Category: Mental Health Promotion and Mental Illness Prevention

Entry Title: The Arts Wellbeing Collective

Name of Applicant: Claire Spencer AM

Organisation: Arts Centre Melbourne
1. Evidence of a significant contribution to the field of mental health on a local, state or national level.

Described as “the single most influential thing anyone has done in this industry” (Arts Centre Melbourne sector consultation, 2020), the Arts Wellbeing Collective has made a remarkable contribution to the landscape of mental health and wellbeing in the performing arts industry. Established in 2017, the Arts Wellbeing Collective focusses on growing sector capability to promote positive mental health and prevent mental injury in the Australian performing arts industry.

The program delivers resources, programs and services across three key focus areas. The first focus area, “Being Well in the performing arts industry: Looking after yourself and supporting others”, aims to build knowledge and skills in individuals through the delivery of workshops, tool kits, resources, and support, tailored to the unique workplace context of the performing arts industry.

The Arts Wellbeing Collective has:

- Designed and delivered workshops to develop mental health literacy.
- Delivered tailored Mental Health First Aid training, including Youth and Aboriginal and Torres Strait Islander Mental Health First Aid.
- Partnered with music charity Support Act to establish three dedicated helplines for people working in the performing arts industry.
- Designed and delivered Tour Well, a toolkit consisting of practical, evidence-based tips addressing common mental health and wellbeing challenges that might be encountered when on tour.
- Designed and delivered Your Pocket Guide to De-Role, which shares tips and techniques for getting out of character after performing difficult or challenging subject matter.
- Commissioned Mental Health Matinées, a series of on-demand webinars addressing pertinent topics in the performing arts industry.
- Commissioned House Lights Up, a podcast series that explores the challenges of working in the performing arts, and strategies for overcoming them.
- Commissioned meditations specifically designed for performing arts practitioners, including pre and post-show warm ups and wind-downs, and de-role techniques.
- Commissioned the inaugural Sound Mind, a brand new series of music and conversation exploring mental health and the performing arts.

The second focus area, “Working Well in the performing arts industry: Creating mentally healthy workplaces”, aims to develops organisational capacity for psychosocial safety through consultancy frameworks, how-to guides, organisational psychological safety assessments, vision planning, and change journey mapping.

The Arts Wellbeing Collective has:

- Secured more than 400 member organisations, each of whom has made a commitment to promoting positive mental health and wellbeing in the performing arts industry.
- Supported member organisations to develop strategic action plans to promote positive mental health and wellbeing in their organisations, and offered guidance on specific organisational challenges impacting mental health and wellbeing.
- Designed and delivered the Creating Mentally Healthy Workplaces Masterclass, which assists arts and cultural organisations to rigorously examine organisational and work design in order to improve psychosocial safety and build thriving workplaces.
- Designed and delivered Tour Well for Tour Managers, consisting of practical suggestions, evidence-based tips, and real life examples for designing and delivering tours that promote positive mental health for touring companies.
- Designed and delivered a Psychosocial Safety Framework: COVID-19, which aims to help arts organisations and companies consider psychosocial safety as they navigate their productions, companies and organisations through COVID-19.
- Designed and delivered posters for backstage noticeboards to help incorporate mental health and wellbeing messaging alongside occupational health and safety messaging.

The third focus area is “Creating Change in the performing arts industry: Shaping our shared future together”, which involves advocating for changed systems and structures by engaging with key sector stakeholders, informing systems level changes and sharing stories that inspire, empower and galvanise positive action.

The Arts Wellbeing Collective reviews the purpose and effectiveness of systems and structures in supporting mental health and wellbeing, and also shares stories of best practice to help normalise positive actions, behaviours, ways of working and culture.

The Arts Wellbeing Collective has:
- Contributed to the Royal Commission into Victoria’s Mental Health System, including formal submissions, participation in a round table, and inclusion as a featured case study in the final report.
- Contributed to the National Mental Health Commission National Workplace Initiative as a featured case study.
- Designed and delivered Spotlight: The Arts Wellbeing Collective magazine, a collection of articles highlighting those who are promoting positive mental health and wellbeing in the performing arts industry.

In addition to our state and national contribution, the Arts Wellbeing Collective team has presented on a variety of international stages, including:
- Tessitura Innovator Series (Orlando, 2018)
- The International Society for the Performing Arts Congress (New York, 2019)
- Communicating the Arts (Montreal, 2019)
- The 15th International Conference on Arts and Cultural Management (Venice, 2019)
2. Evidence of innovation and/or recognised best practice.

The Arts Wellbeing Collective is informed by evidence-based tools and strategies from positive psychology, clinical psychology, organisational development and workplace health and safety research. As a model of international best practice, every element of the program is co-designed using design thinking methodology with subject matter experts and performing arts workers.

The Arts Wellbeing Collective has adapted and embedded several key pieces of research into its operating model, creating an innovative best practice approach. These include:

- An integrated intervention approach to workplace mental health (LaMontagne et al, 2014), which emphasises the need for simultaneously preventing mental injury, promoting positive mental health, and managing mental health problems.
- Aaron Jarden’s ‘Me, We, Us’ model (2016), which outlines the importance of action at the individual, organisational and system levels.
- Design thinking, an iterative process that seeks to understand and empathise with the end user of a program or service, challenge assumptions and define problems in order to design practical, real world solutions that work.

An example of this in action is demonstrated in the Arts Wellbeing Collective’s work to address the mental health and wellbeing challenges of touring in the performing arts industry.

In early workshops held as part of the design thinking process, touring was frequently raised as a scenario presenting unique challenges to mental health. Typical supports for good mental health and wellbeing such as sleeping, eating and exercising were difficult to maintain with the pressures of touring schedules, and coupled with increased workload, high risk of interpersonal conflict, and stress, touring was generally accepted as negatively impacting mental health and wellbeing.

The Arts Wellbeing Collective held workshops, engaged in interviews, and surveyed performing arts practitioners who toured regularly to establish the elements of touring that negatively impacted mental health and wellbeing. From this, the Arts Wellbeing Collective co-designed, tested, refined and delivered a range of initiatives.

To support those going on tour, the Arts Wellbeing Collective produced Tour Well, a guide for helping people prepare for and manage the challenges of being on tour. At an organisational level, the Arts Wellbeing Collective created Tour Well for Tour Managers, to help design more mentally healthy tours. Finally, at the system level, the Arts Wellbeing Collective has sought to influence how tours are funded, as this determines a range of factors such as the number of company and crew that are hired and the possibility of time off work.

This approach has led to the Arts Wellbeing Collective being recognised as a model of best practice, with awards including:

- Winner, Principal Award – Most Outstanding Fundraising Project, FIA Awards for Excellence 2021
Joint Winner, Best Pivot Award, FIA Awards for Excellence 2021
Claire Spencer AM, Finalist, Australian Mental Health Prize 2020
Winner, Martin Seligman Health and Wellbeing Award, AHRI Awards 2019
Finalist, VicHealth Awards, Improving Mental Wellbeing, 2017, 2018, 2019
Finalist, Australian HR Awards, Best Health & Wellbeing Program 2017

3. **Evidence of participation of mental health consumers in the planning, implementation and evaluation of mental health service delivery.** Evidence of prioritising increased level of engagement and influence of consumers and where higher level participation such as authentic co-design is highly favoured.

The Arts Wellbeing Collective is by industry, for industry, and thus centres on authentic co-design methodology. The Arts Wellbeing Collective utilises design thinking methodology to:

**Seek collective wisdom**
- Listen carefully to the experiences of performing arts workers.
- Ask questions that explore the systems and cultures in our industry.
- Utilise a range of methods (e.g. interviews, surveys, workshops, written feedback, focus groups, analysis of industry publications, conference topics and discussions) to promote diverse engagement and garner data from a wide range of sources.
- Map existing and emerging trends and themes against the Arts Wellbeing Collective prioritisation matrix to inform program planning.

**Discover root cause(s)**
- Understand the problems we see and what is needed across primary, secondary and tertiary interventions.
- Work upstream to identify and design out risk for long lasting change.
- Sense check problem statements with users.

**Co-design interventions**
- Take time to extensively research and utilise best-available evidence.
- Draw on contemporary research into workplace mental health, organisational development, positive and clinical psychology, specialist industry knowledge, and thousands of data points.
- Design empowering, practical and accessible solutions.
- Create legacy programs that set new standards of best practice.

**Evaluate knowledge transfer**
- Test and trial solutions with users and iterate accordingly.
- Ensure solutions are owned by the people who use them.

An example of this approach in action can be seen in the development of the resource suite around de-role practices.

Seek collective wisdom
- De-role emerged as a theme when practitioners raised the mental health and wellbeing challenges of performing difficult subject matter onstage.
Emerging and established practitioners spoke of ‘character creep’, whereby tenets of character were noticed beyond the confines of the stage and performance season.

Being ‘in character’ was utilised as a defence for inappropriate workplace behaviour.

Australian performance curriculum did not have required or unified practices for de-role.

American practices of method acting were occasionally utilised when international creatives directed work in Australia, member organisations reported trauma and poor mental health in companies where this occurred.

Discover root cause(s)

- We spend significant time getting into character, and little time getting out of character.
- Performance schedules are weighted to time getting into character, with no time allocated to getting out of character.
- Training institutions are not teaching de-role practices consistently.
- Outdated practices have not been adequately challenged in order to effectively set workplace boundaries.

Co-design interventions

- Test and trial initiatives with member organisation delivering production with difficult subject matter.
- Create Your Pocket Guide to De-Role with active contributions from performing arts workers and mental health practitioners.
- Utilise examples from effective practices to inform techniques and share ‘real life’ stories of de-role techniques in use.
- Create meditations that fit into dress down time that is already scheduled.
- Work with member organisations to raise awareness of schedule changes needed and rehearsal room methodologies, and implement activities to address character creep.
- Work with PwC Skills for Australia review of Creative Arts and Culture Vocational Training Package to include a new unit, CUAMWB502 Work with confronting material and processes in the creative industries.

Evaluate knowledge transfer

- Number of downloads of de-role guides
- Number of downloads of meditations specific to de-role practices
- Number of hard copy de-role guides distributed
- Types of content for which de-role guides are used
- Discussions had with visiting creatives regarding de-role practices in Australia
- Inclusion of de-role in training institutions, both informally and formally

This is just one example of the way in which every Arts Wellbeing Collective resource, program and service goes through an extensive co-design process.
4. Evidence of partnerships and linkages with all key stakeholders (collaboration for continuity between organisations).

A true collective effort, the Arts Wellbeing Collective is hallmarked by extensive partnerships and collaboration. Member organisations are engaged as major program partners, test and trial partners, research and engagement partners, and advocates for positive mental health. Examples include:

- Sound Mind, co-produced with Maker Productions and more than 40 performing arts practitioners.
- Support Act Wellbeing Helplines, established with Support Act and a national network of specialist clinicians.
- Regional Arts Victoria, the Australian Ballet, Ilbijerri Theatre Company and Bell Shakespeare testing the suite of Tour Well resources and programs.
- Workshops co-designed with clinicians, performing arts practitioners and peak bodies to ensure content and learning journeys are relevant and engaging.
- Spotlight, the Arts Wellbeing Collective magazine commissions articles from more than 70 contributors across the sector.

In addition, member organisations are engaged through:
- Regular monthly communications via electronic direct mail
- Regular face to face meetings with leadership teams to track progress, trends and themes

The Arts Wellbeing Collective is a staple at a wide range of sector conferences, marketplaces, and major events, ensuring mental health and wellbeing is front and centre in industry discussions.

5. Verification of effectiveness (quality improvement activity, data collection and its use, including graphs and tables, achievement of performance indicators, e.g. attendance figures, outcome measures, number of document downloads, page views, click through rates etc.).

The Arts Wellbeing Collective is an opt-in program, from membership to workshop attendance, resource engagement to requests for strategic consultancy. As a program designed to build sector capacity to self-design and manage mentally healthy workplaces, effectiveness is measured in line with both reach and engagement, and positive changes in maturity, literacy and adaptability, both of which are mapped against a program logic model to measure outcomes attributable to program activity.

Examples of performance indicators of reach and engagement include:
- 92,000 people have engaged with resources on the Arts Wellbeing Collective website.
- Membership has grown year on year, with more than 400 organisations now committed to the Arts Wellbeing Collective.
- 15,000 participants have attended more than 200 workshops and presentations.
- 257 performing arts workers have trained as Mental Health First Aiders.
1,000 performing arts workers have viewed 14 Mental Health Matinées.
1,600 performing arts workers have listened to 12 episodes of House Lights Up.
1,000 performing arts workers have listened to 14 meditations.
4,000 performing arts workers have viewed six episodes of Sound Mind.
More than 40,000 print resources have been distributed at the request of member organisations.
More than 150 strategic consultations have been delivered with member organisations.
800 leaders have viewed the COVID-19: Psychosocial Safety Framework to help inform reopening plans.

Arts Wellbeing Collective member organisations have proactively reported:
- Arts Centre Melbourne frequently showcases the Arts Wellbeing Collective as a signature program, including in the Annual Report, media and speaking engagements
- At least four companies have utilised vibe check and/or check in practices as part of rehearsal/development processes
- Documented cases of major festivals incorporating Arts Wellbeing Collective resources, workshops and initiatives into their team work plan
- Improved capacity to manage mental health crisis situations, including several documented instances of managing panic attacks and suicidal thoughts and behaviours
- Improved confidence in promoting positive mental health for audience members, including a documented example of team members utilising the audience impact flyer to start conversations about mental health support when affected by show content
- Improved language in talking about mental health problems in the workplace, e.g. inclusivity, empathy, check ins, self-awareness of personal behaviours
- Increased instances of member organisations seeking help early in planning processes rather than waiting until an incident to engage with Arts Wellbeing Collective services and expertise, reflecting increased recognition of the importance of prevention
- Increased recognition of creative identity as a key underlying contributor to mental health and wellbeing challenges, and examples of proactive actions to mitigate this
- Major shift in protective factor of help-seeking as a result of the Support Act Wellbeing Helpline initiative, not only with increased capability in referrals, but also extensive documented cases of individuals and organisations sharing relief and comfort in knowing the Helpline is available
- Managers reporting awareness of how to respond to team members who may be struggling, including a reported instance of a manager changing rosters to enable help-seeking
- Member organisations starting to recognise variety of different supports available and where to seek appropriate support to meet their needs
- Noticeable changes in language used to report unique challenges (e.g. member organisations asking for support for 'show must go on mentality')
Performing artists reporting regular use of the de-role guide, and support workers (e.g. physiotherapists) reporting handing out guide to performing artists utilising their services
Performing arts practitioners reporting feeling more supported at major events (e.g. Showcase Victoria)
Practitioners in leadership roles reporting feeling more inspired to promote positive mental health
Production teams including mental health and wellbeing check ins during OHS briefings (at least six reported instances)
Regional Arts Victoria – the peak body for regional artists and arts organisations – has changed several procedures with regards to touring, including handovers to tour managers and tour design – in response to Arts Wellbeing Collective initiatives
Several examples of workshop activities continuing to be utilised in daily practice, particularly gratitude exercises, reframing, and awareness of in and out of control stressors
Several instances of independent and/or small companies recognising that they are a workplace/organisation with responsibilities and accountabilities to create mentally healthy workplaces
Several organisations managing through COVID-19 have both drawn on the services and expertise of the Arts Wellbeing Collective, and reported appreciation that the Collective was already set up and able to support through such a time
Several tour managers' have reported increased confidence in promoting positive mental health for their touring companies
Three known examples of independent theatre makers reporting increased awareness of the need to prioritise their own mental health, not just that of their teams and collaborators
Two documented examples of member organisations continuing small communities of practice following Arts Wellbeing Collective workshops to continue discussions of key themes and check in on mental health and wellbeing of teams and leaders
Two documented examples of member organisations recognising gaps in their mental health and wellbeing strategies with regards to specific cohorts, and adapting accordingly with the support of the Arts Wellbeing Collective team
Two known examples of companies exploring opportunities for including mental health and wellbeing as a measure of success on a project
Two reported instances of Mental Health First Aider able to address a mental health crisis situation during a critical time in production week of a major season, enabling positive outcomes and changed process for dealing with crisis situations
Utilisation of initiatives that promote positive mental health in the workplace, e.g. team celebrations
Utilisation of resources, including distributing Tour Well, De-Rolue Guides, Magazines, and placing posters on noticeboards
Workshop attendees reporting greater awareness of the importance of self-care, and taking active steps to prioritise their own self-care
Conclusion

The Arts Wellbeing Collective program focuses on addressing systems, structures, and ways of working that impact the mental health and wellbeing of people who work in the performing arts industry.

Our programs, services and resources are prevention-focused and evidence-based, informed by contemporary research into workplace mental health, organisational development, and extensive sector knowledge.

The Arts Wellbeing Collective team collaborates with our member organisations, subject matter experts, performing arts practitioners, and clinical and positive psychologists to co-design initiatives that are shared widely across the industry. Working in the performing arts comes with its own particular pressures and challenges, and these have only been amplified by COVID-19 closures and restrictions in recent times. Our focus, as ever, is on finding and articulating the conditions which allow the performing arts and its people to thrive.

Referees

Mark Gool

Anne Wood
The Arts Wellbeing Collective

The Arts Wellbeing Collective is an Arts Centre Melbourne initiative that promotes positive mental health in the performing arts industry.

The Arts Wellbeing Collective comprises hundreds of arts and cultural organisations who work together to design innovative and creative prevention initiatives to promote positive mental health in the performing arts industry.

Since the Pilot Program in 2017, the Arts Wellbeing Collective has grown rapidly to be a comprehensive, sector-wide initiative – the only one of its kind anywhere in the world.

Vision

A thriving performing arts industry where everyone is enabled and empowered to do their best work.

Focus areas

Being Well: looking after yourself and supporting others
Working Well: designing work to promote positive mental health.
Creating Change: shaping our shared future.
The journey so far

2015

Arts Centre Melbourne is exploring mental health programs for the team, when research is released highlighting startling statistics regarding the mental health and wellbeing of performing arts workers sector-wide.

2016

Arts Centre Melbourne conceives the Arts Wellbeing Collective with a small group of partners and seeks support.

2017

AWC Pilot Program engages a wide range of stakeholders through workshops, presentations and activities. An independent evaluation shows overwhelming support for the program to continue.

2018


2019

Year 1 program roll out. Focus areas include touring, performance, de-role, production, reducing stigma, and access to support for those outside organisational structures.

2020

Year 2 program roll out. Focus areas include performance thriving, and creating mentally healthy workplaces. COVID-19 significantly impacts the industry from March. ACM’s Emergency Appeal seeks funds to fast-track AWC initiatives.

The Arts Wellbeing Collective has been the single most influential thing anyone has done in this industry. Comment shared at Arts Centre Melbourne sector consultation.
Objectives

**Being Well in the performing arts industry:**
*Looking after yourself and supporting others*

What we do:
Build knowledge and skills in individuals through the delivery of workshops, tool kits, resources, and support, tailored to the unique workplace context of the performing arts industry.

What you can do:
Engage with and learn about good mental health, and role model positive practices such as self-care, help-seeking, and supporting others.

**Working Well in the performing arts industry:**
*Designing work to promote positive mental health*

What we do:
Develop organisational capacity for psychosocial safety through consultancy frameworks, how-to guides, organisational psychological safety assessments, vision planning, and change journey mapping.

What you can do:
Rigorously examine organisational and work design, and reshape ways of working with a lens of psychosocial safety practices for thriving workplaces, and there is a widespread culture of promoting positive mental health.

**Creating Change in the performing arts industry:**
*Shaping our shared future*

What we do:
Advocate for changed systems and structures by engaging with key sector stakeholders, informing systems level changes and sharing stories that inspire, empower and galvanise positive action.

What you can do:
Review the purpose and effectiveness of systems and structures. Look for and share stories of best practice to help normalise positive actions, behaviours, ways of working and culture.
Being Well: Deliverables so far...

- Established the Support Act Wellbeing Helpline in the performing arts industry, a free, confidential phone counselling service, available 24/7 Australia-wide to anyone who usually works in the performing arts industry. Delivered in partnership with Support Act, this Helpline has fielded more than 350 hours of support, and expanded to include dedicated First Nations Support and tailored Manager Support Hotline, a consultative service for all arts leaders who may need assistance when supporting performing arts workers, or navigating difficult organisational decisions.

- Trained 262 performing arts workers in Mental Health First Aid, which give skills for helping someone who may be developing a mental health problem, or in a mental health crisis.

- Delivered 219 tailored workshops and presentations to member organisations.

- Designed, commissioned and delivered 15 Mental Health Matinées a new webinar series promoting positive mental health and wellbeing in the performing arts industry. Viewed by more than 1,000 performing arts workers.

- Worked with fourteen performing arts workers to create 12 episodes of House Lights Up, a podcast exploring the challenges of working in the performing arts industry and strategies for overcoming them.

- Commissioned the design of 14 performance energy meditations, including specific meditations for navigating through COVID-19.

What does success look like?

- Performing arts workers recognise if and when they need support; know where and how to access it; and are enabled and supported by the organisation to do so.

- Performing arts workers are highly literate of mental health problems, and know how to effectively support ourselves and others.

- Performing arts workers demonstrate knowledge of mental health and wellbeing, and role model help-seeking and behaviours that promote positive mental health.
Life as a performer can be overwhelming. I reached out to The Support Act Wellbeing Helpline, and they were able to help me re-focus my energy, calm the fears I had and give me hope for the future.

Sometimes all you need is a safe space to freely talk with someone who understands your specific circumstances and it makes all the difference to move forward.

Hayden, performing artist

Completing this course was extremely timely. The last 12 months has been incredibly difficult… I have witnessed many ways of coping (and not coping) during this time.

I’m grateful to the Arts Wellbeing Collective for offering Mental Health First Aid for free - removing the financial barrier for individuals to participate is very generous.

The new skills I’ve learned are incredibly valuable. These are necessary skills that strengthen and enhance our emotional intelligence and empathy, and can only make us better leaders, friends, family, and people.

Latoyah, Mental Health First Aider

Just wanted to share that the Mental Health Matinée session today was excellent.

The speaker was really great in breaking things down and providing very practical strategies for “Welldoing” – such a great term too.

Looking forward to future sessions, great work guys!

Mental Health Matinée attendee

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Latoyah, Mental Health First Aider
Working Well: Deliverables so far...

- Supported 27 member organisations to develop strategic action plans to promote positive mental health and wellbeing in their organisations, or to offer guidance on specific organisational challenges impacting mental health and wellbeing.

- Total consultations delivered is 157. Delivery of the Creating Mentally Healthy Workplaces Masterclass and associated resources is a priority for 2021, as every dollar spent on effective workplace mental health actions can generate $2.30 in benefits to an organisation (Beyondblue & PwC 2014, Creating a mentally healthy workplace: return on investment analysis).

- Designed and delivered a comprehensive COVID-19: Psychosocial Safety Framework to assist organisations in the creative sector reopen with psychological safety as a priority alongside physical safety. Approximately 800 leaders and managers across the arts industry have viewed this resource to help inform their reopening plans.

- Grew membership to more than 400 member organisations, and increased digital resources to meet demand through the impact of COVID-19 as:
  - Website visits tripled in March 2020 (compared March 2019).
  - Overall 2020 website visitation more than doubled on 2019.
  - Subscribers to our electronic direct mail doubled between February 2020 and February 2021.

What does success look like?

- Creative workplaces of all shapes and sizes are hallmarked by healthy practices.

- Risks to mental health and wellbeing are actively eliminated or prevented.

- Stigmatising attitudes and behaviours are reduced.

- The performing arts industry shares a universal understanding of practices for thriving workplaces, with a widespread culture of promoting positive mental health.
The Arts Wellbeing Collective is the answer I’ve been looking for!

As an emerging Director/Producer with a cast that tours for the majority of the year, I really appreciate resources to ensure a healthy and stable working environment; all while looking after my people.

AWC member organisation

Every time that there is a new resource or article, I send it around to the company. I always get a response from somebody, such as “This is amazing”, “This is so great”, or “I loved the Tim Minchin video.”

There’s always somebody – performers, admin staff, or a touring member that comes back to me and says, “This is really amazing work.”

In my mind there is no doubt there is a real love for it. They feel really special, to be honest.

AWC member organisation

That was a truly wonderful session and we have already had emails and messages from participants feeding back how helpful and useful that it was.

Thank you again for your time and energy.

You provided us with some really great advice that we will be using and distributing to our communities for years to come.

AWC member organisation

AWC member organisation
Creating Change: Progress July 2020 to May 2021

• Commissioned the inaugural series, SOUND MIND. Launched on World Mental Health Day 2020, Sound Mind is a brand new series of music and conversation exploring mental health and the performing arts.

• SOUND MIND was viewed by more than 4,000 people and featured artists including Maria Angelico, Fem Belling, Deborah Brown, Adam Bull, Alinta Chidzey, Fiona Choi, Gorgi Coghlan, Marcus Corowa, Casey Donovan, Daniel Edmonds, Tom Gleisner, Gyton Grantley, Esther Hannaford, Nancye Hayes AM, Clare Kahn, Bert LaBonté, Maggie McKenna, James Majoos, Rob Mills, Ben Mingay, Jude Perl, Naomi Price, Alex Rathgeber, Tony Taylor, Alice Topp, and Michael Tyack AM.

• Designed and delivered two editions of Spotlight: The Arts Wellbeing Collective magazine, with each featuring 70 pages of articles and information commissioned by more than 40 contributors that showcase stories of positive practice and meaningful change.

• Contributed to the Royal Commission into Victoria’s Mental Health System, including formal submissions, participation in a round table, and inclusion as a featured case study in the final report.

What does success look like?

• Stories of poor practice are the rare exception, and war stories are antiquated.

• Myths that perpetuate poor mental health are confidently corrected.

• Our work, our jobs, and our industry is respected and valued.

• The performing arts industry is world leading in its approaches to psychological health and safety.
I'd just like to say thank you so much for your time today and for your really generous willingness to share your expertise with us, which you do constantly.

It’s such a privilege and a pleasure to work with an institution such as the Arts Centre who have such a powerful understanding of what we go through in the creative arts and to really be putting some solutions in place rather than continually talking about the problems.

You show a path forward and provide a place for sanctuary and for advocacy, which is just valuable beyond words.

The Arts Wellbeing Collective is so important, and your work in that space in invaluable for the arts community.

I am not sure if you hear it enough, but it is something you should be incredibly proud of.

AWC member organisation

I was just beyond grateful to the Arts Wellbeing Collective and blown away by the extent of the care - the passionate care - the openness to discussing ideas and where those ideas might lead in terms of supporting as many artists as possible.

To be able to support so many different artists at this time, it’s an extraordinary thing. And then to reach all of the audience members in our wider community.

The Arts Wellbeing Collective made that possible.

Alex Rathgeber, performing artist and producer of SOUND MIND