**Image descriptions – Radical Access graphic recording by Ashley Ellis**

**Top left:**

Radical Access Provocation for change in fancy black handwriting. In the R is the Melbourne Fringe logo – Melbourne curving around FRINGE letters that are stacked on each other.

Inner Circle is in large purple text.

A purple circle with a building in the centre, and Trades Hall 888 in white text at the top and bottom of the circle respectively.

“Common Rooms” on a purple rectangle with a white circle in each corner.

A digital alarm clock with 2.00 pm in he screen

A desk calendar with Oct 11 2022

**Top centre to top right:**

A series of questions in black and purple rectangles – they are different sizes and have curved and wiggly edges. Each rectangle has a question mark next to it.

Rectangle one – “Is ableism in the arts sector leading to a failure to properly engage the communities they are facilitating access services for?”

Rectangle two – “What can the arts sector do about the current lack of suitable access provider services?”

Rectangle three – “Do you think people of power in the arts sector in general are good allies to Deaf and Disabled artists and arts workers?”

Rectangle four – “Why do non disabled arts workers in positions of power often feel equipped to make a plan for what they think disabled people need?”

Rectangle five – “What would be needed from the arts sector to build the level of trust with Deaf and Disability communities for true allyship to develop?”

Rectangle six – “How do we carry all the weight?”

Rectangle seven – “How do we allow allies to learn from us and take on the load?”

**Vertically down the lefthand side (below the Radical Access heading):**

Black and purple line illustrations of people who were in the Inner Circle discussion. Their names are in white capital handwritten letters on a black background. The details in people’s outfits are not shown in the illustrations, but reflected in the descriptions below.

1. Caroline Bowditch (she/her) – CEO of Art Access Victoria. Caroline describes herself as a middle aged white woman wearing regulation Melbourne black, mostly with a few touches of other cat with orange and brown. And I use a wheelchair to get around.
2. Penny Pollard (she/her) – metalsmith and contemporary jeweller. Penny describes herself as a Caucasian woman with red handed hair, baby bangs, Melbourne black outfit, and wears a nice necklace that talks to her hearing loss with a cochlear spiral.
3. Grace Jarvis (she/her)– writer and comedian. Grace describes herself as 24 year old white woman. I've got an orange t shirt on that says lovers and legs. I just looked down at the rest of me. I was like black tights black shoes.
4. Carly Findlay (she/her) – Access Advisor at Melbourne Fringe, writer, speaker, activist, event organiser outside of Fringe. Carly describes herself as a woman with a red face, short dark curly hair, wearing a pink coat over a blue suit.
5. Janice Florence (she/her) – Artistic Director of Weave Movement Theatre, Manger of Training and Consultation at Arts Access Victoria. Janice describes herself as a middle aged white woman wearing regulation Melbourne black, mostly with a few touches of other cat with orange and brown, and she uses a wheelchair to get around.
6. Anniene Stockton (she/they) – Program Coordinator Artists and Venues at Melbourne Fringe, independent arts producer. Anniene describes themselves as having pale skin, blond hair, red rimmed glasses, black T shirt with Pikachu. Blue jeans, black sneakers with petroleum coloured caps, and a red walking cane.
7. Liel Bridgford (they/them( - writer, podcaster. Liel describes themselves as a white looking person with brown hair tied back, glasses, a denim jacket and pants and a black end mustard top, plus a disability pride badge.

**Second row:**

A number of blocks of text in black and purple and white – these are depicted in different ways: writing on or in abstract shapes; writing within shapes, lists, arrows, hands and people.

1. “It’s going to be an afternoon of truth telling. It’s goanna get raw. We invite the outer circle to sit in the discomfort.
2. “The heart of justice is truth telling. Seeing ourselves and the world as it is, rather than the way we want.” – Bell Hooks
3. “What is ableism? Discrimination on the basis of disability. It can be:-   
   - systemic  
   - indirect  
   - direct  
   - constant  
   - infrequent  
   - sometimes invisible”
4. “What do we want? “Allies who share the load without taking or power and agency.” (A person in a wheelchair holds a sign that has the above text on it. Next to the person in the wheelchair, is a person’s head, with a speech bubble with text in it that says “seems reasonable”.
5. “How do we make sure we have a voice without having to carry” (in an abstract square, with an arrow pointing to a hand carrying a bucket that has “the load” on it. Another hand is making a fist above the hand carrying the bucket, and two curved arrows are either side of the hands, suggesting a cycle.

**Third row:**

Purple, black and white words in various shapes – these include squares and stacked rectangles (1), a curly arrow (2), a 3D block with pointed edges (3), an abstract purple shape with a person in it and thought bubbled leading from them (4), a purple rectangle with curved edges (5)

Text inside these shapes:

1. Speak to me – not my note taker
2. Ongoing trauma and worry from consistent exclusion throughout my arts career
3. Live captions are essential for me
4. I’m angry a lot. We need allies to understand our internalised aggression and to be able to sit with the feelings that arise
5. Step aside and let disabled people step into positions of power.

**Fourth row:**

Purple. Black and white various shapes with different shaped text - a piece of paper taped in the corners, with a magnifying glass over it (1), a long rectangle with curved edges and dotted outlined (2), a luggage tag shape with feathered lines around it (3), a purple abstract shape filled with a person and thought bubbles (4), A square with round corners (5), a purple abstract shape with a thought bubble and lots of text, and an arrow leading to another series of abstract shapes and text (6).

Text inside these shapes:

1. Inclusive programming – one night only because access is too expensive/annoying, but if we have an access policy so we have to make a token effort so we don’t lose our funding.
2. Oh! You’re still disabled?!
3. It’s such a relief whenever my access needs are met without me needing to ask
4. Let’s take the stairs. – sure that’s fine/I’m in pain but I don’t want to be a burden.
5. Don’t assume our needs but to ask would it be helpful?
6. How’s everyone going tonight? We deserve access even if we are bad at stuff. Boo! You Suck! Go look at disabled art – coz it’s good! How can we improve if we can’t get onto the stage?

**Fifth row:**

A series of various shapes and symbols in purple, black and white. They are: A theatre with stage, curtains and seating (1), a square-ish shape with a curved bottom (2), a person with lots of throught bubbles around and over their head (3), a TV atop a rectangle with curved ends and speech marks, plus a bird in the rectangle (4), a fist pump with wavy rectangles around it (5), a small loud speaker with a person talking inside - next to a larger loudspeaker with three people talking inside, and dots joining these speakers (6), an abstract shape around “TRUST” shaped in a circle, and three rectangles branching off the circle; inside the circle is three arrows joining the word “access build in” “taking the load” and, “doing the work”.

Text in these shapes:

1. So many avenues, so little access
2. So much access work goes unrecognised and unpaid!
3. Do I say something and risk losing the friendship? – Please don’t use that ableist slur; covid is not over – access is still required – virtual access unlocked the arts for many; Access is an opportunity: OMG not this again; Don’t be so sensitive; Language has evolved
4. Two young white men accosted me to lecture me about race
5. Power in disclosing invisible disabilities – and it helps share the load!
6. Hello can you hear me? Together we have power!
7. Trust requires repetitive behaviours - “access build in” “taking the load” and, “doing the work”.

**Sixth row:**

A series of black, white and purple shapes and images that contain text. These are: two abstract shapes (joined by dotted arrows) and text inside a larger abstract shape (1), an open laptop next to two abstract shapes filled with text, inside an abstract purple shape (2), six purple stripes on top of each other, each stipe has a word in it (3), a person looking shocked reading a large book – round them is three abstract shapes filled with words (4), a crest featuring words (5).

The text within these shapes:

1. Big venues often claim to be accessible, but they way they provide “access” is inaccessible and ableist.
2. Sorry: to request accessible seats phone – and we may ask you to leave before the end of the show for the comfort and convenience of non-disabled patrons.
3. Don’t support organisations that don’t employ disabled people!!
4. Big Book o’Slurs by practically every publishing house. Publishing house should be held to account. Sometimes I want to throw the book across the room. This is so not ok!
5. Consume disability led art!

**Seventh row:**

A series of black, purple and white images and abstract shapes, with text in and around them. The illustrations are: a chair cordoned off by a VIP barrier, near a person holding a stick and another person wearing a lanyard that says “event staff” pointing – with speech bubbles (1), a basked filled with shapes; ; the basket has a ribbon over it (2), two abstract shapes joined with arrows and triangles in the corners (3), bold text (4), a person talking through a megaphone with words coming out of I, followed by a cross next to words, and a tick next to words (5), a person with glasses curly hair, holding a pen (6)

Text within these shapes:

1. VIP Only. I’m going to need a seat. No…go sit on the stairs. Event organisers are lazy with their privilege.
2. Major world class venues. Lift, Auslan, seating, captions, ramps. Too hard.
3. Those in charge do not consult with disabled people when making policy decisions, and there’s no one in charge with lived experience.
4. Is it allyship or is it virtue signalling?
5. You’re being ableist. Cross: defensive, dismissive, overly apologetic, making it about you. Tick: Say sorry, say thanks, educate yourself, do/be better!
6. Graphic recording by Ashley Ellis. @AshleyEllisCreative and email: hello@AshleyEllisCreative.com