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## MELBOURNE MAGIC FESTIVAL DIVERSITY POLICY

The Melbourne Magic Festival (and The Australian Institute of Magic) values diversity within our ensemble, workshops, staff and audiences. We extend a warm welcome to people of different ethnicities, religions, sexualities, genders, abilities, ages and backgrounds

We understand that the performance of magic is more readily accessible to some groups of people than others. The aim of this diversity strategy is to broaden the appeal of magic performance, through (currently undecided) steps, so that people of different races, ethnicities, classes, abilities, religions, sexualities, genders, ages, and more feel like the MMF/AIM is a safe, accessible and supportive community for practising magic.

We understand that diversity in our performers is a strength that broadens the possibilities of our work.

### Diversity Strategy 1.

The MMF/AIM celebrates and welcomes diversity in all of its forms, including but not limited to people of different races, ethnicities, classes, abilities, religions, sexualities, genders, ages, and more.

### Diversity Strategy 2.

The MMF/AIM is a safe space where open and respectful discussion around the work is welcomed and encouraged

### Diversity Strategy 3.

The MMF/AIM acknowledges its potential gaps in understanding minority needs, and encourages feedback from all performers on how to create a more welcoming space for minority groups

### Diversity Strategy 4.

The MMF/AIM acknowledges the traditional owners of the lands upon which we practice and perform, and pay respects to their elders past and present