



Equity Action Plan 2025-28



ACKNOWLEDGEMENT OF TRADITIONAL OWNERS

Public Galleries Association of Victoria (PGAV) acknowledges the Wurundjeri Woi-Wurrung people of the Kulin Nation as the Traditional Owners of the lands where our office is located, and all Traditional Owners of country throughout Victoria and Australia. We recognise Aboriginal and Torres Strait Islander peoples' enduring traditions and continuing creative cultures. We pay our respect to Elders past, present and emerging.

PGAV

Public Galleries Association of Victoria (PGAV) is the peak body for public galleries in Victoria. We represent over 65 galleries, including 19 regional galleries, who together reach 5.3 million visitors annually.

OUR MISSION

Is to build and strengthen the capacity of public galleries in Victoria to deliver valuable cultural, social and economic returns to their communities. To achieve this mission we act as a broker between our members, the three-tiers of government, the private and philanthropic sectors, education and research institutions, the media and the community.

OUR VISION

Is a vibrant, cohesive, professional network of public galleries across Victoria that deliver inspiring visual art experiences which are relevant and accessible to the whole community.

Images:

Cover: Jessie French and Gail Mabo host a workshop in the MUMA Education Lab as part of the exhibition *Rivermouth*, Monash University Museum of Art (MUMA), 2023. Photo: MUMA.

Above: Mayticks, Artist and Tobias Fulton, Project Lead in the *Greek Love Outside the Lines* exhibition, Hellenic Museum, 2023. Photo by Harper St Clair.



PGAV is supported by the Victorian Government through Creative Victoria and receives significant in-kind support from the National Gallery of Victoria.

Equity Action Plan 2025-28

INTRODUCTION

Public Galleries Association of Victoria (PGAV) is the peak body for the public gallery sector in Victoria. We represent over 65 galleries and art museums, including 19 regional galleries. For over 40 years PGAV has been supporting the development of the sector, advocating on behalf of the sector, and promoting the sector to new and increasingly diverse audiences.

Public galleries exhibit, collect, conserve and promote engagement with the visual arts. Through their exhibitions and programs, public galleries provide audiences across Victoria's suburbs and regions with unique opportunities to come together and actively engage with art and artists. Each year more than 5.3 million people visit a public gallery to see the work of over 7,000 visual artists and take part in more than 4,100 public programs.

Public galleries have a long history of presenting and collecting the work of First Nations artists, however only 13% of the sector employs Aboriginal and Torres Strait Islander staff. Similarly, Victoria's public galleries regularly showcase work by women, Culturally and Linguistically Diverse (CALD), migrant, LGBTQIA+, Deaf and disabled artists, but more can be done to ensure galleries reflect the diversity of the communities they serve and are accessible to all.

Diversity Arts Australia's report *Shifting the Balance* reveals that CALD leadership in the Australian creative sector is low. With 58% of the Australian population identifying as having an Anglo Celtic cultural background, this group disproportionately makes up 87% of leadership roles in the Australian non-profit cultural sector. In relation to public galleries, the report shows 65% of the museum and heritage sector and 45% of the visual arts sector had no CALD leadership. The report notes that while creative organisations are committed to improving cultural diversity, this is unlikely to change without CALD people in leadership¹.

As the industry peak body, PGAV has a leading role to play in addressing barriers and ensuring equitable access to public galleries across Victoria. Through this Equity Action Plan we will increase the diversity of people who are employed and lead our galleries, as well as those who feel welcome to exhibit, visit and engage with Victoria's public galleries.

Process

This Plan is the result of PGAV taking part in the *Fair Play: Regional Victoria* program throughout 2023 –

delivered by Diversity Arts Australia and funded by Creative Victoria. An equity and inclusion audit of PGAV identified our commitment to Justice, Equity, Diversity and Inclusion (JEDI), with strengths in First Nations programming and engagement. Areas of improvement include PGAV policies, training and leadership for the sector, underpinned by greater consultation with CALD, Deaf and disabled communities.

Next four years

This Plan details PGAV's goals over the next four years across the following key areas: **Governance** – policy, leadership, employment; **Capacity Building** – training and programming; **Engagement** – community consultation, marketing and promotion. Each goal outlines short and long-term actions, with outcomes and evaluation measures. The goals will be embedded into [PGAV's Strategic Plan 2022-25](#), to ensure equity is progressed and the public gallery sector in Victoria is truly welcoming and accessible to all.

Evaluation & Review

This is a living document and we will update and report on our progress biannually. Bringing this plan to life will ensure PGAV and public galleries in Victoria better reflect the diversity of the artists and communities we serve.



Images: 1. School visit to East Gippsland Art Gallery to see *Southeast NOW*, 2022. Artwork: Alice Pepper, *Past, Present, Future*, Acrylic on canvas. 2. Students at an education program associated with the exhibition *Tree Story* at Monash University Museum of Art, 2019. Photo: Rodney Dekker.



Image: Curator Dr Léuli Eshraghi at the launch of the TarraWarra Biennial 2023: *ua usiysi fa'ava' asavili*, TarraWarra Museum of Art, 2023. Photo: James Henry Photography.

VICTORIA'S DEMOGRAPHICS

Australian Bureau of Statistics 2021 Census tells us:

- 1% of Victoria's population are Aboriginal and/ or Torres Strait Islander. The Local Government Areas with the largest Aboriginal and Torres Strait Islander population are Greater Geelong (5.4% of state population), Greater Bendigo (4.2%), Greater Shepparton (4.1%), Mildura (4.0%), Wyndham (3.8%), Casey (3.6%) and Whittlesea (3.5%).
- 30% of Victoria's population were born overseas. Most common places of birth are India (4%), England (2.7%), China (2.6%) and New Zealand (1.5%).
- 27.6% of Victorians speak a language other than English at home. Most common languages are Mandarin (3.4%), Vietnamese (1.8%), Greek (1.6%) and Punjabi (1.6%).
- 17% of Victorians identify as a person with disability. 77% of people with a disability have a physical disability².
- 5.2% of Victoria's adult population identify as LGBTIQ³.

TERMINOLOGY

In this Equity Action Plan, the following terms and acronyms are used with the respective meanings:

Culturally and Linguistically Diverse (CALD): in line with the Victorian Government, PGAV defines CALD as people of non-English speaking background, as well as people born outside of Australia and whose first language is not English. While CALD is regularly used in government and policy circles and is a requirement for many of the funders we report to, we recognise that the definition does not always accurately reflect people and communities who face ongoing discrimination on the basis of their cultural background.

Disability: in line with the *Disability Discrimination Act 1992 (Cwlth)*, PGAV recognises the definition of disability as including physical, intellectual, psychiatric, sensory, neurological and learning disabilities. Disability can be permanent or temporary, visible or invisible.

Deaf: refers to people who were born Deaf, or became Deaf, and who may use Auslan sign language to communicate.

LGBTIQ⁺: in line with the Victorian Government, PGAV uses the acronym to mean Lesbian, Gay, Bisexual, Trans and gender diverse, Intersex, Queer and Asexual. This is an inclusive umbrella abbreviation of diverse sexualities, genders and sex characteristics and recognises legal and social marginalisation on the basis of dominant social norms around sex, gender and sexuality.

JEDI: Justice, Equity, Diversity and Inclusion.

PRIORITY STATEMENT

Over the next four years, PGAV will build our capacity to be a leader in the areas of Justice, Equity, Diversity and Inclusion (JEDI). We will better understand and promote the equity activities of our members, strengthening and broadening their capacity to be accessible to the whole community through training and support. We will evaluate equity work undertaken in the sector with ongoing community consultation. And we will work to build a broader audience for Victoria's public galleries through a diverse approach to marketing and communications.

FOUR YEAR PLAN

The next four years will see PGAV deliver on a range of short-term and long-term actions to achieve the goals required to ensure Victoria's public galleries are welcoming and accessible to the whole community.

Acronyms used in the four year plan:

AAV: Arts Access Victoria
ACNC: Australian Charities and Not-for-profits Commission
AGM: Annual General Meeting
CAV: Consumer Affairs Victoria
CCD: Community Cultural Development
DARTs: Diversity Arts Australia
KHT: Koorie Heritage Trust
MAV: Multicultural Arts Victoria
MRCs: Multicultural Resource Centres

INTRODUCTION ENDNOTES

1. Diversity Arts Australia, BYP Group and Western Sydney University (2019), *Shifting the Balance: Cultural Diversity in Leadership Within Australian Arts, Screen and Creative Sectors*, pg4.

2. <https://www.vic.gov.au/state-disability-plan/about-plan/about-people-disability>

3. <https://www.safercare.vic.gov.au/sites/default/files/2020-09/The-health-and-wellbeing-of-the-LGBTIQ-population-in-Victoria.pdf>

GOVERNANCE: policy, leadership and employment

Governance Goal 1: Policy

SHORT-TERM: develop a JEDI statement or pledge				
Action	Responsibility	Timeline	Resourcing	Consultation
Research JEDI statements and develop a statement that meets PGAV’s mission. Seek endorsement from diverse communities.	Executive Officer	March 2025		AAV, DARTs, KHT, MAV
Seek ratification from PGAV Board and integrate into Strategic Plan goals and KPIs	Executive Officer, Board	May 2025		
Promote statement on website and via comms.	Executive Officer, Comms Officer	June 2025		
Outcomes <ul style="list-style-type: none"> PGAV has a JEDI statement which is endorsed by diverse communities. JEDI statement shared with sector and wider community. 				
Evaluation <ul style="list-style-type: none"> Member Survey – ask if members are aware of PGAV JEDI statement. 				
LONG-TERM: JEDI statement integrated into PGAV Rules of Association				
Action	Responsibility	Timeline	Resourcing	Consultation
Draft JEDI statement within PGAV Rules. Ratified by Board.	PGAV Legal Rep, Board	March 2026		
Take to members for approval at AGM.	Executive Officer	May 2026		
Rules updated with CAV and ACNC, published on PGAV website.	Executive Officer	June 2026		
Review JEDI statement every 2 years, develop specific Action Plans as needed (ie RAP, DAP)	Executive Officer, Board	March 2028		AAV, DARTs, KHT, MAV
Outcomes <ul style="list-style-type: none"> JEDI statement embedded in governing documents, ensuring longevity. PGAV programming shifts in response to JEDI statement. PGAV Member programming shifts in response to JEDI statement. 				
Evaluation <ul style="list-style-type: none"> Comparing PGAV programming from previous years to now. Comparing PGAV Members programming from previous years to now. 				



Image: Artists Monica Lazzari and Chris Mason at the *Tones of Home* exhibition opening, Arts Project Australia, 2023. Photo: Janelle Low.



Image: Gallery Director Simon Gregg and artist Matthew Thomas, *First Fridays Conversation Series*, Gippsland Art Gallery, 2019.

Governance Goal 2: Leadership

SHORT-TERM: scope and plan a JEDI leadership program to increase number of diverse leaders in the sector				
Action	Responsibility	Timeline	Resourcing	Consultation
Consult with Board to identify key leadership skills. Develop a Leadership Program brief.	Executive Officer, Board	March 2025		
Consult with JEDI peak bodies to ensure Leadership Program outcomes will deliver meaningful change. Seek advice on delivery plans and potential presenters and participants.	Executive Officer, Industry Dev Officer	July 2025		AAV, DARTs, KHT, MAV
Determine funding needs and identify potential funders. Develop marketing plan to potential participants.	Executive Officer, Comms Officer	August 2025	Costs to deliver identified.	
Engage JEDI presenters, develop content together.	Industry Dev Officer, JEDI experts	Sept 2025	\$\$ to develop content.	
Outcomes <ul style="list-style-type: none"> JEDI Leadership Program developed and ready to be rolled out. Marketing plan developed, targeting potential participants. Funding needs determined and funders engaged. 				
Evaluation <ul style="list-style-type: none"> JEDI peak bodies and presenters provide feedback on the planned program. 				
LONG-TERM: Deliver Leadership Program, develop an Internship Program.				
Action	Responsibility	Timeline	Resourcing	Consultation
Once funding secured, recruit participants and deliver program.	Executive Officer, Industry Dev Officer, Comms Officer	March 2027		
Undertake evaluation of Leadership Program.	Industry Dev Officer	July 2027		
Scope out Internships Program, for Leadership Program alumni.	Industry Dev Officer	August 2027		PGAV Members, AAV, DARTs, KHT, MAV
Integrate evaluation into Leadership Program, engage delivery partners to revise content for second year.	Industry Dev Officer	Sept 2027		AAV, DARTs, KHT, MAV
Secure funding for Internship Program.	Executive Officer, Board	March 2028		
Outcomes <ul style="list-style-type: none"> Successfully deliver Leadership Program. Funding secured for Internship Program, for Leadership Program Alumni. Integrate learnings from first Leadership Program ready for 2028. Recruit Interns in 2028. 				
Evaluation <ul style="list-style-type: none"> Leadership Program places filled, high % of participants complete program. Survey participants to understand relevance and impact of the Leadership Program. Internship Program places filled. 				



Image: Nyunmiti Burton with her work *Kungkarangkalpa – Seven Sisters at Kungka Kunpu (Strong Women)* exhibition opening, Geelong Gallery, 2023. Photo: Hails and Shine.

Governance Goal 3: Employment

SHORT-TERM: develop targets and tools to ensure more inclusive employment at PGAV				
Action	Responsibility	Timeline	Resourcing	Consultation
Set diversity targets for Board, staff and external contractors.	Executive Officer, Board	March 2026		
Develop an Inclusive Hiring Checklist and protocols.	Executive Officer	June 2026		AAV, DARTs, KHT, MAV
Develop a complaint system, integrate into contracts and socialise with board and staff.	Executive Officer	Sept - Nov 2026		AAV, DARTs, KHT, MAV
Outcomes <ul style="list-style-type: none"> PGAV has targets and tools to guide employment practices. PGAV has a complaint system in place to ensure a safe working environment. 				
Evaluation <ul style="list-style-type: none"> Feedback from JEDI peak bodies ensures targets and tools are relevant and effective. 				
LONG-TERM: review inclusive employment targets for PGAV and Victoria's public gallery sector				
Action	Responsibility	Timeline	Resourcing	Consultation
Review PGAV and sector employment demographics annually.	Executive Officer, Board	June 2027		
Develop checklist to assist Board decision making moving from targets to quotas.	Executive Officer, Board	Sept 2027		AAV, DARTs, KHT, MAV
If required, set quotas and protocols to achieve them.	Executive Officer, Board	June 2028		
Outcomes <ul style="list-style-type: none"> PGAV is keeping track of its employment targets, and diversity of employment across the sector. PGAV is responsive to complaints and implements change in its HR systems. PGAV is proactive in its employment targets/quotas. PGAV is tracking sector employee demographics. 				
Evaluation <ul style="list-style-type: none"> % of candidates applying for roles at PGAV are diversifying over time. % of candidates from diverse backgrounds are securing roles at PGAV and in the sector (monitor through internal PGAV systems and Members Survey). 				



Image: Sancintya Mohini Simpson, *An ocean* 2023, installation view with artist, *TarraWarra Biennial 2023: ua usiusi fa'ava' asavili*, curated by Dr Léuli Eshraghi, TarraWarra Museum of Art, 2023. Courtesy of the artist and Milani Gallery, Brisbane. Photo: James Henry.

CAPACITY BUILDING: training and programming

Capacity Building Goal 1: Training

SHORT-TERM: Scope and plan JEDI training for PGAV Board and Victoria's public gallery sector				
Action	Responsibility	Timeline	Resourcing	Consultation
Audit Board and sector to identify JEDI training needs.	Executive Officer	March 2025		
Consult to identify appropriate trainers and scope costs.	Executive Officer, Industry Dev Officer	June 2025	Industry Dev Officer \$80k annually	AAV, DARTs, KHT, MAV
Begin planning training program for delivery in subsequent years.	Executive Officer	Sept 2025		
Outcomes <ul style="list-style-type: none"> JEDI training needs for PGAV and sector identified. Appropriate trainers identified and engaged. Work started on tailoring training needs, timing and budgeting for following years. 				
Evaluation <ul style="list-style-type: none"> Seek feedback from board and members about the proposed training program. Measure program against initial expectations. 				
LONG-TERM: Deliver JEDI training for PGAV Board and Victoria's public gallery sector				
Action	Responsibility	Timeline	Resourcing	Consultation
Integrate training into annual program.	Industry Dev Officer	Sept 2026		
Deliver training and undertake evaluation at completion.	Industry Dev Officer	Mar – Nov 2026	Trainer costs (?)	
In response to evaluation, seek advice from experts on ways to improve training.	Industry Dev Officer	March 2027		JEDI trainers, AAV, DARTs, KHT, MAV
Integrate advice into future training.	Industry Dev Officer	August 2027		
Outcomes <ul style="list-style-type: none"> Training program is well received by the sector. Sector is putting training into action. PGAV is delivering on training KPIs. Training program is being revised in response to evaluation and as needs change over time. 				
Evaluation <ul style="list-style-type: none"> Survey participants after each session – measure relevance, whether gained new knowledge and likelihood of implementing at their galleries. Follow up survey (3-6 months post training) to gather case studies, determine level of change in the sector. 				



Image: Aishah Kenton speaks for *First Mondays Intro to ACTS I-VII* presented by members of Oculi collective. Photo Sean Davey, 2022



Image: Visitors viewing photobooks at launch of *Not standing still: new approaches in documentary photography*, Museum of Australian Photography (MAPh), 2021. Photo by Zan Wimberley.

Capacity Building Goal 2: Programming

SHORT-TERM: set JEDI targets for Victoria's public gallery sector and evaluation process to track progress				
Action	Responsibility	Timeline	Resourcing	Consultation
Research Victoria's demographic data to set baseline JEDI targets.	Executive Officer, Industry Dev Officer	March 2026		
Consult with JEDI peak bodies to set realistic targets for 2027 and 2028.	Executive Officer, Industry Dev Officer	June 2026		AAV, DARTs, KHT, MAV
Consult with members and agree to realistic targets.	Executive Officer, Industry Dev Officer	Sept 2026		PGAV Members
Establish JEDI programming questions for Member and Benchmarking surveys.	Industry Dev Officer	Nov 2026		
Outcomes <ul style="list-style-type: none"> PGAV establishes realistic JEDI programming targets for its program and for Victoria's public gallery sector. PGAV establishes JEDI programming targets within Membership and Benchmarking Surveys. 				
Evaluation <ul style="list-style-type: none"> JEDI peak bodies inform programming targets. PGAV members agree to JEDI programming targets. PGAV Member and Benchmarking Surveys include JEDI programming targets. 				
LONG-TERM: undertake JEDI evaluation of Victorian's public gallery sector and track progress over time				
Action	Responsibility	Timeline	Resourcing	Consultation
Undertake evaluation of JEDI programming targets of PGAV and Victoria's public gallery sector, annually	Industry Dev Officer	July 2027 & July 2028		
Review PGAV and sector's JEDI programming against targets. If not achieved, seek advice on ways to improve.	Industry Dev Officer	Sept 2027 & Sept 2028		AAV, DARTs, KHT, MAV
Implement improvement strategies into sector training.	Industry Dev Officer	Oct 2027 & Oct 2028		
Outcomes <ul style="list-style-type: none"> PGAV is capturing longitudinal JEDI programming targets within Victoria's public gallery sector. PGAV is demonstrating leadership in JEDI programming. Victoria's public gallery sector is demonstrating best practice in JEDI programming. 				
Evaluation <ul style="list-style-type: none"> Review Member and Benchmarking Surveys to understand best practice within Victoria's public gallery sector. Share survey results with JEDI peak bodies for feedback. 				



Image: Peter Waples-Crowe performance at the opening of *A Lightness of Spirit is the Measure of Happiness* 2018, Australian Centre for Contemporary Art (ACCA). Courtesy the artist. Photograph Jacqui Shelton.

ENGAGEMENT: community consultation, marketing and promotion

Engagement Goal 1: Community consultation

SHORT-TERM: audit Victoria's public gallery sector to understand their community engagement strategies				
Action	Responsibility	Timeline	Resourcing	Consultation
Develop an audit tool which captures data on sector's community engagement.	Executive Officer, Industry Dev Officer	March 2027		AAV, DARTs, KHT, MAV
Gather and evaluate responses from the sector.	Industry Dev Officer	June 2027		PGAV Members
Develop case studies of best practice approaches within the sector. Consult with JEDI peaks on how to build capacity of sector.	Industry Dev Officer	Sept 2027		AAV, DARTs, KHT, MAV
Publish case studies on website and socials.	Comms Officer	Oct 2027		
Outcomes <ul style="list-style-type: none"> PGAV creates a series of case studies that demonstrate best practice examples from and for the sector. PGAV has understanding of gaps in community engagement across the sector. PGAV has identified ways to build sector capacity in community engagement. 				
Evaluation <ul style="list-style-type: none"> PGAV undertakes audit. PGAV publishes case studies of sector best practice. JEDI peaks provide feedback on sector's community engagement practice. 				
LONG-TERM: develop a program to build sector capacity in community engagement				
Action	Responsibility	Timeline	Resourcing	Consultation
Identify relevant JEDI trainers able to address gaps identified in sector community engagement.	Industry Dev Officer	July 2028		MRCs; CCD artists, arts workers and organisations.
Plan and deliver capacity building program for sector.	Industry Dev Officer, JEDI trainers	Sept 2028		
Monitor impact of capacity building program over time. Consult with MRCs and CCD experts and Implement changes to program as needed.	Industry Dev Officer	Oct 2028		MRCs; CCD artists, arts workers and organisations
Outcomes <ul style="list-style-type: none"> Victoria's public gallery sector understands how to gather demographic data in a culturally safe way. Sector knows how to undertake research into barriers for engagement within their communities. Sector delivers programming which is informed by CALD, First Nations, LGBTIQ+, Deaf and disabled communities. Artist and audience demographics diversify over time. 				
Evaluation <ul style="list-style-type: none"> Survey participants to determine if they have gained new knowledge and the likelihood of implementing in their galleries. MRCs and CCD experts provide feedback. Member and Benchmarking Surveys shows diversification of artist and audience demographics over time. 				



Image: Elias Alavi with his work *Cheshme-e jaan (The Spirit Spring)*, 2023, installation view, TarraWarra Biennial 2023: *ua usiusi fa'ava'asavili*, TarraWarra Museum of Art, 2023. Courtesy of the artist. Photo: James Henry Photography.

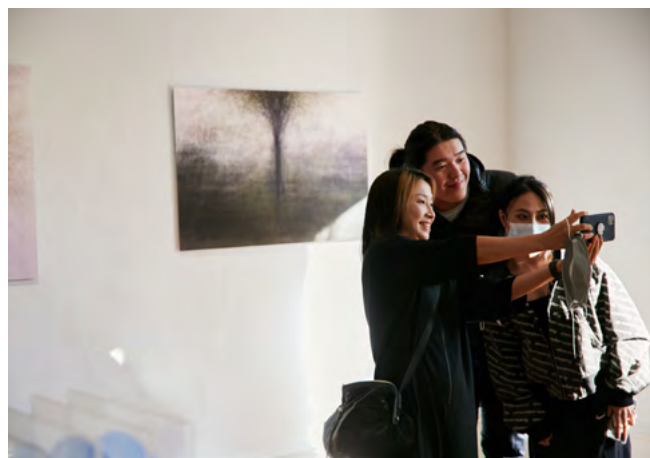


Image: Visitors to the exhibition *Cyrus Tang: Time Fell Asleep in the Evening Rain*, Linden New Art, 2022. Image courtesy of Linden New Art. Photo: Laura May Grogan.

Engagement Goal 2: Marketing & Promotion

SHORT-TERM: reach more diverse audiences and make PGAV communications accessible to more people				
Action	Responsibility	Timeline	Resourcing	Consultation
Identify demographic gaps in our audiences.	Executive Officer, Comms Officer	March 2025		
Identify diverse media outlets across social media, print and radio.	Comms Officer	June 2025		AAV, DARTs, KHT, MAV
Set guidelines on when to use alt-text or descriptive text for digital media; protocols for managing social media trolls.	Comms Officer	Sept 2025		AAV, DARTs, KHT, MAV
Identify tools to assist with accessibility for PGAV print and digital marketing and promotion, as well as our resources and program delivery.	Comms Officer	Oct 2025		AAV, DARTs, KHT, MAV
Review JEDI media engagement annually	Comms Officer	2026 onwards		
Outcomes <ul style="list-style-type: none"> PGAV has a clear idea of demographic gaps in its current audience. PGAV has guidelines and tools to address demographic gaps. PGAV is ready to engage with diverse media and audiences. 				
Evaluation <ul style="list-style-type: none"> JEDI peaks provide feedback on ability of PGAV's marketing and comms guidelines and tools to address demographic gaps. PGAV evaluates JEDI media engagement annually. 				
LONG-TERM: identify and support Victoria's public galleries to follow best practice in JEDI marketing and promotion.				
Action	Responsibility	Timeline	Resourcing	Consultation
Consult with JEDI peaks on best practice in marketing and promotion.	Comms Officer	March 2025		AAV, DARTs, KHT, MAV.
Create a checklist and deliver a training session for public gallery sector on JEDI marketing and promotion.	Comms Officer, Industry Dev Officer, JEDI peaks	Sept 2025		AAV, DARTs, KHT, MAV
Monitor sector's progress over time. If not seeing change, promote its importance and re-run training.	Comms Officer	July - Sept 2026 - 2028		
Outcomes <ul style="list-style-type: none"> PGAV has a checklist and delivers training session on best practice JEDI marketing and promotion. Majority of Victoria's public gallery sector has attended PGAV training and aware of best practice. PGAV is monitoring diversity in sector marketing and promotion. 				
Evaluation <ul style="list-style-type: none"> JEDI peaks provide feedback on PGAV checklist. Undertake survey after training session to determine if participants gained new knowledge and likelihood will implement in their galleries. PGAV monitoring shows diversification within sectors marketing and promotion over time. 				



Image: Visitors to the Art Gallery of Ballarat, viewing works from the permanent collection, 2022.



Image: Eric Nash, Benalla Art Gallery Director and curator of the *Tones of Home* exhibition speaks at the exhibition opening alongside Auslan interpreter Stacie Van Hulst, Arts Project Australia, 2023. Photo: Janelle Low.

DELIVERY SCHEDULE

	Goal	2025	2026	2027	2028	Who
GOVERNANCE	POLICY SHORT-TERM: develop a JEDI statement or pledge	March - June				EO
	POLICY LONG-TERM: JEDI statement integrated into PGAV Rules of Association		March - May			EO, Board
	LEADERSHIP SHORT-TERM: scope and plan a JEDI leadership program to increase number of diverse leaders in the sector	March - Sept				EO, IDO
	LEADERSHIP LONG-TERM: Deliver Leadership Program, develop an Internship Program			March		EO, IDO, CO
	EMPLOYMENT SHORT-TERM: develop targets and tools to ensure more inclusive employment at PGAV		March - Sept			EO, Board
	EMPLOYMENT LONG-TERM: review inclusive employment targets for PGAV and Victoria's public gallery sector			June - Sept	June	EO, Board
CAPACITY BUILDING	TRAINING SHORT-TERM: Scope and plan JEDI training for PGAV Board and Victoria's public gallery sector	March - Sept				EO, IDO
	TRAINING LONG-TERM: Deliver JEDI training for PGAV Board and Victoria's public gallery sector		March - Nov	March - Nov	March - Nov	IDO
	PROGRAMMING SHORT-TERM: set JEDI targets for Victoria's public gallery sector and evaluation process to track progress		March - Nov			EO, IDO
	PROGRAMMING LONG-TERM: undertake JEDI evaluation of Victorian's public gallery sector and track progress over time			July - Oct	July - Oct	IDO
ENGAGEMENT	COMMUNITY CONSULTATION SHORT-TERM: audit Victoria's public gallery sector to understand their community engagement strategies			March - Oct		EO, IDO, CO
	COMMUNITY CONSULTATION LONG-TERM: develop a program to build sector capacity in community engagement				July - Oct	IDO
	MARKETING & PROMOTION SHORT-TERM: reach more diverse audiences and make PGAV communications accessible to more people	March - Oct				EO, CO
	MARKETING & ENGAGEMENT LONG-TERM: identify and support Victoria's public galleries to follow best practice in JEDI marketing and promotion.	March - Sept	July - Sept	July - Sept	July - Sept	CO, IDO

Key

	Delivery of these programs is subject to funding of Industry Development Officer position at PGAV.
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Image: *Takeover at Parliament Steps*, Parliament Steps, Melbourne, as part of the *Who's Afraid of Public Space?* program, 2022. Presented by The Social Studio, Outer Urban Projects, Youthworx in collaboration with the Australian Centre for Contemporary Art (ACCA). Photograph: Keelan O'Hehir.

PGAV MEMBERS

PGAV represents 69 public galleries across metropolitan, outer metropolitan and regional Victoria:

Art Gallery TAMA
Art Gallery of Ballarat
Arts Centre Melbourne
Arts Project Australia
ArtSpace at Realm
Australian Centre for Contemporary Art | ACCA
Australian Centre for the Moving Image | ACFI
Bayside Gallery
Benalla Art Gallery
Bendigo Art Gallery
Bundoora Homestead Art Centre
Bunjil Place Gallery
Burrinja Cultural Centre
Buxton Contemporary
Cardinia Cultural Centre Gallery
Carlisle Street Arts Space
Castlemaine Art Museum
Central Goldfields Art Gallery
City Gallery
Counihan Gallery In Brunswick
Craft Victoria
CS Gallery
Deakin University Art Gallery
Djaa Djuwima
Duldig Studio
East Gippsland Art Gallery
Eltham Library Community Gallery
Geelong Gallery
Gippsland Art Gallery
Glen Eira City Council Gallery
Grainger Museum
Hamilton Gallery
Heide Museum of Modern Art
Hellenic Museum
Horsham Regional Art Gallery

Hyphen - Wodonga Library Gallery
Ian Potter Museum of Art
Incinerator Gallery
Jewish Museum of Australia
Kingston Arts Centre
Koorie Heritage Trust
La Trobe Art Institute | LAI
Latrobe Regional Gallery | LRG
Linden New Art
Manningham Art Gallery
McClelland Sculpture Park + Gallery
Mildura Arts Centre | MAC
Monash University Museum of Art | MUMA
Montsalvat
Mornington Peninsula Regional Gallery | MPRG
Museum of Australian Photography | MAPH
National Gallery of Victoria | NGV
Old Quad
RMIT Design Hub
RMIT First Site Gallery
RMIT Gallery
Science Gallery Melbourne
Shepparton Art Museum | SAM
State Library Victoria | SLV
Swan Hill Regional Art Gallery
TarraWarra Museum of Art
The Dax Centre
Town Hall Gallery
Victorian Artists Society
Walker Street Gallery
Wangaratta Art Gallery
Warrnambool Art Gallery
Whitehorse Art Space
Wyndham Art Gallery



Image: Aaron Deans at the *genU studio artists—RISE* exhibition opening, Geelong Gallery, 2023, Photo: Hails and Shine.

LOCATION

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WEB

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