Projects will include research, database work and working with digital archives. For those interested in: curation, collections management, galleries, art administration, history and biology.

## **PHIVE, City of Parramatta- Paramatta, NSW**

PHIVE is the City of Parramatta's flagship civic, cultural and community hub, located in the heart of Parramatta. Sitting within Council's Community and Culture directorate, PHIVE is a living space for artistic practice, experimentation and public engagement. It hosts a year-round program of artist-led events, workshops, talks and community programs, creating opportunities for artists and cultural practitioners to connect with diverse audiences. Working closely with Community

Hubs, Cultural Services, Creative Industries, Venues and Libraries, PHIVE offers a unique environment to understand how creative practice operates within civic space, public programming and community-focused cultural work in Western Sydney.

**Location:** 5 Parramatta Square, Parramatta NSW (Online and In-Person internship possible)

**Website:** [PHIVE](#)

**Scope of internship work:** The intern will be based within the Community Hubs team at PHIVE and will work closely with the Programming and Venues teams across Community Hubs.

- Support the planning, delivery and evaluation of public programs and events across PHIVE (Parramatta) and Community Hubs in Wentworth Point and Lidcombe.
- Gain hands on experience working with diverse communities and programming that encourages participation, connection and creative expression.
- Learn what it is like to work within a local government cultural environment and how spaces, programs and people come together to create meaningful community experiences.
- Be exposed to Parramatta's broader cultural ecosystem, including Parramatta Artist Studios, Riverside Theatres and PHIVE, and partnerships that support the cultural life of Western Sydney.

This opportunity would be perfect for emerging practitioners based in Western Sydney with an interest in inclusive, community led cultural practice.

## Performing Lines – Everleigh NSW

Performing Lines produces provocative contemporary performance by Australia's most audacious independent artists. We curate a portfolio of work that is

propelled by pressing questions and new ways of seeing the world. We champion the unconventional, the marginal, the rebellious and the new. Our purpose is to champion risk and to ensure that the breadth and plurality of Australia's creative potential is represented and celebrated.

Performing Lines is led by Executive Producer Simon Wellington, and manages teams in Sydney, Melbourne, Perth and Hobart, with a network of producers and presenters around the country and the world. In everything we do, we acknowledge that we live on Aboriginal land and constantly learn from the wisdom of First Peoples. Where we are and the history that precedes us informs how we work and how we move forward.

**Location:** Carriageworks 245, Wilson Street, Eveleigh NSW (Online and In-Person internship possible)

**Access information:** The Performing Lines office space is accessible only via a single flight of stairs. Kitchen and accessible bathrooms are on same office level.

**Website:** [Performing Lines](#)

**Scope of internship work:** The intern will work across the organisation, based in the NSW office they will learn from team members across the country and across departments - producing, marketing, production, and operations. Artist-led processes are fundamental to our practice as producers and our role as a producing organisation, and we really want this opportunity to be similarly intern-led. We are keen to ensure the internship is fitted to the goals of the individual, having discussions on how we can best build a valuable experience for them and their focus areas.

**Blue Mountains City Council- Blue Mountains Cultural Centre, Blue Mountains Theatre**

Blue Mountains City Council supports a vibrant, inclusive and sustainable arts and cultural sector that reflects the unique identity of the Blue Mountains and its communities. Through its Cultural Development team, Council delivers programs that support artists, creative practitioners and organisations, foster creative participation, and strengthen cultural connections across the region.

**Multiple Locations:** (Online and In-Person internship possible. In person attendance on site is preferable for helping with artist residencies and development showings)

Blue Mountains Cultural Centre, 30 Parke St, Katoomba NSW

Blue Mountains Theatre, 106 Macquarie Road, Springwood NSW

Wentworth Falls School of Arts, 217-219 Great Western Hwy, Wentworth Falls NSW

**Access considerations:** Wentworth Falls School of Arts is not a fully accessible venue (heritage building) with stairs down to dressing rooms and on to stage. However, office space can be provided at the Blue Mountains Theatre or Blue Mountains Cultural Centre (which are both fully accessible venues.)

**Website:** [The Blue Mountains Cultural Centre](#)

**Scope of internship work:** The Ripple intern will work with Council's Cultural Development team, with a focus on the Propel Projects performance residency program based at the newly refurbished Wentworth Falls School of Arts.

The intern will assist with:

- Program administration, scheduling and documentation
- Artist liaison and communication with participating performers and groups
- Supporting residencies and engagement or presentation opportunities for the artists.
- Assisting with microgrant processes (up to \$4,000 per project) and reporting

- On-site support during residency and presentation periods

**Unique learning opportunities:**

- First-hand experience delivering a professional performing arts residency program
- Working closely with performance practitioners across disciplines
- Exposure to local government arts funding, cultural facilities and project delivery

**Council encourages applications from interns based in or connected to Western Sydney and the Blue Mountains.**

## **Tuggeranong Arts Centre (TAC)- Greenway ACT**

TAC is a vibrant creative hub offering free exhibitions across three galleries, live performances, workshops, and community programs. For more than 30 years, it has connected professional and community artists through inclusive, multi artform activities spanning dance, visual arts, theatre, and music. TAC presents over 20 exhibitions annually; alongside regular classes and outreach focused on place making and community connection. Programs include Fresh Funk's weekly dance classes for all ages and Messengers, an arts-based support program for at risk youth. Community initiatives range from First Nations open mic events to weaving workshops, multicultural women's art classes, pride events, and diverse artist led projects.

**Location:** 137 Reed Street, Greenway, Tuggeranong ACT (Online and In-Person internship possible)

**Website:** [Tuggeranong Arts Centre](#)

**Scope of internship work:** As an intern, you will play an important role in supporting both the creative program and the smooth day-to-day operations of the

centre, contributing to administration, community engagement, and hands-on tasks. Between June and August TAC will be delivering over 30 events alongside a weekly schedule of over 40 classes.

Some days, you could work closely with TAC’s program staff—assisting tutors and providing practical help during workshops, assisting with exhibition installs, liaising with artists, preparing exhibition materials for publication.

On other days, you may join the operations team to help front-of-house, set up events, track data and audience feedback, and maintain database records. There will also be opportunities to work with the marketing team, preparing content for social media and eDMs, and supporting community outreach initiatives.

We view this internship as a two-way partnership: an opportunity for you to gain valuable industry experience, and for us to learn from your perspectives as we continue to strengthen our work in accessibility and cultural safety.

## **Mentorship program**

Participants will be paired with their designated Mentor and provided with 4 one-on-one sessions of mentoring over June-September. These sessions can be in-person, online or hybrid. Each session is 1-hour in length. In the application process, you will be able to identify what you are looking for in a mentor.

### **The mentoring includes:**

- Skill-sharing – Helping the mentee develop key industry skills.
- Networking – Connecting the mentee to relevant people and opportunities.
- Coaching & Guidance – Offering career advice and insights based on your experiences.
- Capacity Building – Helping mentees understand and apply accessibility and equity principles.

### **What it is?**

- Co-designed between the mentor and mentee
- 4 structured and facilitated sessions with your mentor.
- Goal-orientated check-ins across the program

### **What it isn't?**

- Counselling or Professional Therapy.
- Additional supports are available internally through access to Accessible Arts' Employment Assistance Program, and externally ([Click here for a List of External Support providers](#)) .

being oriented, you will coordinate sessions directly with your mentor to allow for flexibility, with support available from the Project Coordinator if needed.

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## **Eligibility Criteria**

### **Applicants must:**

- Identify as both culturally diverse\* AND d/Deaf, Disabled\* and/or Neurodivergent. Including people who identify as Culturally and Linguistically Diverse (CaLD) and or Culturally and Racially Marginalised (CaRM), people of colour, Black people, and people from migrant and refugee backgrounds.
- Reside in New South Wales or Australian Capital Territory.
- Be over 18 years of age at the time of application.
- Must be available during the above-mentioned program dates.
- Applications are warmly encouraged from people with all levels of previous experience, including those new to the workforce.

### **Assessment Criteria:**

The applicant demonstrates...

- Previous engagement or presently seeking career opportunities in the arts and cultural sector.

- Experience at any level in the arts and/or cultural industry. We value lived experience as much as professional experience. You do not need formal qualifications in the arts or access consulting to apply.
  - Interested in Disability, Neurodiversity and racial justice discourse
  - A proactive approach to completing the program.
  - Interest and enthusiasm as an emerging cultural or creative sector worker
  - Ability to work effectively as part of a team and independently
  - Competency in Microsoft Office applications & Zoom Meeting Platform
  - Nurturing some form of creative/arts/crafts practice (desirable but not essential)
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## **Access**

Accessible Arts and Diversity Arts Australia will provide access support for the partnering organisations and program participants throughout the mentorship. To ensure that each participant access needs are met, you will be asked by Accessible Arts to complete a section in your application regarding your access provisions. This helps us to ensure that you can fully engage in the program and get the most out of your placement, mentoring and training. Where appropriate, participants will be encouraged to use their NDIS package (if available) to support their participation in the program.

While our partner organisations will endeavour to meet participants' access needs, there may be some limitations in certain circumstances. We encourage applicants to reach out to Accessible Arts with any questions about access requirements before the application deadline.

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## **How to Apply**

**Applicants will be asked to provide the following information:**

- Contact Details
- Applicants must identify as being both d/Deaf Disabled and/or Neurodivergent AND Culturally and Linguistically Diverse (CaLD).
- An outline of any access requirements you might have.
- A CV and short bio – including examples of relevant work, volunteer, studies and/or qualifications
- List the top three organisations that you are interested in working with.
- Answer a variety of questions around your career goals, why this is an important opportunity for you, your interest in the Inclusion and Diversity space etc.

**NOTE:** In the application form, you will be asked to select your top three preferred organisations. While every effort will be made to match you with one of your top choices, applicants may not be paired with their first-listed organisation.

## Application Form

Applications can be submitted online via Survey Monkey [apply here](#).

Alternative formats such as audio, or video submissions are also accepted with prior approval. **Please reach out to Accessible Arts before submitting the application in an alternative format to ensure your application is received.**

## When to Apply

Applications will open from **Thursday 26 March** and close at **11:30pm on Monday 27 April 2026**.

## Ripple Information Session

An open Ripple Information Session will be held via zoom from 5:00-6:00pm on Tuesday 7 April. Closed captioning and Auslan interpreting will be available for this session. The session will also be recorded and published. [This is the event registration link](#).

The conversation will be led by Accessible Arts' Ripple Project Coordinator Ava Lagoon, who will also provide insights and perspective as a past Ripple participant. They will be joined by Kevin Bathman from Diversity Arts Australia.

This session will cover:

- Information on the Ripple program: overview of Internship, Mentoring and Training Program
- How to apply
- Application questions
- Access
- Eligibility criteria

## Application assessment

Applications will be assessed by a panel of Accessible Arts & Diversity Arts Australia staff, including people who identify as being either or both culturally diverse, d/Deaf, Disabled and/or Neurodivergent. The panel will consider how well the applicant aligns with the program, the partnering organisation, as well as relevant work experience and commitment to the program. Partnering organisations will be consulted during the review process to ensure cultural safety and access requirements can be met for the program participants.

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## Additional Information

### Timeline & Key Dates

- **Applications open:** 26 March
- **Ripple Information Session:** [Tuesday 14 April 5pm-6pm](#)
- **Applications close:** 11:30 pm 27 April
- **Outcome Notifications:** Applicants will be notified by 7 May
- **Training:** 9 -26 June (Part 1), 31 August-11 September (Part 2)
- **Internship:** 29 June- 29 August
- **Mentorship Period:** June-September

- **Wrap-up (In-person session) and Graduation:** 14 September

### **Marketing & Contract**

Successful applicants will need to sign a contract that includes additional terms and conditions based on Accessible Arts and Diversity Arts' policies. Applicants must also give permission for Accessible Arts and Diversity Arts to promote and share the outcomes of the Ripple: Disability and Culturally Diverse Internship Program. This may include agreeing to participate in interviews, filming, and other social media opportunities for promotional purposes.

### **Payments**

Each participant within the Ripple program will receive payment for attending training, mentorship sessions and across their placement at the agreed Host Organisation. This payment will be paid fortnightly throughout the program. The payment schedule will be outlined at the start of the program, and participants will be informed of the payment cycle.

### **Program Requirements**

- **Program Completion:** Participants are required to complete the full program, including the 48 hours of training (up to 8 hours per week for 6 weeks), 120 hours of placement (15 hours per week for 8 weeks), and 4 hours on one-on-one mentoring (1 hour of 4 one-on-one mentor sessions).
- **Regular Communication:** Maintain regular communication with Accessible Arts/Diversity Arts and the partnering organisation throughout the program.
- **Mid-Program Survey:** Submit a mid-program survey.
- **End-of-Program Survey:** Complete the end of the program survey.
- **Evaluation:** be available for post-program feedback opportunities, potentially in the form of a survey, or interview.
- **Documentation of Participation:** Provide at least one photo or reel showcasing your experience during the program.

Please note, all successful applicants may be asked to complete both a Police Check and a Working with Children Check. The financial costs associated with these checks will be reimbursed by Accessible Arts.

## **Privacy information**

Accessible Arts respects every participant's right to privacy. We collect and use the minimum amount of personal information needed for us to ensure we provide you with a quality service. Accessible Arts will always endeavour to manage your information in ways that protect your privacy. You can read Accessible Art's privacy statement & policy [at this link](#).

## **Enquiries**

If you have any questions about your application or the Ripple Program, please email Accessible Arts or Diversity Arts:

**Accessible Arts – Ava Lacon (she/they) Ripple Project Coordinator**

**Email:** [info@aarts.net.au](mailto:info@aarts.net.au)

**Phone:** (02) 9251 6499

Our team is available 10am - 5pm on Tuesdays and Thursdays for phone enquires.

**Diversity Arts - Kevin Bathman (he/him), Diversity Arts Project Coordinator**

**Email:** [kevin.bathman@diversityarts.org.au](mailto:kevin.bathman@diversityarts.org.au)

**Phone:** (02) 8821 9169

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**Accessible Arts – Principal Funder**



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