

11 November 2024

At the conclusion of the Environment and Climate Change
Committee

**Cultural, Creative and Nightlife
Committee**

Agenda

- 1. Confirmation of Minutes**
- 2. Statement of Ethical Obligations and Disclosures of Interest**
- 3. Post Exhibition - Cultural Strategy 2025-2035**
- 4. Grants and Sponsorship - Creative Grants**

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As part of our democratic process, the City invites members of the community to speak directly to Councillors during Committee meetings about items on the agenda.

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Guidelines

To enable the Committee to hear a wide range of views and concerns within the limited time available, we encourage people interested in speaking at Committee to:

1. Register to speak by calling Secretariat on 9265 9702 or emailing secretariat@cityofsydney.nsw.gov.au before 10.00am on the day of the meeting.
2. Check the recommendation in the Committee report before speaking, as it may address your concerns so that you just need to indicate your support for the recommendation.
3. Note that there is a three minute time limit for each speaker (with a warning bell at two minutes) and prepare your presentation to cover your major points within that time.
4. Avoid repeating what previous speakers have said and focus on issues and information that the Committee may not already know.
5. If there is a large number of people interested in the same item as you, try to nominate three representatives to speak on your behalf and to indicate how many people they are representing.

Committee meetings can continue until very late, particularly when there is a long agenda and a large number of speakers. This impacts on speakers who have to wait until very late, as well as City staff and Councillors who are required to remain focused and alert until very late. At the start of each Committee meeting, the Committee Chair may reorder agenda items so that those items with speakers can be dealt with first.

Committee reports are available at www.cityofsydney.nsw.gov.au

Item 1.

Confirmation of Minutes

Minutes of the following meetings of the Cultural and Creative Committee are submitted for confirmation:

Meeting of 22 July 2024

Item 2.**Statement of Ethical Obligations**

In accordance with section 233A of the Local Government Act 1993, the Lord Mayor and Councillors are bound by the Oath or Affirmation of Office made at the start of the Council term to undertake their civic duties in the best interests of the people of the City of Sydney and the City of Sydney Council and to faithfully and impartially carry out the functions, powers, authorities and discretions vested in them under the Local Government Act 1993 or any other Act, to the best of their ability and judgement.

Disclosures of Interest

Pursuant to the provisions of the Local Government Act 1993, the City of Sydney Code of Meeting Practice and the City of Sydney Code of Conduct, Councillors are required to disclose and manage both pecuniary and non-pecuniary interests in any matter on the agenda for this meeting.

In both cases, the nature of the interest must be disclosed.

This includes receipt of reportable political donations over the previous four years.

Item 3.

Post Exhibition - Cultural Strategy 2025-2035

File No: X099822

Summary

In 2022, the City adopted a new community strategic plan Sustainable Sydney 2030-2050: Continuing the Vision (the Plan). The Plan outlines the community's vision for a thriving cultural life in Sydney and identifies 8 strategic outcomes that contribute to that vision. With the Plan as a foundation, City staff consulted with local creative operators, artists and cultural organisations and developed a draft Cultural Strategy 2025-2035 (the Strategy) to guide the City's support for arts, culture and creative industries over the next ten years.

The Strategy builds upon the achievements of the Creative City Cultural Policy 2014-2024, and responds to a period of significant change and unprecedented challenges for artists, culture and the creative industries. The evolving, ongoing impacts of the Covid-19 pandemic has informed new research undertaken by the City. This research demonstrates the Creative Industries workforce of Greater Sydney has reduced by approximately 6% (or just under 5,000 workers) since 2012, and in our local government area, commercial floorspace used by creative industries has reduced by more than 172,000m² over the same period. In the City of Sydney, artists, musicians, writers and performers (the core creative professions) have experienced the sharpest decline, reducing by 11% (by place of residence - City of Sydney) in the past decade. The pressing challenge of retaining Sydney's creative spaces and cultural workforce requires renewed strategic consideration.

The Strategy outlines a framework to respond to both immediate and long-term challenges and opportunities under the themes - "retain, rebuild, reimagine". The Strategy proposes high-level actions to retain at-risk creative spaces and workers, rebuild capacity in a severely impacted sector, and reimagine a more sustainable, equitable, innovative and thriving cultural and creative life.

The draft Strategy was launched with a CityTalk in June 2024 and placed on public exhibition throughout July and August 2024. The community's response to the Strategy has been very positive, particularly among workers in the cultural and creative sector. Only minor changes are proposed in the post-exhibition draft as well as the inclusion of measures and goals to inform ongoing evaluation of the Strategy's success.

Recommendation

It is resolved that:

- (A) Council note the submissions received from the community on the exhibited draft Cultural Strategy 2025-2035, as shown at Attachment B to the subject report;
- (B) Council adopt the Cultural Strategy 2025-2035, as shown at Attachment A to the subject report; and
- (C) authority be delegated to the Chief Executive Officer to make amendments to the Cultural Strategy 2025-2035 in order to correct any minor drafting errors and finalise design, artwork and accessible formats for publication.

Attachments

Attachment A. Cultural Strategy 2025-2035

Attachment B. Engagement Report - Cultural Strategy 2025-2035

Background

1. The City of Sydney is a strong supporter of local cultural and creative industries. Since 2014, the City has spent an estimated \$34 million in culture each year, and dedicated a property portfolio with a replacement value of \$44 million for cultural purposes. These investments have supported over 14,000 opportunities for Sydney-based artists. The City has developed a significant annual calendar of events and cultural programs that provide our communities with free and low-cost access to cultural activity and employ a large number of creative workers. These investments were made through the implementation of the Creative City Cultural Policy and Action Plan 2014-2024 which has now been completed and finalised.

Draft Cultural Strategy 2025-2035

2. In 2022 the City adopted the Community Strategic Plan Sustainable Sydney 2030-2050: Continuing the Vision (the Plan). The Plan is the result of extensive consultation with local communities, including the arts, cultural and creative industries. The Plan articulates a vision for a thriving cultural life in Sydney built upon the following 8 strategic outcomes:
 - (a) Aboriginal and Torres Strait Islander peoples and their cultural practices are visible and respected.
 - (b) We value our cultural life and champion our creative industries.
 - (c) An increasing number of creative workers live or work in our city.
 - (d) Sydney's cultural life reflects the diversity of our communities.
 - (e) There is an increasing supply of accessible creative spaces.
 - (f) Creativity and culture is embedded in the fabric of our city.
 - (g) Creativity and great experiences fuel the vitality of our city.
 - (h) There is equitable access to education and learning opportunities.
3. The draft Cultural Strategy 2025-2035 (the Strategy) aims to build a practical path towards achieving these ambitions, with consideration for the current context and ongoing research.
4. The City's research demonstrates significant challenges facing the arts, culture and creative industries. The City's research analyses census data from the Australian Bureau of Statistics, longitudinal creative employment research undertaken by the Federal arts agency Creative Australia, the City's Floorspace and Employment Survey, the City's Wellbeing Survey, evaluation of the City's cultural programs and grants, and community consultation. The key findings are:
 - (a) The number of people who live in Greater Sydney and work in the creative industries reduced by 6% (or 4,918 workers in real numbers) between 2011 and 2021.

- (b) The number of people who live in the City of Sydney and work in the core creative professions (artist, musician, performer, writer) reduced by 11% (or 155 workers in real numbers) between 2011 and 2021.
 - (c) Sydney is the only Australian capital city to see a reduction in core creative professionals during this timeframe.
 - (d) The average cost of a rental unit in Greater Sydney is the equivalent of 62% of average incomes for core creative professionals, and sector consultation confirms that the cost of rental housing is the primary driver of migration of artists out of Sydney.
 - (e) 61% of the residents of the City of Sydney rent.
 - (f) Commercial floorspace used by the Creative Industries in the City of Sydney has reduced by 172,000m² since 2012.
 - (g) Commercial floorspace used by the core creative professions (artists, musicians, performers, writers) has reduced by 14,376m² since 2012.
 - (h) The diversity of Sydney's creative workforce has reduced. 44% of people who live in the City of Sydney identify as having British, Irish or Australian ancestry, however 70% of those working in the core creative professions in the City of Sydney identify with this ancestry. Consultation suggests cost-of-housing pressures and unaffordable creative studio workspace are driving the increased homogeneity of the local creative workforce.
5. To develop the draft Strategy, City staff consulted with the City's Cultural and Creative Sector Advisory panel and conducted eight engagement workshops with sub-sectors of the creative industries. Consultation focused on understanding the lived experience of the above research findings, exploring the context for these changes, and identifying primary challenges and emerging opportunities for the sector. The key findings are:
- (a) Unaffordable housing is displacing creative workers with impacts on local production, supply chains, and peer groups.
 - (b) The cost and complexity of planning and regulatory compliance continues to be a barrier to operating creative spaces, producing events, and sustaining creative careers.
 - (c) Both infrastructure and grant funding investments tend to favour presentation outcomes over production and development. This is seen as directing government subsidy more towards marketing and audience engagement strategies than artist incomes. Cultural investment is not seen to be adequately supporting individual creative practice as the source of creative innovation.
 - (d) A missing mid-tier in Sydney's cultural sector is impacting the viability of the creative ecosystem and sustainability of creative careers. Sydney has a large number of major national cultural institutions, but not enough mid-sized venues and organisations to support pathways from the small and independent scale to the major institutions, as well as viable export products.

- (e) The sector is suffering from burnout following years of unprecedented challenges. The local sector is reliant on a relatively small number of cultural leaders who have sustained a personal toll through the Covid-19 pandemic and subsequent cost-of-living crisis. Recovery will take time and over-burdening the sector with short-term stimulus and expectations to deliver fast results will make things worse.
 - (f) The sector is seeking a more collaborative future, less focus on competitive merit-based opportunities that favour only a few, and more focus on ecosystem-wide investment that unlocks peer-to-peer learning, resource sharing, and process-led collaborations.
6. Noting that the City's research and consultation presents challenges that require different scales of urgency of response, the draft Strategy proposes a response framework organised by 3 themes - "retain, rebuild, reimagine" that relate to:
- (a) Retain - urgent actions to retain Sydney's creative workforce and cultural infrastructure.
 - (b) Rebuild - strategic interventions to rebuild strength in Sydney's creative sector following years of unprecedented challenge.
 - (c) Reimagine - systemic change to guide Sydney's cultural sector towards a more diverse, inclusive, green and equitable future with innovative approaches to unlocking potential.
7. The draft Strategy uses these themes to propose actions for each of the 8 strategic outcomes.
8. The draft Strategy groups the strategic outcomes and actions under four cultural pillars that align with counterpart strategies at a federal and state level, including Revive the national cultural policy, and Creative Communities the NSW Government's arts, culture and creative industries policy. The four pillars are:
- (a) Right to culture - we respect and protect First Nations people's connections to Country and Culture, we celebrate the many cultures of our diverse, multicultural and inclusive city, and we acknowledge culture as vital to liveability and wellbeing.
 - (b) Creative workforce - we champion our creative workforce and build opportunities for creative employment, talent retention, cultural exports and a sustainable local sector.
 - (c) Cultural infrastructure - we provide, protect, advocate and plan for the infrastructure needed to support our creative industries and a thriving cultural life.
 - (d) Creative participation - we ensure there are pathways for everyone to engage in a creative practice and participate in the cultural life of Sydney.

9. The draft Strategy expands the City's definition of "culture" to include:
 - (a) the arts, cultural and creative industries
 - (b) the heritage, knowledge and cultural practices of Aboriginal and Torres Strait Islander peoples
 - (c) the expressions of identity, and shared experience and aspirations of our diverse and multicultural communities.

Public exhibition and engagement

10. The draft Strategy was placed on public exhibition from 10 July to 6 September 2024. A Sydney Your Say webpage provided information on the key components of the strategy and a downloadable PDF of the strategy. This page was visited 1,813 times during the exhibition period. Five hundred and one people downloaded the strategy and 93 submissions were received.
11. Submissions are in favour of the draft strategy. Three of the strategy's pillars were rated over 80% "important or very important" and one was rated 68% "important or very important". Submissions from people who engage in a professional arts practice are more strongly in favour, rating the cultural infrastructure and creative participation pillars both as 92% "important or very important."
12. The top 5 issues considered most significant are:
 - (a) High commercial rents and costs for operating creative spaces and venues
 - (b) Unaffordable housing supply displacing artists and creative workers
 - (c) Cost and complexity of compliance when operating creative spaces and events
 - (d) Not enough affordable facilities and training for personal creative practice
 - (e) An under-developed middle-tier in Sydney's creative sector.
13. The top 5 proposed actions considered most important are:
 - (a) Dedicated spaces for artists, musicians, writers and performers in City owned properties
 - (b) Putting underused commercial property to creative use
 - (c) Creative live/work tenancies
 - (d) Temporary street closures for neighbourhood-focused community, cultural and business activities
 - (e) Supporting artists into affordable housing.

14. Many submissions made suggestions for actions. These suggestions can be summarised in the following ten themes, included here with notes on how each theme will be addressed:

(a) Theme: Equity and Diversity (7 suggestions)

Intent: Ensuring fair representation and access for all cultural groups.

Response: The priority area "Sydney's cultural life reflects the diversity of our communities" will inform how the City develops cultural programs and grants and allocates creative opportunities to ensure equitable inclusion of all cultural groups.

(b) Theme: Community Engagement (6 suggestions)

Intent: Encouraging more localised, accessible, and inclusive cultural participation.

Response: The priority area "there is equitable access to education and learning opportunities, everyone can participate in a creative practice" outlines an approach to providing space, skills and opportunities to all of the City's communities to participate in creativity and culture. The City's events and cultural programs remain free or low cost. The Strategy commits to developing community curator programs to ensure greater local inclusion in our programs.

(c) Theme: Funding and Support for Artists (5 suggestions)

Intent: Calls for more grants, better funding models, and affordable spaces.

Response: In June 2024, when Council approved the draft Strategy for exhibition, an additional \$20 million over 10 years was committed to delivery of the Strategy. This increase to the City's cultural budget will fund new grant funding programs for artists and creative spaces. In addition, the Strategy commits to reviewing the City's funding programs to ensure they are meeting emerging needs, application processes are equitable and inclusive, and City properties are made available as affordable creative space.

(d) Theme: Housing and Affordability (4 suggestions)

Intent: Addressing the high cost of living and its impact on Sydney's creative sector.

Response: Cost of living, inflation, and property market prices are outside of the City's control, however this Strategy specifically contains actions to assist the creative sector to meet increasing operating costs and to assist more artists into affordable housing.

(e) Theme: Simplifying Processes (4 suggestions)

Intent: Reducing bureaucracy for events and access to spaces.

Response: The Strategy includes actions to deliver a more straightforward model for managing entertainment sound, advocating for exempt development paths for pop-up events, and enabling temporary street closures. The additional budget allocated to the Strategy will fund a planning guidance service to assist with navigating approvals processes for venues and events.

- (f) Theme: Public Spaces and Placemaking (3 suggestions)

Intent: Utilising public spaces for creative expression and community engagement.

Response: The priority area "creativity and culture is embedded in the fabric of the city" outlines an approach to designing public space to enable creativity and community activities.

- (g) Theme: Support for Small Creators (3 suggestions)

Intent: Ensuring equitable support for smaller and emerging organisations.

Response: The City's creative grants, quick response grants, accommodation grants and cultural programs are designed to provide support to small-to-medium creative operators and emerging artists.

- (h) Theme: Live Music and Events (2 suggestions)

Intent: Enhancing live music venues and extending operational hours for a more vibrant nightlife.

Response: The City's Late Trading controls, Entertainment Sound DCP and proposed delivery of Special Entertainment Precincts will provide greater certainty and protections for live music venues, additional trading hours and incentives for cultural programming in a broad range of businesses and venues.

- (i) Theme: First Nations Empowerment (1 suggestion)

Intent: Creating an Independent First Nations Creative Committee to develop First Nations arts and cultural programs.

Response: This suggestion will be considered in the development of the City's Aboriginal and Torres Strait Islander Strategic Framework.

- (j) Theme: Environmental Sustainability (1 suggestion)

Intent: Incorporating sustainability into cultural planning.

Response: Sustainable Sydney 2030-2050: Continuing the Vision commits the City to consider environmental sustainability as central to all the City's programs and services and sets a net zero target for our local area by 2035. The City has developed guidance on how events and cultural organisations can contribute to this target, including City proposed events. The City is a certified carbon neutral organisation.

15. Four online briefing sessions were held during the exhibition period. One for the City's Advisory Panels, one for local cultural organisations and creative operators, and two open sessions for all of the community. The online briefings provided an overview of the process for developing the strategy, the research underpinning the strategy, the contents of the strategy and a chance to respond to questions.

Post exhibition edits

16. The engagement activities demonstrated broad support for the Strategy as drafted. Some minor changes are proposed, outlined below and noting the reason for the edit.

- (a) Inclusion of a chapter on measures and goals.

With community endorsement of the Strategy, City staff have developed a high-level framework for evaluating the success of the Strategy, including a set of measures and goals for each of the four strategic pillars. These measures use Australian Bureau of Statistics data, the City's Floorspace and Employment Survey and Residential Wellbeing Survey. As the datasets become available, the City will refresh the associated research and provide a public report on progress towards the goals.

- (b) The priority area "Aboriginal and Torres Strait Islander people and their cultural practices are visible and respected" has been updated to "Aboriginal and Torres Strait Islander people and the cultural practices are valued and supported."

This is to align more closely with the language used in the City's Aboriginal and Torres Strait Islander Strategic Framework currently in development and draws upon community sentiment heard during engagement activities to develop the strategic framework.

- (c) A new action has been included in the Cultural Infrastructure pillar.

"Establish a working group with the City of Sydney and Create NSW to identify opportunities for more affordable creative workspace and housing for creatives in Sydney, policy and regulatory reform, and research, advocacy and knowledge sharing."

This captures a Resolution of Council from a Lord Mayoral Minute at the June 2024 Council meeting.

- (d) Slight edit to the description of the City East creative employment precinct to elevate the role of Kings Cross as a performance precinct and the need for amenable public spaces for audiences to gather, especially near entertainment venues and at night.

Key Implications

Strategic Alignment - Sustainable Sydney 2030-2050 Continuing the Vision

17. Sustainable Sydney 2030-2050 Continuing the Vision renews the communities' vision for the sustainable development of the city to 2050. It includes 10 strategic directions to guide the future of the city, as well as 10 targets against which to measure progress. This Cultural Strategy 2025-2035 outlines the City's approach to achieving the following strategic directions and objectives:
- (a) Direction 3 - Public places for all - the Strategy outlines an approach to public art and creative urban design and draft actions to support:
 - (i) Outcome 3.3 - Creativity and culture is embedded in the fabric of the city.
 - (b) Direction 6 - An equitable and inclusive city - the Strategy outlines an approach to library services and cultural programs and draft actions to support:
 - (i) Outcome 6.6 - There is equitable access to education and learning opportunities, everyone can participate in a creative practice.
 - (c) Direction 8 - A thriving cultural and creative life - the Strategy outlines an approach to cultural infrastructure, cultural grants programs, events, cultural programs, sector capacity building, and draft actions to support:
 - (i) Outcome 8.1 - We value our cultural life and champion our creative industries.
 - (ii) Outcome 8.2 - Aboriginal and Torres Strait Islander people and their cultural practice are valued and supported.
 - (iii) Outcome 8.3 - An increasing number of creative workers live or work in the city.
 - (iv) Outcome 8.4 - Sydney's cultural life reflects the diversity of our communities.
 - (v) Outcome 8.5 - There is an increased supply of accessible creative space.
 - (d) Direction 9 - A transformed and innovative economy - the Strategy outlines an approach to supporting vibrancy, the visitor economy, events and precinct activation that support:
 - (i) Outcome 9.4 - Creativity and great experiences fuel the vitality of the city

Organisational Impact

18. The Strategy does not require an expansion of the City's ongoing cultural programs and services or changes to the composition of the business units responsible for delivering support for culture and implementing the Strategy. Rather the approach to designing cultural program and services will be informed and shaped by the new Strategy, with particular focus on areas of highest need as evidenced by the Strategy.

Risks

19. The Strategy is an evidence-based approach to delivering the community's aspirations and vision. Risk has been managed by ensuring the City's cultural investments respond to current issues facing the cultural and creative sector, drawing upon the most current available data and analysis and community consultation.

Financial Implications

20. The Cultural Strategy 2025-2035 includes actions that require additional investment of \$20 million over 10 years, in addition to the City's current investment in culture. If the Strategy is adopted, \$2 million will be funded, for these new actions, from within the City's overall operational budget for each financial year from 2025/26 to 2034/35.
21. The Cultural Strategy 2025-2035 proposes dedicated spaces for artists be delivered in suitable City-owned properties. If the Strategy is adopted, these will be delivered within existing asset renewal budgets in the long-term financial plan.

Critical Dates / Time Frames

22. Work to implement the Strategy will begin immediately upon adoption.
23. Guidelines for the creative fellowships, cultural infrastructure and creative spaces start-up grants will be reported to Council for adoption early in 2025. It is intended that submissions be received and assessed within the first half of 2025 and that funding be allocated immediately within the 2025-26 financial year.

KATE DEACON

Executive Director Strategic Development and Engagement

Lisa Colley, Manager Cultural Strategy

Lex Davidson, Cultural Strategy Advisor

Ianto Ware, Cultural Strategy Advisor


Attachment A

Cultural Strategy 2025-2035

Cultural Strategy 2025–2035

Retain. Rebuild. Reimagine.





The City of Sydney acknowledges
the Gadigal of the Eora Nation as the
Traditional Custodians of our local area.
We acknowledge their continued
care for the lands and waters of this place
and continued connections to Country.

We deliver our cultural strategy in the
context of the world's oldest, continuous,
living cultures – those of Aboriginal and
Torres Strait Islander peoples – and we
pay our respects to their Elders
both past and present.

SYDNEY'S CULTURAL LIFE IS...

Shiny
Fragmented **Hidden**
Hot **Sick of Waiting** Diverse
Amazing In Pubs **Hard Fought**
Quiet Super Queer **Over-Priced** Bold
Multicultural **Talking to Itself** Over Too Early
Obsessed with Big **Underground** An Apologist
Multicultural Dominated by Big Institutions **Healing**
Monocultural **A Mixed Bag** Afraid of Taking Risks
Brash Beautiful Both World Scale and Fine Grain
Fun Hard to Find **Exhausted** Corporate **Glitzy**
Clustered in Certain Areas **Commodification** Kinship
Overwhelming Aspirational Founded in Activism
Competing to be Heard **Resilient** Losing Character
Welcoming of Everyone Under-valued **Sparse**
Exclusive Eruptive **Teetering Always On**
Always a Discovery A Work in Progress
Under-Nurtured **Over-Regulated**
The Best Thing We've Got
Evolving

What our creative sector said
about Sydney's cultural life

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Lord Mayor's Message

Sydney is the powerhouse of culture for the nation with the largest portion of Australia's cultural institutions and cultural workers.

The City of Sydney has long supported the artists, musicians, writers, performers and institutions under the Creative City Cultural Policy And Action Plan 2014–2024.

Over the past decade, this policy has guided our funding, our policies and our actions. Each year we have invested an average of \$34 million on art and culture ranging from our New Year's Eve fireworks, to art commissions, to Aboriginal and Torres Strait Islander events, and to grants for local cultural celebrations.

They help to support our economy and close to 1,700 creative business in the City, as well as the thousands more that rely on them. They have provided Sydney's artists with paid work, and the

broader community with a window to our unique character, ideas and stories.

We are committed to continuing our support and inspiration for Sydney's creative communities with this draft Cultural Strategy 2025–2035. It responds to the evolving needs of creative workers and institutions including the delivery of affordable, creative workspaces. The strategy involves an increase in investment and bold initiatives to help retain what we have, rebuild what we've lost and reimagine an even more inspiring, diverse and thriving cultural life.



Clover Moore AO
Lord Mayor of Sydney





Introduction

Culture underpins all that is meaningful in our lives and our communities, it is what makes a city more than the sum of its parts. It gives Sydney its character and a sense of belonging for all of us who love this place. Without our culture, there is nothing to define us and bind us.



The people who work in the arts, culture and creative industries are central to this – those who make-manifest the intangible and give diverse, distinct voice to our stories, ideas and imaginings. These creative workers are embedded throughout so much of our economy and their work supports technology and innovation, tourism, retail and hospitality sectors, and a vibrant 24-hour global city. They also have a significant role to play in education, climate adaptation, social cohesion, health and wellbeing.

When we developed Sustainable Sydney 2030-2050: Continuing the Vision we asked our community to tell us what they most value in our city. They were emphatic about the importance of maintaining a thriving cultural life in Sydney. We know, to achieve this, we need the people who make culture and the places where they work.

The City of Sydney makes a significant, ongoing contribution. We safeguard vital local venues for making and presenting culture. In 2024, our

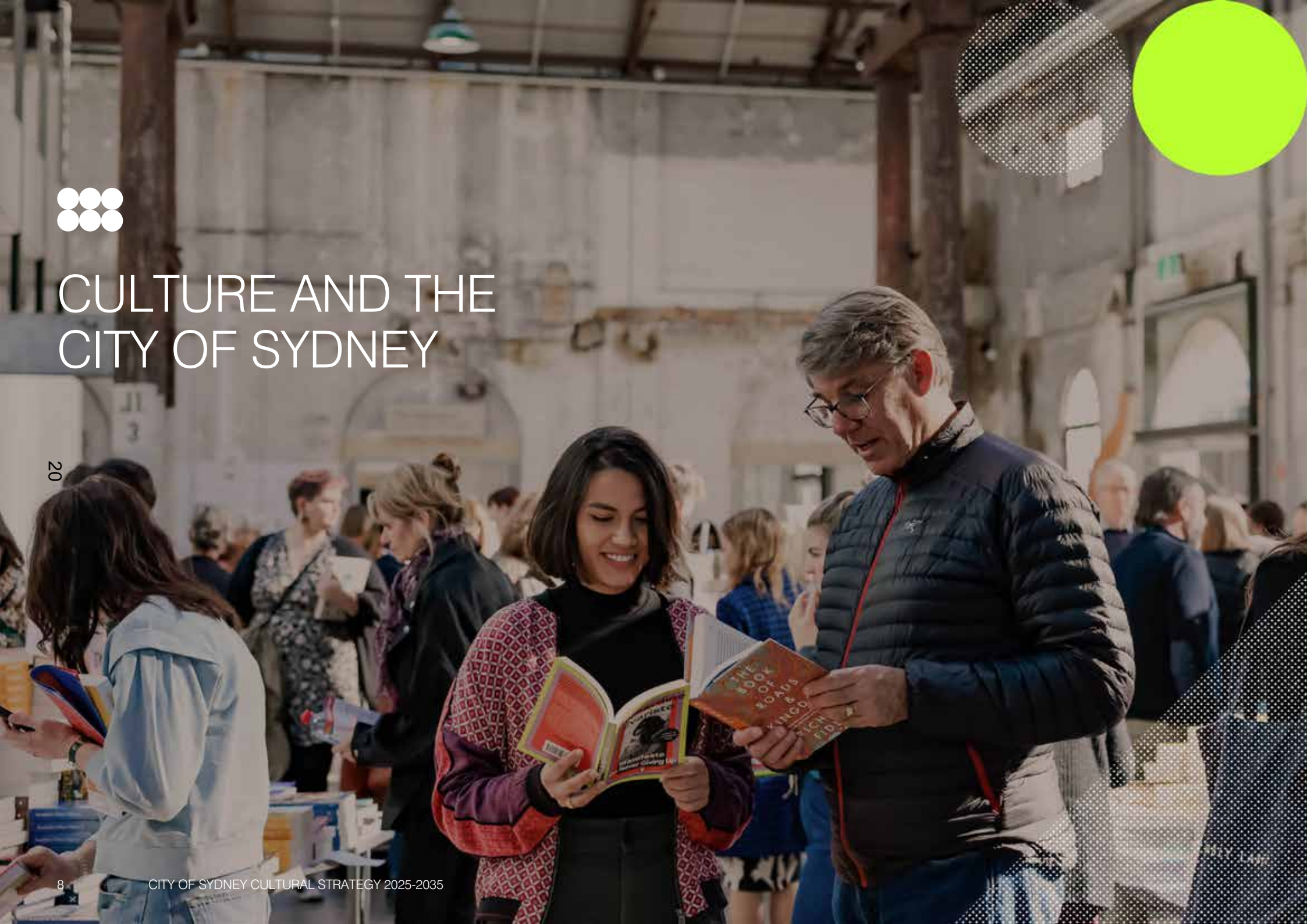
cultural property portfolio provides 8,300m² to 41 cultural tenants, facilitating thousands of opportunities for creative participation each year. We have built new infrastructure for rehearsals, music production, visual arts, and screen-based media. We produce free and accessible events and creative programs, and we dedicate more than \$5 million in grant funding to cultural purposes every year.

Despite our sustained investment, the global economic circumstances, long-tail impacts of the Covid-19 pandemic, inflationary pressures and the affordability crisis are pushing Sydney's creative spaces and workers to the brink.

We have had to remain responsive to these disruptions and refocus our support to meet emerging needs. That is why we've refreshed our 10 year cultural strategy to focus on the immediate challenge of retaining our cultural infrastructure and workforce, as well as set an aspirational path towards our community's vision for a thriving cultural life and creative city.

This strategy sets our intentions and a framework for how we will pursue our 8 strategic ambitions for culture. It is particularly focused on our strengths as a local government and the areas in which we have most influence. It is an invitation to neighbouring councils, other levels of government and the private sector to work with us in partnerships for greater impact. We know that Sydney's creative sector is borderless and that people who live in other government areas deliver great value to our cultural life. That is why, where appropriate, we will provide opportunities to artists and organisations from Greater Sydney and initiate actions that will benefit the whole metropolitan region.

We know there are no simple solutions to the challenges facing Sydney and other global cities like ours, but we will manage these challenges better together. This strategy outlines an approach to this evolving work – to retain what we have, rebuild what we have lost, and reimagine our cultural life as sustainable, equitable, inspiring and thriving.



CULTURE AND THE CITY OF SYDNEY

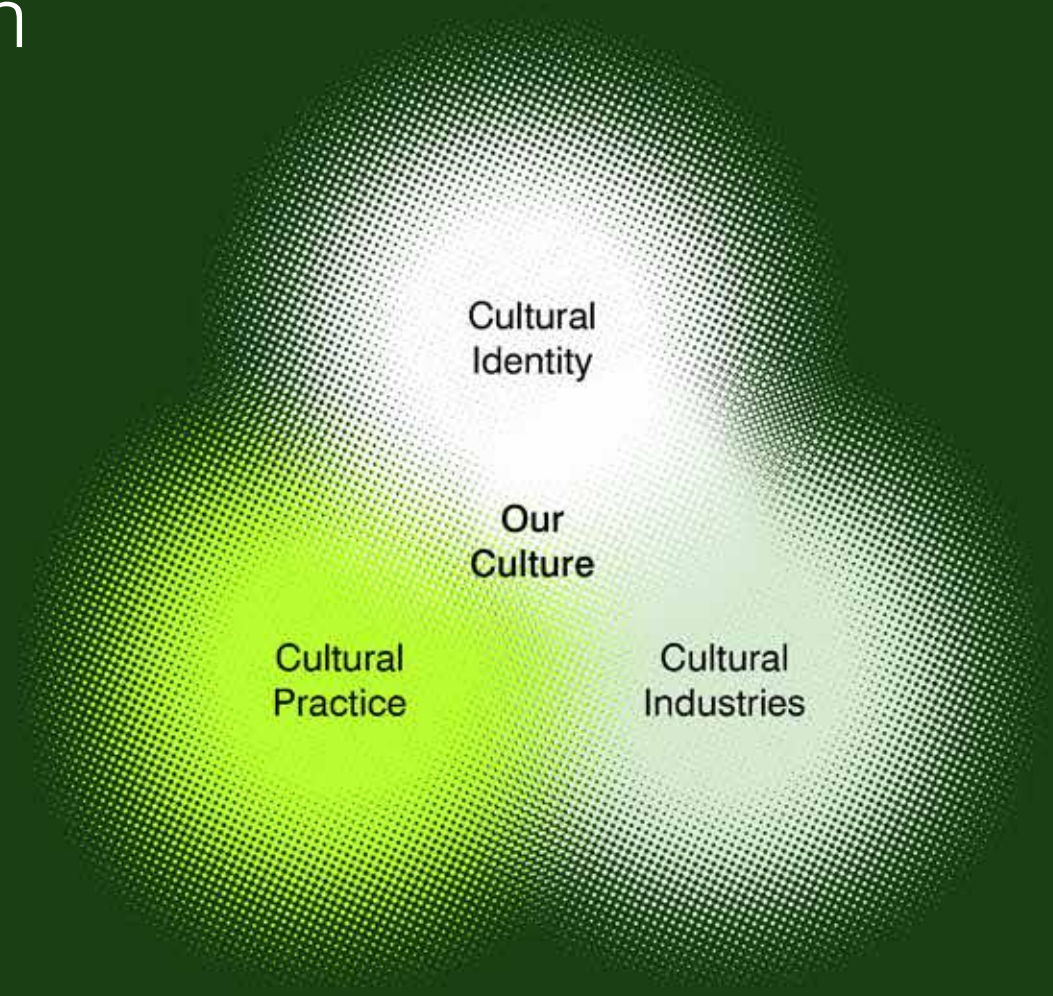
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At the City of Sydney, when we say “culture” we mean:

- the arts, cultural and creative industries
- the heritage, knowledge and cultural practices of Aboriginal and Torres Strait Islander peoples
- the expressions of identity, and shared experience and aspirations of our diverse and multicultural communities.

This strategy includes a vision and ambitions for all these aspects of our cultural life.





A thriving cultural life

We are proud of our city.

Everyone can participate in, contribute to and benefit from the cultural life of our city.

- Aboriginal and Torres Strait Islander peoples and their cultural practices are valued and supported.
- We value our cultural life and champion our creative industries.
- An increasing number of creative workers live or work in our city.
- Sydney's cultural life reflects the diversity of our communities.
- There is an increasing supply of accessible creative spaces.
- Creativity and culture is embedded in the fabric of our city.
- Creativity and great experiences fuel the vitality of our city.
- There is equitable access to education and learning opportunities, everyone can participate in a creative practice.

Sustainable Sydney 2030–2050: Continuing the Vision is our community strategic plan. It is the result of extensive consultation with people who live, work and visit in our city. This is their vision for 'a thriving cultural life' that is central to the future of our city.



Our support for culture

We support a thriving cultural life in our city in 4 strategic areas – these are our cultural pillars.



Right to culture

We respect and support First Nations people's connections to Country and Culture.

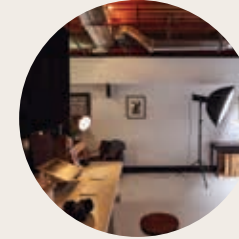
We celebrate the many cultures of our diverse, multicultural and inclusive city

We acknowledge culture as vital to liveability and wellbeing.



Creative workforce

We champion our creative workforce and build opportunities for creative employment, talent retention, cultural exports and a sustainable local sector.



Cultural infrastructure

We provide, protect, advocate and plan for the infrastructure needed to support our creative industries and a thriving cultural life.



Creative participation

We ensure there are pathways for everyone to engage in a creative practice and participate in the cultural life of Sydney.



How we support culture

Our support for a thriving cultural life is embedded across every department and service we provide.

While we maintain cultural programs, events and creative spaces, we also consider how all our activities can play a role in supporting the cultural life of the city. This includes our planning and regulatory functions, our design and management of public spaces, our property and archive assets, and our customer service and communications channels.

We support culture through:

Production

We produce programs and events that provide audiences with equitable access to culture.

Employment

We employ creative production staff, performers, curators and arts educators, and we commission new work and acquire art.

Investment

We provide cash and in-kind grants and a program of direct sector support.

Space

We supply a diverse portfolio of creative spaces and facilities, and influence future supply with our planning policy. We design public spaces to enable and enrich our cultural life.

Inspiration

We record and share the stories of our city, we provide access to knowledge and skills, and make connections – between audiences and cultural offerings, collaborators and new partners, and artists with ideas.

Leadership

We advocate for a strong and secure cultural sector. We carry out research to guide and empower the sector. We demonstrate best practice in engaging creative workers, respecting intellectual property and producing inclusive and accessible events.

Through our relationships with local councils and state and federal government agencies we advocate on behalf of the cultural sector and our communities.





OUR COMMUNITIES, CULTURE, AND THE CREATIVE SECTOR

26



Our communities

When we talk about our city's culture, we need to first reflect on who we are as a city.

Our communities are young and culturally diverse. Half of us were born overseas and a third of us speak another language at home. And 56% of us are aged between 25 and 50, compared to 34% nationally.

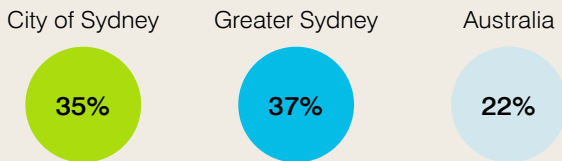
Most people in our communities rent, 61% of us – double the national average. This means housing market pressures create a disproportionate impact on our communities and cultural life.

In our area 97% of people live in medium or high-density housing. We know the density of our communities presents social challenges, but it also offers opportunities to capitalise on our closeness.

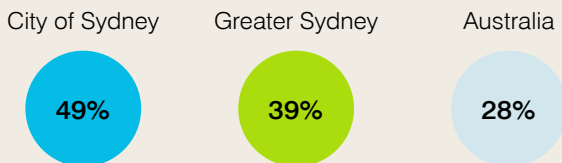
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Language

Speak a language other than English

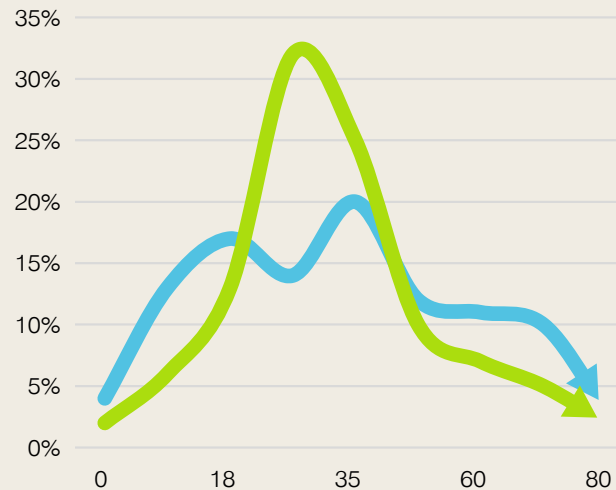


Born overseas



Age, by % of population

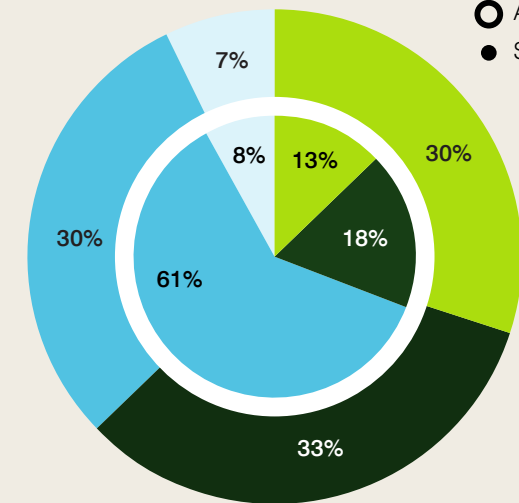
→ Sydney → Australia



Housing type

Own outright Mortgage Renting Other

○ Australia ● Sydney



Data source: Australian Bureau of Statistics

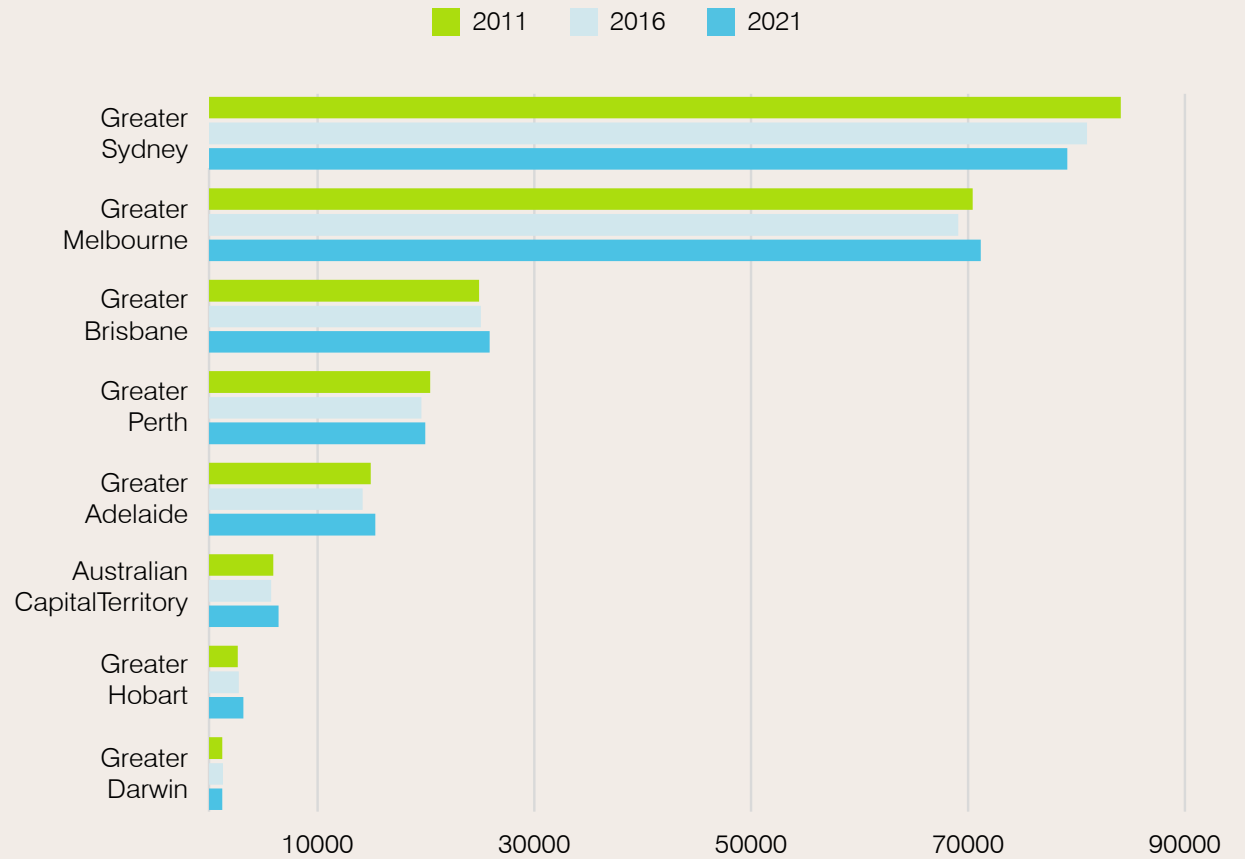


Our creative workforce

There are more creative workers in Sydney than anywhere else in Australia, they are essential to our economy and way of life, but they are at risk.

28

Cultural and creative industries change over time by capital city

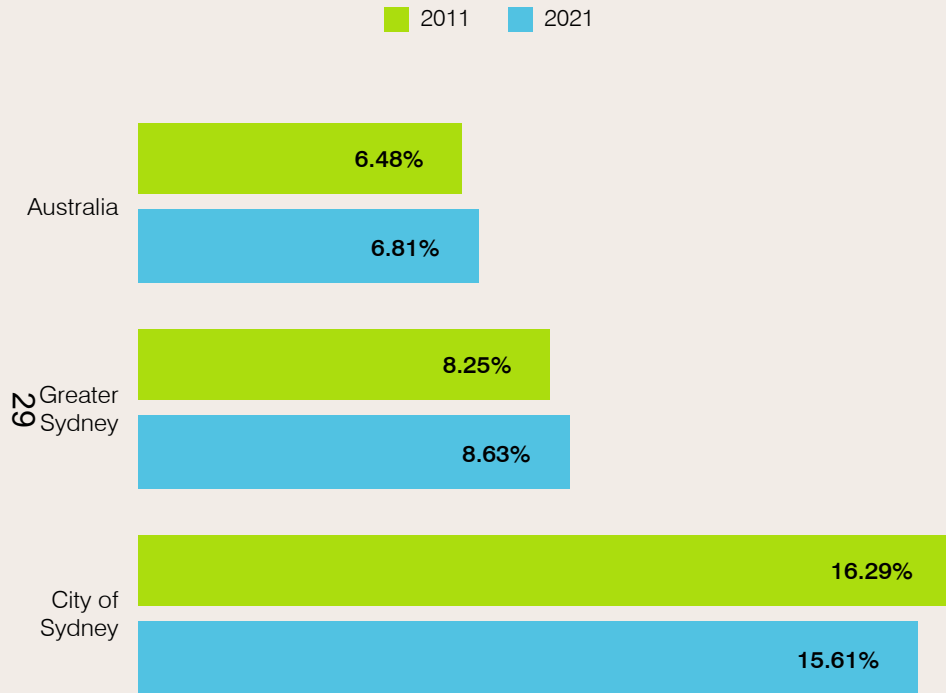


Greater Sydney still has the largest creative workforce in the country, but it is retracting.

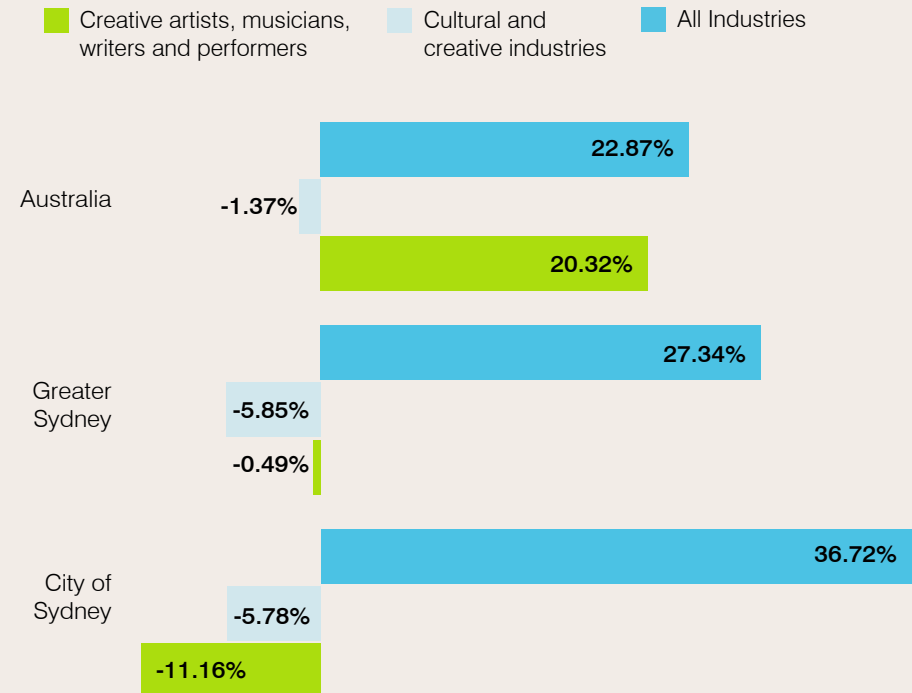
Data source: Australian Census 2011, 2016 and 2021



Cultural and creative occupations as a % of the whole workforce



% Change 2011 to 2021 employment by industry



The proportion of cultural workers relative to the overall workforce is particularly high in Sydney. This is why the cultural industries are so important to our local area, and our productivity.

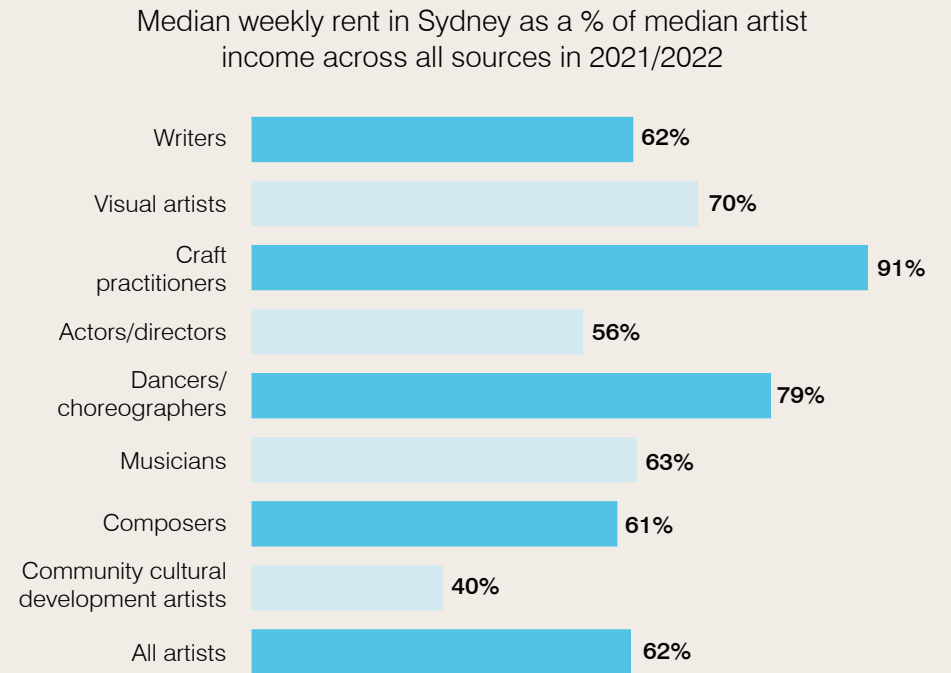
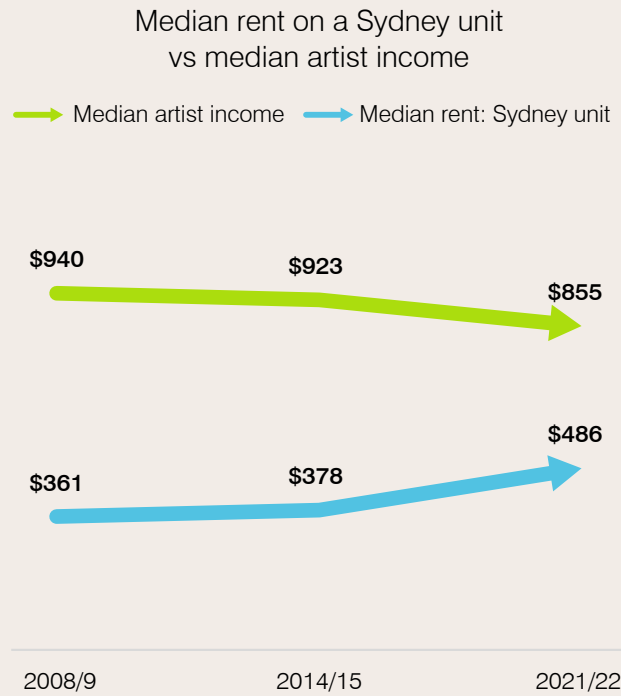
Our overall workforce has grown, but the core cultural professions (artists, writers, musicians and performers) have declined significantly. Sydney is the only capital city in Australia to experience a decline in its artist population in the past 5 years.

Data source: Australian Census 2011 and 2021 (by place of work)



We know that the cost of renting in Sydney is having an impact on sustaining creative careers here. The average weekly rent in Sydney is equivalent to 62% of the average income of artists.

30



Data source: Creative Australia and Core Logic



Our cultural infrastructure

The right infrastructure is essential to creating culture.

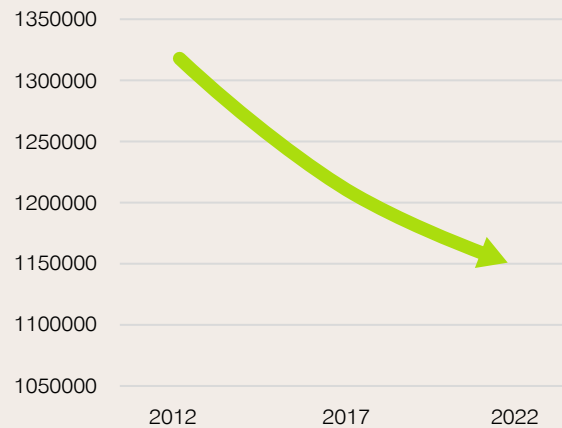
The creative industries have very specific spatial needs and they occupy the kinds of spaces that are becoming less common in urbanised global cities. Spaces like warehouses, studios and rehearsal rooms, where there is space to make mess and noise.

Our city has seen a dramatic reduction in creative workspace as much of the building stock previously occupied by light industry has been rezoned and redeveloped for housing.

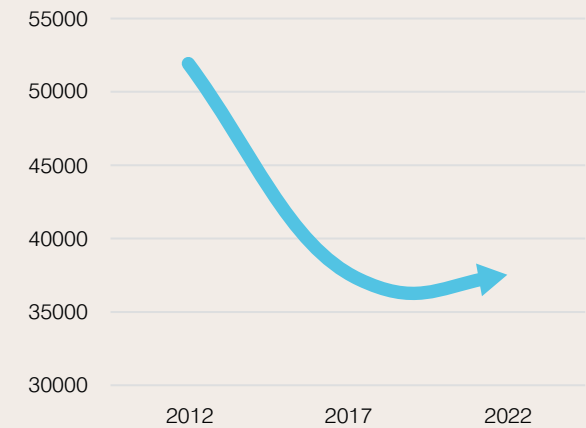
In 2012 creative industries occupied nearly 8.5% of all the commercial floor space in the City of Sydney area. In 2022 creative industries made up less than 7% of our floor space. In real terms, that is a decline of 172,970m². Of that lost space, the studios and workspaces occupied by core creatives (artists, writers, musicians and performers) has reduced by more than 14,300m².

31

Creative space by m² in City of Sydney



Artist workspace by m²



Data source: Floorspace and Employment Survey, City of Sydney

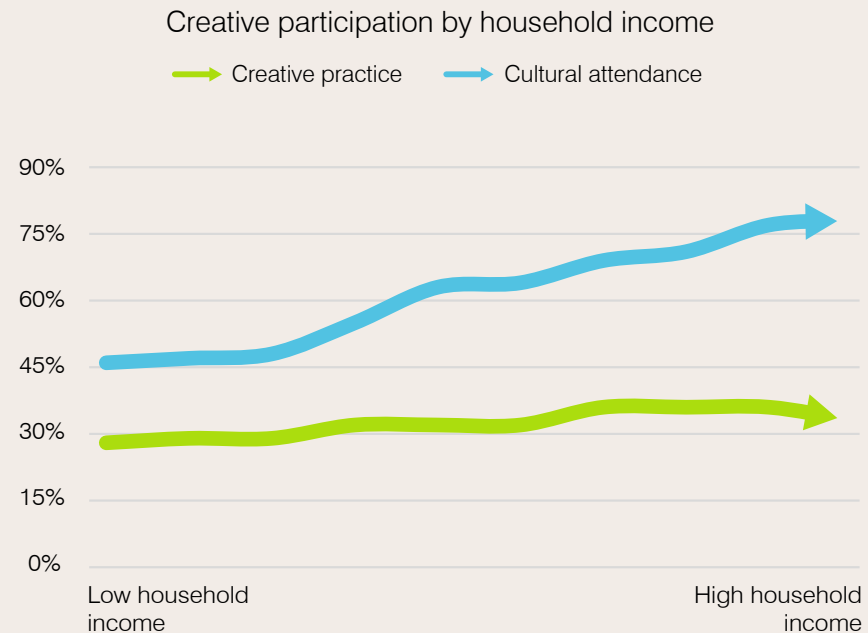


Our cultural participation

Sydney's cultural life is fast becoming a story of 'haves' and 'have-nots'.

32

Our research shows that roughly one third of us participate in a creative practice, regardless of our income bracket. But if we have a higher household income we are far more likely to attend cultural activities. It seems the increasing cost of producing events and cultural activities, that in turn increases ticket prices, is shaping our city's audiences along socio-economic lines.



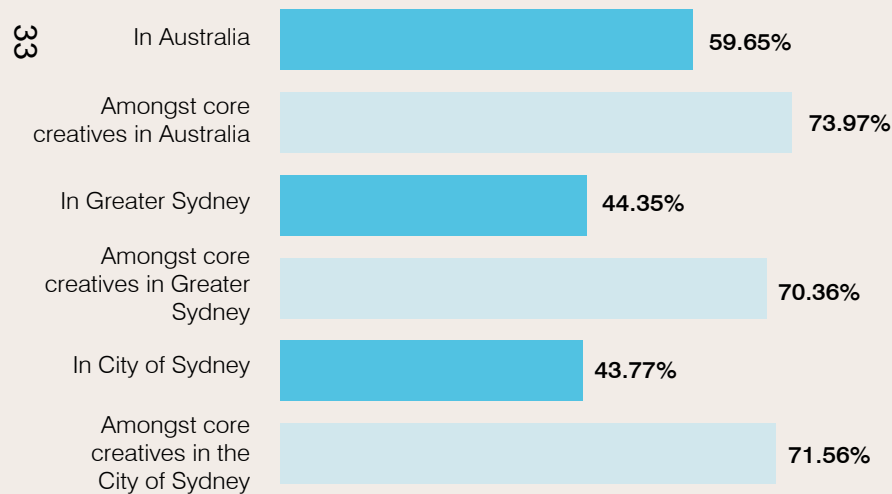
Data source: Australian Bureau of Statistics (cultural activities)



When we look at who is making our city’s cultural products, we can see that cultural professions favour a narrow demographic. While people who identify with ‘British, Irish or Australian’ ancestry make up 44% of our population, they represent 70% of the people working in the core creative industries. It is

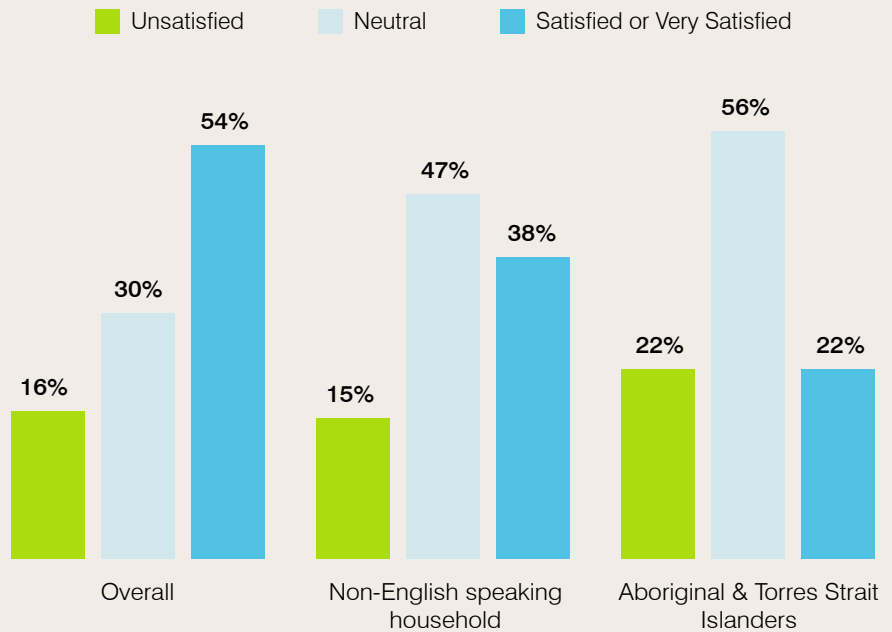
not surprising then, when we ask our communities if they’re satisfied with opportunities to engage with arts and cultural events, non-English speakers and Aboriginal and Torres Strait Islander peoples register much lower rates of satisfaction with Sydney’s cultural offerings.

% Identifying as Anglo-Australian and Irish by area and core creative industry



Data source: Australian Census 2021

Satisfaction with arts and cultural events by demographic



Data source: Residential Wellbeing Survey, City of Sydney 2023



CHALLENGES AND INSIGHTS

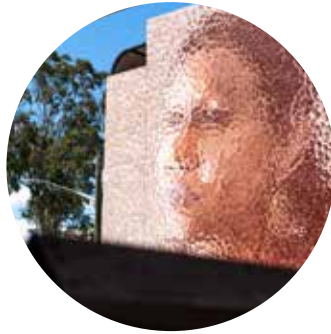
34



What we're learning from other cities

As Australia's global city, there's a lot we can learn from the experience of other global cities. We're connected to global insights through our membership of the World Cities Culture Forum, Music Cities Network and Resilient Cities Network. These global trends we've noted are relevant to the cultural life of our city.





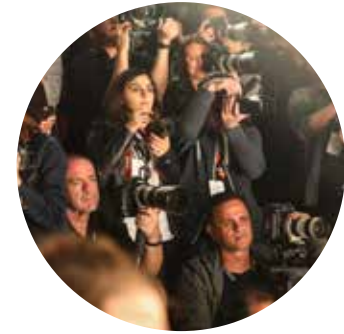
Culture as a tool for addressing inequality and historical injustice.

Amplified by the Black Lives Matter movement and calls for truth telling, cities worldwide are contemplating how to address monuments to reveal hidden histories of genocide, slavery and racism, and to install new public artworks to acknowledge injustice.



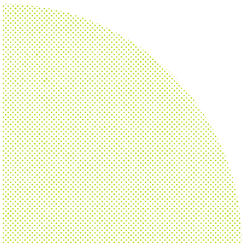
Culture at risk: safeguarding creative spaces.

The loss of cultural infrastructure is a common theme across global cities. Policymakers are looking at how to safeguard creative and community spaces before they're lost to redevelopment. Increasingly, trusts are being established to purchase and protect music venues, artist studios and other creative spaces.



Supporting the creative workforce: freelancers, microbusinesses and income support for artists.

Acknowledging that many creative workers operate on their own and outside of the organisations, institutions and festivals that receive public funds, many cities are looking at ways to direct subsidies to freelancers and for-profit microbusinesses. In San Francisco and Ireland they're trialling universal basic income for artists.





Technology is expanding both the opportunities and the ethics of creativity.

New technologies and artificial intelligence offer exciting possibilities for creative industries, but also raise concerns about intellectual property theft and automation of creative jobs. While cities look to harness the potential of emerging technologies to increase access and innovation, policymakers are turning their minds to the legal and ethical frameworks needed to manage such swift progress.



Culture leading the rise of the night-time economy.

There are now 100 'night mayors' and night ambassadors working in governments globally. Increasingly, cities are looking to culture to unlock vibrancy, business diversity and community safety at night, as the 24-hour city grows as a policy portfolio.



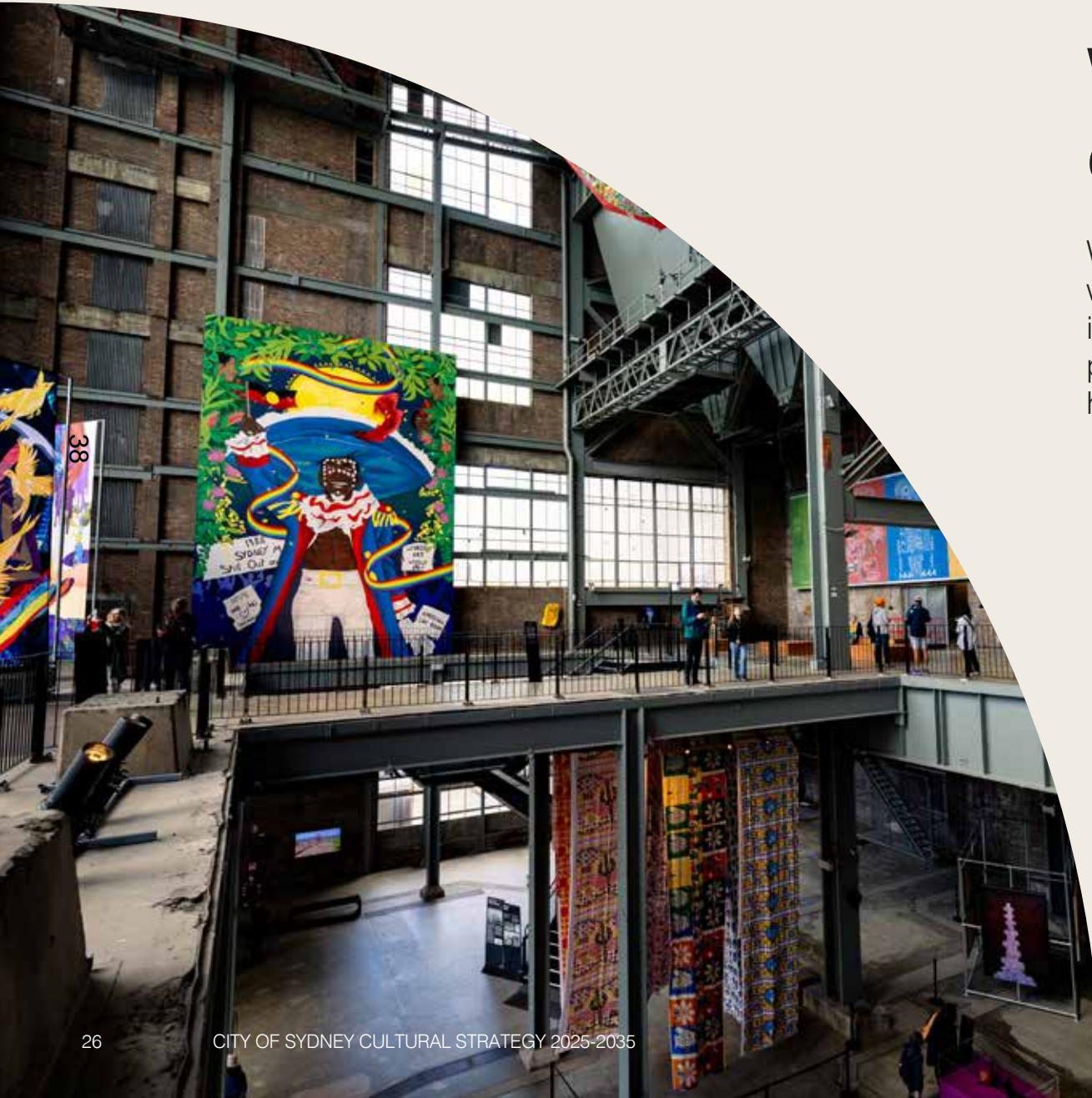
Culture fosters hope, resilience, and wellbeing.

In uncertain times and in the context of conflict, climate crisis, disaster recovery and financial pressures, cities are turning to culture to foster hope, resilience and wellbeing. Extended access to cultural institutions, creative participation, and cultural programs help people connect with positive ideas and each other. In many cities, 'social prescribing' is an emerging practice where trips to museums and galleries and attending live music are prescribed by doctors and subsidised under health care plans.



Culture, climate change and the global development agenda.

Climate change is the greatest shared challenge of our times, making the work of artists and cultural institutions something that is dominated by explorations of human impact, adaptation and pathways towards coping with climate change. Cities are leveraging the discourse generated by culture to manage change, build resilience and pursue global climate targets and commitments. Indeed, the World Cities Culture Forum is advocating for a UN sustainable development goal for culture.



What we heard from our creative sector

We've developed this strategy in consultation with the creative sector of Sydney and we are in a continuous conversation with our advisory panels. These are the main challenges that we heard the sector is facing.



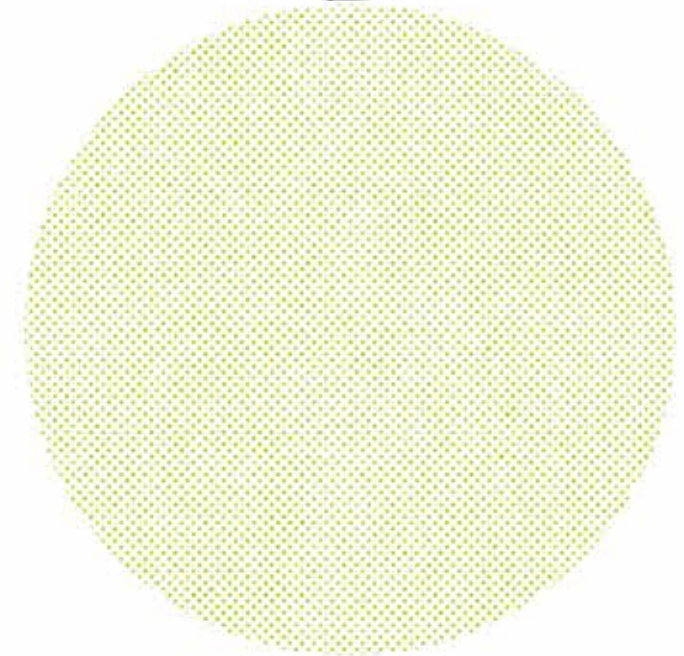
1

Costs of compliance continue to be a barrier to operating creative spaces and producing events.

For many years, we've worked towards getting the balance right between ensuring safety, protecting amenity and providing the right environment for culture to flourish. But compliance costs continue to make many creative endeavours unsustainable. There are still no zero-cost approval pathways for small scale pop-up events, and the costs associated with applying for approvals often outstrip the projected proceeds of smaller events and cultural activities.

We heard that across all levels of government, a culture of 'risk elimination' is not being matched with resources for risk management.

Cultural producers are expected to meet increasing user-pays police and security requirements, and safety measures like hostile vehicle mitigation, with no added funding or resources. Those operators whose business models can't absorb these costs are simply 'out of the game', further reducing our event offerings to either very big, or very small. For those looking to open a new creative space, the startup costs associated with meeting contemporary accessibility and safety standards are prohibitive, especially in the types of older and underused building stock most often on offer to creative enterprise.





2

Unaffordable housing supply is displacing creative workers.

The data from the 2021 Census was clear, artists are leaving Sydney. Our consultation highlighted that housing costs are the main reason artists are leaving. By 2023 all of Australia was grappling with a rental market crisis with extremely low availability at record high prices. While there are efforts at a federal and state level to increase housing supply, our consultation suggests that it will be too late for Sydney's artists if we do not act urgently with cost of living and rent relief.

3

Investment is mostly focused on presentation, not production.

There have been some exceptional updates and additions made to Sydney's cultural infrastructure. While feedback suggests these are well received, we're also hearing that the bulk of the investment is in major institutions and it has almost exclusively focused on places to present and consume culture, not the kinds of creative spaces where culture is made.

We know these productive spaces are most at risk in a commercial property market that is pricing-out creative operators. Likewise, cultural funding programs tend to still favour a trickle-down approach to subsidising the price-point where culture is consumed, rather than invest in its development and production. We heard that all levels of cultural funding are overly focused on outcomes and audience. Not enough attention is being given to sustaining everyday participation in a creative practice, which is not just essential for health and wellbeing, everyday practice is vital to achieving artistic innovation.

4

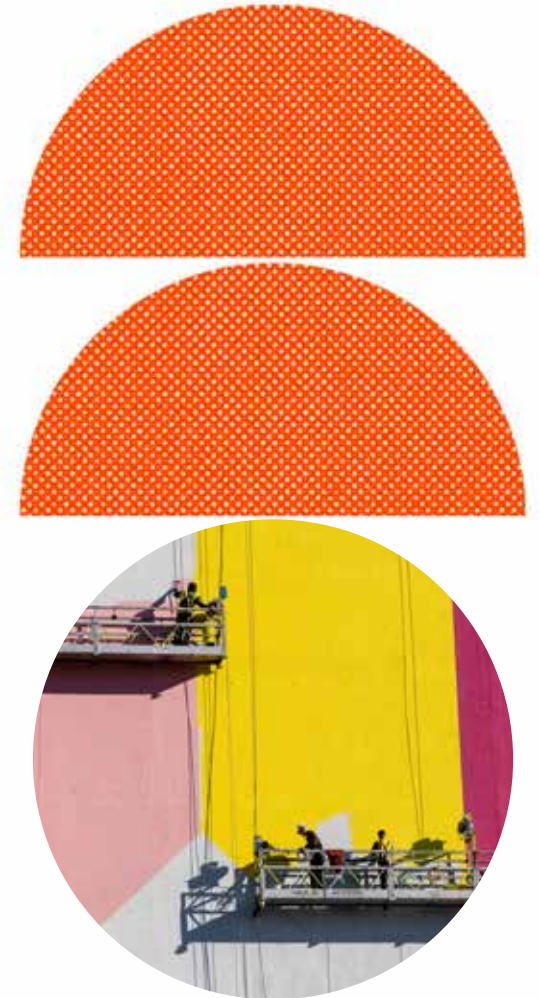
Diversity and inclusion is improving but it is slow progress.

Efforts to increase the inclusion of Aboriginal and Torres Strait Islander peoples and people with disability in our cultural life are slowly achieving results. The sector reports a maturing and authenticity in the engagement and representation of First Nations people, and that resources to support artists with disability to make and participate in culture have improved. There continues to be logistical barriers to more deeply involving linguistic diversity in our cultural offerings and a financial imperative that favours broadest possible audience appeal. However, the intention to transform our cultural identity to more accurately reflect the diversity of our communities is enthusiastically shared and more work is needed in this area.

5

City of Sydney knowledge is a valued resource that enhances our investments.

Many recipients of our grants and tenants in City of Sydney-owned properties spoke positively of an unexpected value-add with our support – access to our knowledge. From bespoke assistance with a planning approval or one-on-one advice about managing events in public spaces, to referrals with our historians and archives, or the curatorial expertise and networks within our organisation, the sector is clear – we are a valuable partner in producing culture. They invited us to reflect on the creative capital within our organisation and consider how access to our expert staff could be improved and formalised as an additional investment.



What we're learning about culture in Sydney

Our conversations with the local sector revealed insights about how these global trends and local challenges are playing out in Sydney. This helps us understand how we can respond in a way that is custom-made for Sydney.



1

Ours is a city of polarities.

We strongly value our prestigious national institutions ... *but* we really love our hard-to-find, indie, underground, cool, queer, and gritty fine grain. We are particularly good at delivering large, free, family friendly events ... *or* high-priced, high-art experiences of cultural excellence. Sydney is seen as big, bold, world-class and world-leading ... *however* we're also known for being quiet, constrained and in bed by 9pm.

These are the kinds of polarities that have dominated our discussions about the state of Sydney's cultural life. When we talk about what will make our culture thrive, it's the middle-ground that people most want to see nurtured.

2

Bridging Sydney's 'missing middle' will unlock our full potential.

Sydney's polarities are most keenly felt in our precarious mid-tier. Sydney enjoys most of the national major arts institutions and our smaller independent sector is being sustained through subsidised spaces and project funding. But there is a notable lack of mid-sized venues, mid-sized organisations and opportunities for mid-career artists.

We heard that there is a certain scale of ambition or stage in career where opportunities simply disappear for Sydney's artists. Building strength in our mid-tier will create life-long career paths for local talent, sustainable growth in creative industries, and the kinds of mid-sized and mid-priced cultural experiences our audiences are lacking.





44

3

We must move from a culture of competition to one of collaboration.

The cultural sector is reliant on subsidies, and rightfully so. The work of sustaining and sharing culture is deserving of dedicated public funds. But our subsidy model through merit-based, competitive grants and tenders has for decades engendered a culture of competition in the creative industries.

After surviving a global pandemic and now facing existential threats, an empathetic, collegiate, battle-weary sector wants to collaborate, not compete. They have painted a picture of a resilient, thriving future for the sector that is integrated, with common goals, shared resources, and lateral networks of support.

4

The investment in culture needs to be expanded – and so does our way of thinking about it.

We heard there is increasing pressure on creative industries to meet 21st century expectations around environmental measures, social inclusion standards, developing new markets and innovating their craft, but all on 20th century budgets. There is not an unwillingness to undertake the work – artists are the original innovators, and the creative sector is often at the forefront of progressive change. But meeting these responsibilities comes at an expense, and it is mostly artist wages where savings are made.

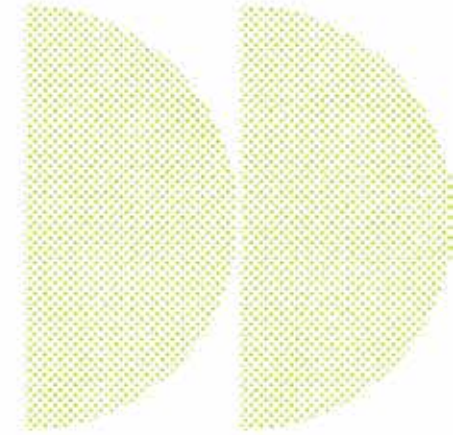
We need to challenge the notion that cultural subsidies are simply propping up not-for-profit operators whose costs of production outweigh their commercial returns. Instead, we need to embrace our investment in creativity as resourcing innovation, inclusion, adaptation, social cohesion and wellbeing. In the context of geopolitical tensions and the escalating climate crisis, an investment in creative, educated, empathetic, culturally connected communities is money well spent.

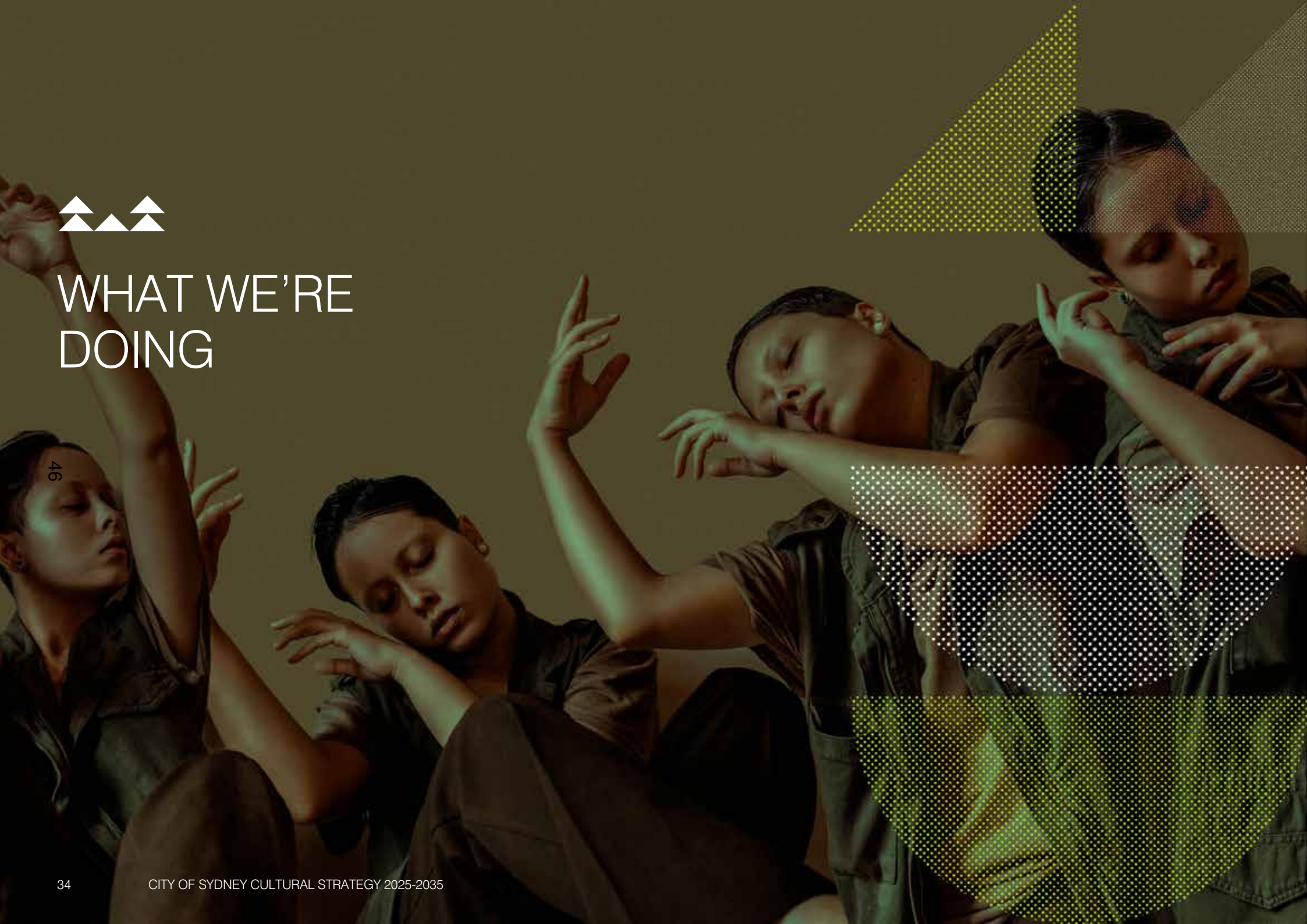
5

The sector is suffering from burn out – recovery will take time.

For the cultural sector, the deepest, most far-reaching impacts of the Covid-19 pandemic are not economic, they're personal. We already knew that Sydney's cultural life was reliant on a relatively small group of exceptional creative leaders. We now realise just how much they've been pushed to the brink.

Burn out is the new normal and it is openly discussed in cultural organisations across our city. We need to acknowledge it and work together to address it. There is no quick cash infusion or 'silver bullet' that will fix this; we need a steady, measured approach akin to nursing a patient through recovery. As we look to transform and build our city's cultural life, we must concurrently, consistently firm up the foundations.





WHAT WE'RE DOING

46



Retain. Rebuild. Reimagine.

This is a ten-year strategy to set a path toward our vision for a thriving cultural life in Sydney. But it begins at a time when the cultural sector and our creative workforce face unprecedented challenges.

The long tail effects of the Covid-19 pandemic continue to destabilise the foundations of our cultural sector, which was already diminished under liquor licensing lock-out laws. Inflationary pressures are driving up the costs of making and participating in culture, and an extremely unaffordable housing market poses an existential threat to local culture – driving artists out of our city and audiences away from cultural venues to save money.

We need to act urgently to retain the people and places that give our city's culture its authentic, diverse, inclusive, eclectic and electric feel. We need to keep our grassroots deeply planted in place.

At the same time, we need to invest in strategic initiatives that will accelerate the growth of our cultural sector, especially in the mid-tier, and begin working towards the systemic change that will see our cultural life and industries better reflect the diversity of our communities. We need to break down barriers that exclude people from participating in culture. We need to rethink our city as a place where creativity thrives in every corner, at every hour, and in unexpected and inspiring ways.

That is why this strategy is organised by these 3 strategic responses.



Retain

Urgent actions to retain Sydney's creative workforce and cultural infrastructure. This includes considered, place-based approaches to retain local character and community culture, despite urban renewal and property market pressures.



Rebuild

Strategic interventions to rebuild strength in Sydney's creative sector following years of unprecedented challenge. This includes restoring the cultural infrastructure required for sector growth, but also the resilience of our local artists, organisations and cultural leaders who sustained a personal toll through the struggles of recent years.



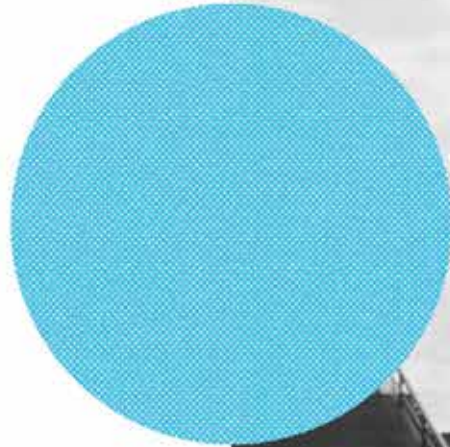
Reimagine

Systemic change to guide Sydney's cultural sector towards a more diverse, inclusive, green and equitable future with innovative approaches to unlocking the potential of Sydney as a haven for creative industries, artists and cultural tourism.



Vision

Aboriginal and
Torres Strait
Islander peoples
and their cultural
practices are valued
and supported



This is Gadigal Country. Gadigal people have cared for and nurtured this place for thousands of generations. The establishment of a British outpost on these lands had profound impacts on Gadigal people and their culture.

Sydney is now home to many Aboriginal and Torres Strait Islander peoples descended from nations all over this country, as well as a rich diversity of cultures that live here as a result of migration. We acknowledge the extraordinary resilience of Aboriginal and Torres Strait Islander peoples' cultures, despite the ongoing impacts of colonisation. While we celebrate what has survived, we must speak plainly of what has been harmed.

While we embrace the contribution of First Nations cultures to contemporary Australian identity, we understand that First Nations cultures need to be supported to heal and revitalise. As a first principle, we need to ensure we do no further harm.



Retain

Aboriginal and Torres Strait Islander peoples maintain cultural practice and knowledge and retain the right to self-determine how First Nations cultures are acknowledged and celebrated.



Rebuild

Trust is rebuilt through truth telling, representation and consultation. Our memorials, history programs and public art projects will recognise and reflect First Nations people's experience. We'll help resource the appropriate cultural authorities so they can carry out the important work of reviewing and guiding storytelling and truth telling, and we'll invest in the cultural competence of our city. We will support creative businesses to review their programs and services through a 'First Nations lens'.



Reimagine

We will prioritise Aboriginal led enterprise and community organisations in our industry support programs, urban renewal projects and grant funding, and develop a strategic framework to articulate and achieve community aspirations.

Actions include

- Develop a comprehensive **Aboriginal and Torres Strait Islander strategic framework** to articulate the vision, themes and objectives for the work we do with Aboriginal and Torres Strait Islander peoples.
- Ensure First Nations artists and cultural practice are prioritised in **our grants programs** and provide resources to help increase the number of applications from First Nations peoples.
- Further develop **Calling Country** to provide more opportunities for First Nations artists and cultures to take centre stage at New Year's Eve celebrations.
- Continue to develop and produce **The Eora Journey Recognition in the Public Domain program** including **Yananurala – Walking on Country**, in partnership with local Aboriginal and Torres Strait Islander communities.
- Undertake a **truth-telling** process through our libraries, monuments and civic collections.
- Invest in local cultural organisations and venues to participate in **cultural awareness training** to build the cultural competency of Sydney's creative sector, and better partnerships between Indigenous and non-Indigenous artists.



Vision

We value our
cultural life and
champion our
creative industries

50



Culture is one of the main pillars of local government policy. We recognise culture as both a means and an end: a powerful tool for driving social change, economic development and environmental stewardship; and the very thing that gives meaning to our lives, our prosperity and our resilience.

We recognise there is no culture without freedom of cultural expression and there is no cultural life without our creative industries – the people who spin our culture into tangible objects and experiences, where we can draw meaning and find community.



Retain

We'll review planning controls across our creative employment precincts to prioritise the retention of creative industries, local character and connections to culture. We'll advocate for creative enterprise zones that protect and incentivise development which supports local culture.



Rebuild

We'll carry out research and advocate for our creative industries to build a shared understanding of the needs and health of the sector, including how our interventions are working. We'll use our networks across the councils of Greater Sydney to track the supply of creative workspace and ensure the right spaces are being built to meet needs and facilitate growth.



Reimagine

We'll embrace innovation and provide the platforms and testing grounds to trial new ideas, technologies and approaches to making and sharing culture. We'll work with other levels of government, international networks and the local sector to develop export pathways for Sydney-made culture and local talent. We'll transform Sydney from being a net importer of culture to a net exporter.

Actions include

- Review the Oxford Street **creative precinct planning controls** to determine if they're achieving intended outcomes, implement appropriate changes and investigate applying them to other precincts.
- Develop **place strategies** and ongoing **place keeping plans** for our cultural quarters to maintain community connections with cultural identity and places of cultural significance.
- Undertake **research on behalf of the sector**, including an affordability study to demonstrate a standard model for providing subsidised creative space.
- Develop a **network of local governments to monitor creative spaces across Greater Sydney**, to ensure there is an adequate range and supply of space to meet the future needs of the community and Sydney's cultural sector.



Vision

An increasing
number of creative
workers live or
work in the city

52





Sydney is the only Australian capital city to see a decline in its artist population since 2017. We need to stem the loss of our artistic talent, hold our people in place and begin to rebuild our creative workforce.

Retain

We'll urgently act to retain the core creative workforce of our city through measures that address cost-of-living and housing pressures.

Rebuild

We'll invest in local leaders and strategic staffing positions in key cultural organisations so they may build strength in our workforce and invest in local production and artists. We'll advocate for increased access to affordable housing options for artists and creative workers.

Reimagine

We'll advocate for systems reform that improves the conditions of casual cultural employment and leads to sustainable, equitable incomes from creative labour. By increasing the number of mid-tier organisations and venues in our city, we'll encourage life-long career paths in the creative industries.

Actions include

- Investigate a **fellowship style grants program** for diverse Sydney-based artists to work on their creative practice.
- Extend our **creative/live work tenancies** to 2-year leases.
- Produce a **cultural leadership program** for cultural workers, artists and the owners of creative businesses focused on peer-to-peer learning, mentorship, resilience, and professional development ambitions of our local leaders.
- Promote affordable housing opportunities for artists and work with housing providers to increase applications from creative workers and **support artists into affordable housing**.
- Identify opportunities to deliver **purpose-built artist housing** with live/work or co-located workspace for the creative sector.



Vision

Sydney's cultural life reflects the diversity of our communities

54



Sydney is one of the most multicultural cities in the world, and our communities are enriched with a broad diversity of lived experiences. However, the cultural offering of our city does not necessarily reflect this and is being made and consumed by an increasingly homogenous demographic. We want to capitalise on our diversity and unlock opportunities for our city to better enjoy its rich cultural complexity.



Retain

We'll prioritise investment in projects led by culturally diverse artists, communities and organisations and work to retain connections between migrant communities, their cultural practices and languages.



Rebuild

We'll invest in the development of diverse leadership in our local organisations by building pathways that nurture culturally diverse talent. We'll use our own expertise and programs to mentor the next generation of creative workers.



Reimagine

We'll support sector-led initiatives to address systemic exclusion and review our own grant and procurement processes to maximise inclusion. We'll support local organisations to authentically meet diversity targets and set up structures that sustain diversity, in both representation and participation in our cultural life.

Actions include

- Explore a **funding program** that supports local cultural organisations to **recruit strategic, diverse staff positions**, including dedicated Aboriginal and Torres Strait Islander roles, people with disability and creative workers from diverse cultural backgrounds through placements, mentorship and professional development opportunities, supported by appropriate wrap-around services.
- Offer **traineeships for producers and event managers** through our events and cultural programs, prioritising diverse, emerging local talent.
- Review **procurement, creative tenders and grant application processes** to maximise accessibility and inclusion.
- Review our **artist employment and commissioning practices** considering the Modern Awards Review by the Fair Work Commission.



Vision

There is an increased supply of accessible creative space

56



In the decade from 2012 to 2022, the City of Sydney area lost more than 172,000m² of creative floor space. We need a mix of government, private sector and cultural sector led creative space projects to rebuild this infrastructure and retain our position as the home of Australia's creative industries.

 **Retain**

We'll urgently act to retain at-risk cultural infrastructure and de-risk new cultural infrastructure projects.

 **Rebuild**

Through strategic partnerships we'll unlock the potential of City of Sydney-owned assets to rebuild workspace for core creatives – artists, musicians, writers and performers.

 **Reimagine**

New financing and governance models and for-purpose property development will encourage cultural infrastructure at scale and new avenues for philanthropic impact. We will explore the establishment of a creative land trust for NSW that would take custodianship of suitable buildings or sites for cultural uses. We'll reimagine the cultural sector as landholders and caretakers of place, providing long-term security for cultural assets.

Actions include

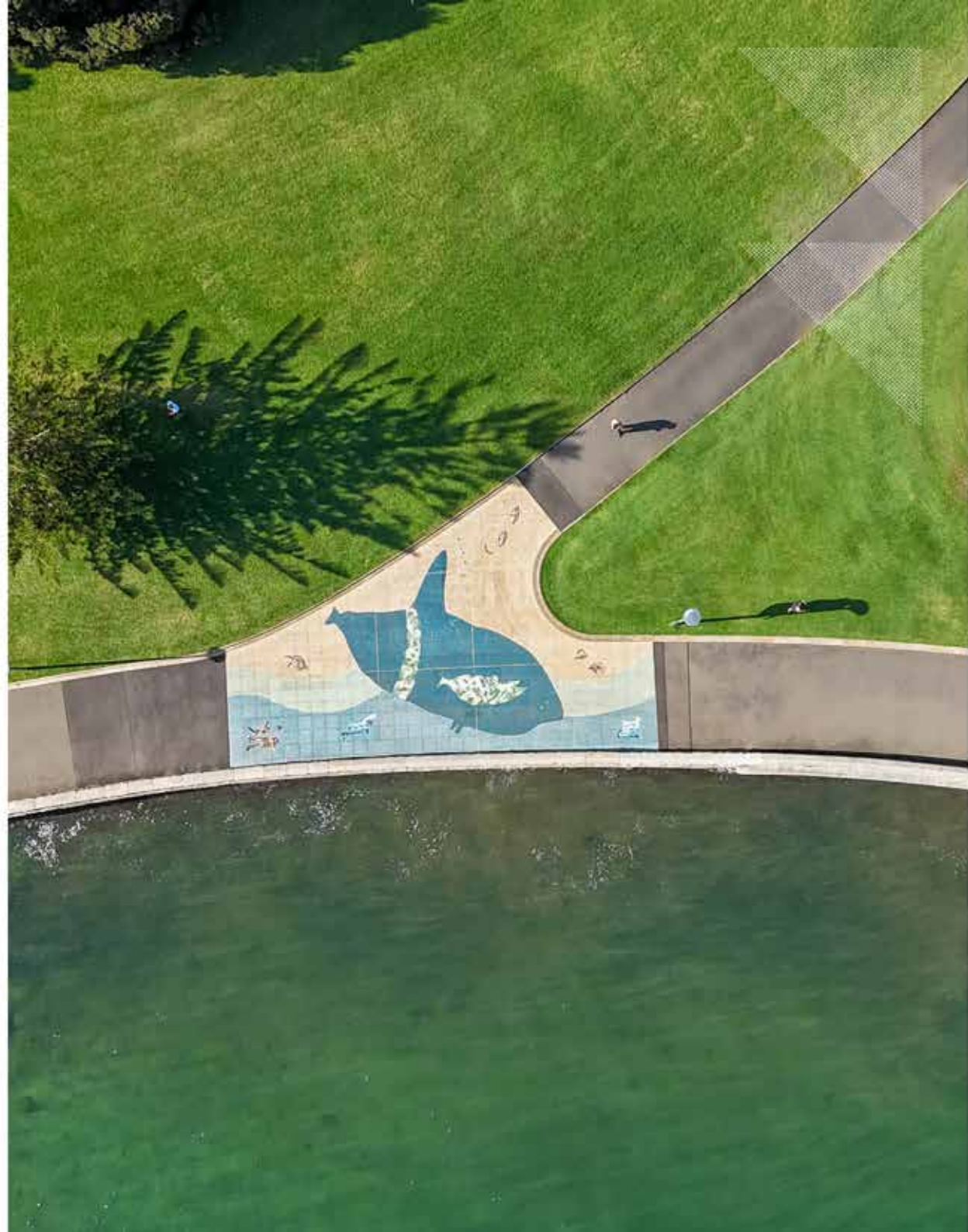
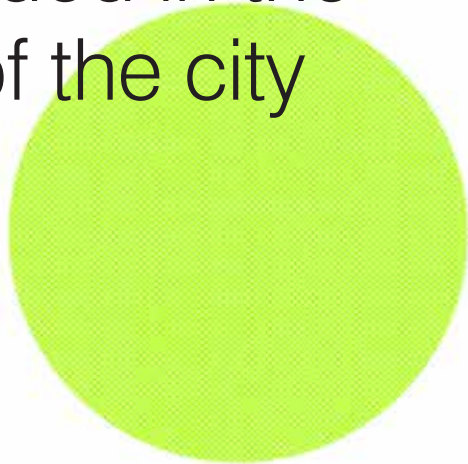
- Provide a **cultural infrastructure improvement grant** to assist existing creative spaces and venues to upgrade their facilities and meet compliance costs.
- Provide a **creative spaces startup grant** to assist new creative spaces with establishment costs, expert advice, fit-outs and the first 3 months of rent.
- Provide access to **dedicated spaces for artists, musicians, writers and performers** in suitable City of Sydney-owned properties.
- Offer **artist residencies** across our library network, in community centres, and within appropriate departments of the City.
- Provide seed-funding to facilitate the establishment of a **creative land trust**.
- Establish a **working group with the City of Sydney and Create NSW** to identify opportunities for more affordable creative workspace and housing for creatives in Sydney, policy and regulatory reform, and research, advocacy and knowledge sharing.



Vision

Creativity
and culture is
embedded in the
fabric of the city

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A thriving cultural life is felt in every aspect of a city, from the built form to open spaces, bold and inspiring public art, and surprises hidden in unexpected places. It is not just about how the city looks, it's about how we use it and how we feel connected to it.

For Sydney to tell its story to the world, the city centre must reflect who we are and what we value. Our culture needs to be woven through all our public spaces, and the functions of the city must enable and enrich our daily cultural life.



Retain

We'll retain the fine grain character of our local area through creative urban design. We'll support street art projects, busking, human-scale experiences and public art.



Rebuild

We'll work to restore Gadigal place names across our local area and to reclaim space for human interaction. We'll increase open space, pedestrianised lanes and green corridors in the city centre, and bring these spaces to life with public art.



Reimagine

We'll facilitate culture in unexpected places and spontaneous experiences that surprise and delight. We'll continue to create temporary art programs in laneways and public squares to infuse culture with the daily experience. Urban design will encourage culture with plug and play infrastructure, such as more spaces designed for street performance and similar community gatherings.

Actions include

- Continue to promote **Gadigal place names** by naming and dual naming across the local area through research, community consultation and collaborative projects to acknowledge Gadigal culture and language in places of significance.
- Explore opportunities for **temporary public art programs** to test new ideas in public spaces and provide opportunities for emerging artists.
- Explore opportunities for **plug and play performance infrastructure** in public spaces.
- Work with the property sector and suitable creative industries to develop a pilot project to put **underused commercial property to creative use**. Research the benefits of co-locating creative operators in commercial spaces and the scalability of the approach.



Vision

Creativity and
great experiences
fuel the vitality of
the city

08



Sydney is a great experience city with unmatched natural beauty, an exceptional climate year-round, vibrant street life and a busy 24-hour economy.

For our city to maintain its vitality, there needs to be a rich layer of culture woven through the 24-hour experience, bringing depth and personal connection to life in a global city.



Retain

We'll support appropriate planning and regulatory reform that makes it easier and cost effective to produce events and programming in a broad range of businesses and spaces. We'll advocate for straightforward and fair management of the amenity impacts of cultural vibrancy with reasonable conflict resolution. We'll provide hands-on support to assist the creative sector through planning processes for venues and events. We'll continue to produce our own annual program of free public events that inspire and engage our diverse communities.



Rebuild

We'll provide long-term certainty for key organisations and local festivals by offering 5+ year contracts for major events and creative tenants. This security will empower organisations to plan for sustained growth and meaningfully connect with local communities to provide broader cultural and economic impact. We'll help increase attendance at diverse cultural offerings.



Reimagine

We'll work with government partners and local stakeholders to evolve the visitor economy in Sydney and deepen the visitor experience by putting culture at the forefront of the tourism offer. At a local level, in small businesses and our own venues, we'll support programs and events that keep our nightlife cultural and inclusive.

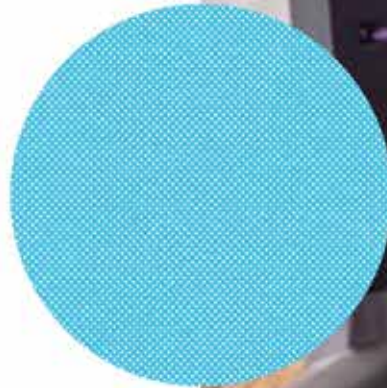
Actions include

- Trial a **planning guidance service** to assist with navigation of approvals processes for venues and events.
- Continue working on a **fair and straightforward model for managing entertainment sound**, supported by venue design guidance.
- Advocate for **exempt development and simplified approval paths for small scale cultural activities and pop-up events**.
- Review the terms for multi-year festival and event funding to offer **5-year terms**.
- Install **light-touch performance infrastructure in suitable libraries and community venues** to create new bookable performance spaces for the community.
- Explore opportunities to safely use **temporary street closures for neighbourhood-focused community, cultural and business activities**. Work with the NSW Government on processes to streamline and simplify approvals and minimise management costs.
- Collaborate with key stakeholders to identify gaps in services and offerings and develop a plan to **evolve the visitor experience**.



Vision

There is equitable access to education and learning opportunities, everyone can participate in a creative practice



Our research found that maintaining a creative practice directly correlates with higher levels of personal wellbeing, and learning creative skills builds social bonds and a sense of belonging.

In our city, where people tend to live in smaller homes, it can be difficult to find space for creativity, and there are cost barriers for some. That's why we need to ensure there are creative centres, arts spaces and art classes that everyone in our communities can access.



Retain

Maker spaces, writers' rooms and artist studios in our libraries and community centres will facilitate open-access community participation in creative practice. We'll support circular economies that share and repurpose resources, retain design skills, technical crafts and the materials they use.



Rebuild

We'll provide access to our civic collections to stimulate creativity and generate new artworks. The knowledge of our historians, producers and event managers will assist community members in their creative research. We'll continue to fund new creative projects that tell the stories of Sydney.



Reimagine

We'll support the community to be active contributors to Sydney's cultural life. Community curators will be invited to co-design our cultural programs and we'll mentor and assist community projects to be produced.

Actions include

- Explore opportunities to provide more **maker spaces** and open-access creative workshop space within appropriate City venues. Complement these spaces with **skills exchange programs**.
- Support **research residencies** for the development of new literature, artworks, performances and events. Explore ways that residents can access our archives, collections and staff expertise, such as our historians, producers and event managers to assist with creative content development.
- Develop a **community curators** program to support members of the community to devise and present creative programs in our community spaces.



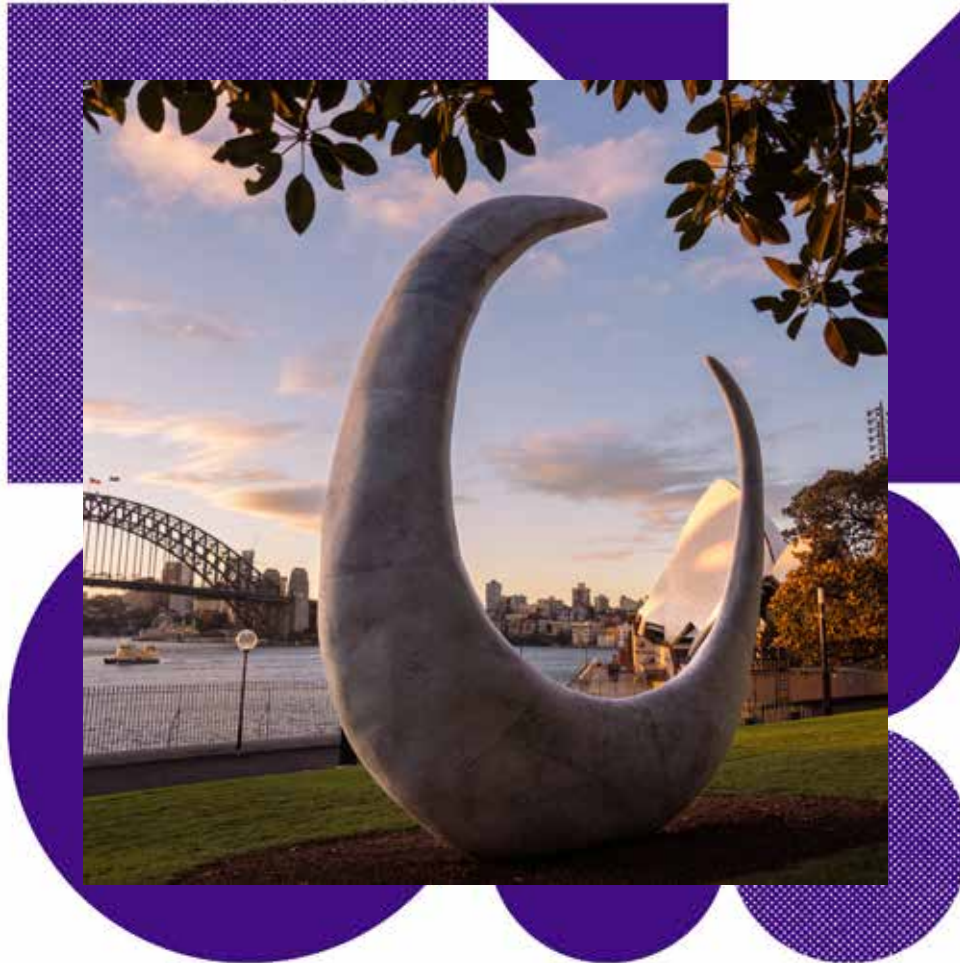
CREATIVE EMPLOYMENT AREAS AND CULTURAL QUARTERS

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We know the creative industries benefit from locating near their peers and supply chains. This is how a city evolves to feature clusters of creative economies and local precincts with a distinct cultural flavour. *In Sustainable Sydney 2030-2050: Continuing the Vision* we proposed a precinct-based approach to preserve and grow cultural space and local creative economies. To help guide this work, we have identified key creative employment areas and cultural quarters.





Harbour

Hugging our city's spectacular foreshore, the Harbour precinct is home to the country's major cultural institutions including the Sydney Opera House, Art Gallery of NSW, Museum of Contemporary Art, Walsh Bay Arts Precinct and Barangaroo. This precinct:

- celebrates our national identity and creative excellence
- reveals First Nations histories and cultures
- supports destination and cultural tourism
- generates local employment in the arts and major events sectors.

Public domain priorities include delivery of the Eora Journey Recognition in the Public Domain program including Yananurala – Walking on Country and making more space for people and trees.



City East

Capturing the performance venues of Kings Cross, the small theatres and galleries of Darlinghurst and Woolloomooloo, the art schools and nightlife of Oxford Street, City East is the home of authentic, small-scale, uniquely Sydney culture. This precinct:

- supports training and employment pathways for new and emerging creatives
- champions new work by local artists
- strengthens the small-to-medium and independent sector through secure, affordable access to production and presentation spaces.

Public domain priorities include walkability from venue to venue especially at night, wayfinding and attractive, amenable open spaces for audiences to gather, public art including street art and laneways, and expanding Taylor Square by re-imagining the interface between the national art school, surrounding institutions and the public domain.

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Newtown Entertainment Precinct

The Newtown Entertainment Precinct runs from Eveleigh through Erskineville and along the border with Inner West Council. It includes the Seymour Centre, Carriageworks, PACT, and the many varied music venues along King Street. This precinct:

- provides a vibrant, inclusive, culture-led nightlife
- supports live music and performance in local venues
- provides affordable and authentic cultural experiences for local audiences.

Public domain priorities include improving public and active transport connections across the precinct while ensuring spaces for people remain safe and inviting, especially at night.





Tech, Media and Design Arc

The Tech, Media and Design Arc stretches from the Pyrmont precinct, International Convention Centre and Powerhouse Museum, through the University of Technology Sydney and University of Sydney, taking in Tech Central and Surry Hills, to the entertainment and recreation precinct of Moore Park and Disney Studios. This precinct:

- connects the innovation sector through university programs, business events and SXSW Sydney
- generates employment in the creative industries, screen, tech, gaming, fashion, architecture and design sectors
- attracts talent and investment
- builds export pathways for Sydney success stories.

Public domain priorities include integrating and improving public and active transport connections for people walking and cycling to and between institutions and increased green space.





Southern Industrial Zones

The Southern Industrial Zones of Alexandria, Waterloo, Rosebery and Green Square are essential for creative industries. These areas maintain light industrial creative production and fabrication space and logistics support. They hold some of the only remaining warehouse stock in our area and intersect with the Southern Enterprise Area identified in our Local Strategic Planning Statement. This precinct:

- supports necessary industrial space for the supply chains that service performing arts, major events and film and TV sectors.
- provides space for manufacturing creative products
- supports logistics, storage and transport
- protects affordable warehouse studio spaces for a broad range of inner-city artists.

Public domain priorities include improving public and active transport connections across the precinct and increased green space.



Oxford Street

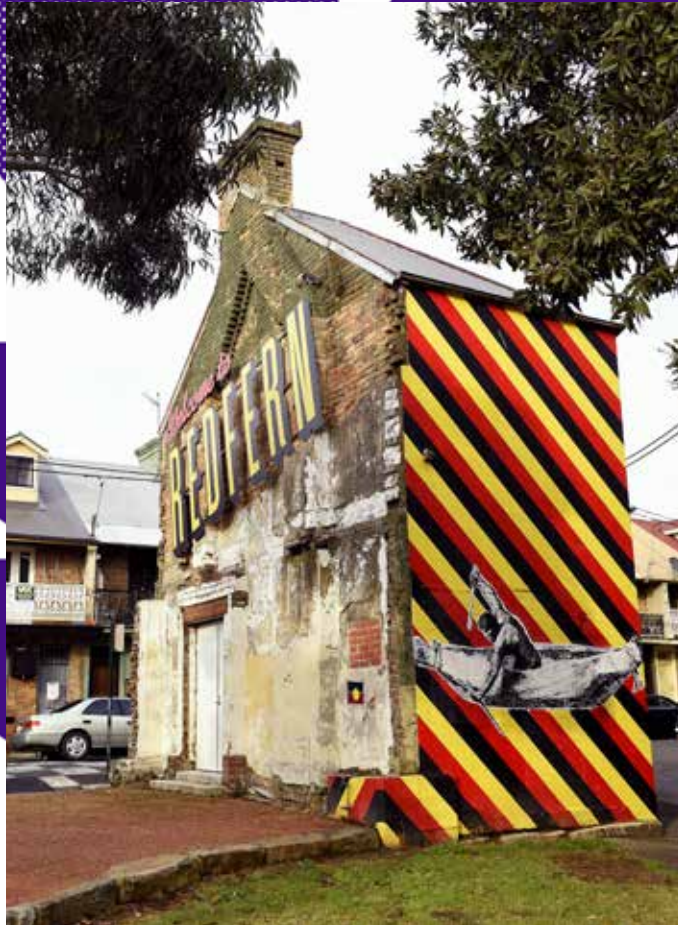
Oxford Street is an important place for LGBTIQ+ communities. The street is an international symbol of diversity, inclusion and pride, and is essential to Sydney's identity. Our priority for this area is to:

- retain a diverse fine grain business mix that connects with LGBTIQ+ communities
- provide LGBTIQ+ community and cultural spaces
- increase public art and heritage interpretations that make visible and celebrate LGBTIQ+ histories and culture
- increase events and activities that celebrate LGBTIQ+ communities.

Public domain priorities include making more space for people while improving local and regional access to the Oxford Street bike path. We will maintain rainbow crossings using the Progress Pride design.

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Redfern

All of Sydney has always been Aboriginal land. But Redfern and Waterloo in particular, play an important role in contemporary Aboriginal identity, drawing on many decades of community action. Our priority for this area is to:

- retain First Nations people's identity, self-determination and community connections
- provide Aboriginal and Torres Strait Islander community and cultural space, including delivery of 119 Redfern Street
- increase public art and heritage interpretations that recognise and connect with First Nations histories and cultures
- increase Indigenous-led enterprise and creative/cultural businesses.

Public domain priorities include delivery of the Eora Journey Recognition in the Public Domain program, improving the quality and amenity of public space and improving active transport connections and pedestrian flow throughout for people walking and cycling.



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Haymarket

From colonial times onwards, Haymarket has long been associated with the experience of Chinese migrants in Australia. It has become an important place for Asian communities in Sydney. Our priority for this area is to:

- retain Asian identity and strengthen the visibility of diverse Asian cultures
- provide for Chinese and pan-Asian community and cultural space
- increase public art and heritage interpretations that celebrate Asian-Australian histories and culture
- increase events and activities that celebrate Asian cultures.

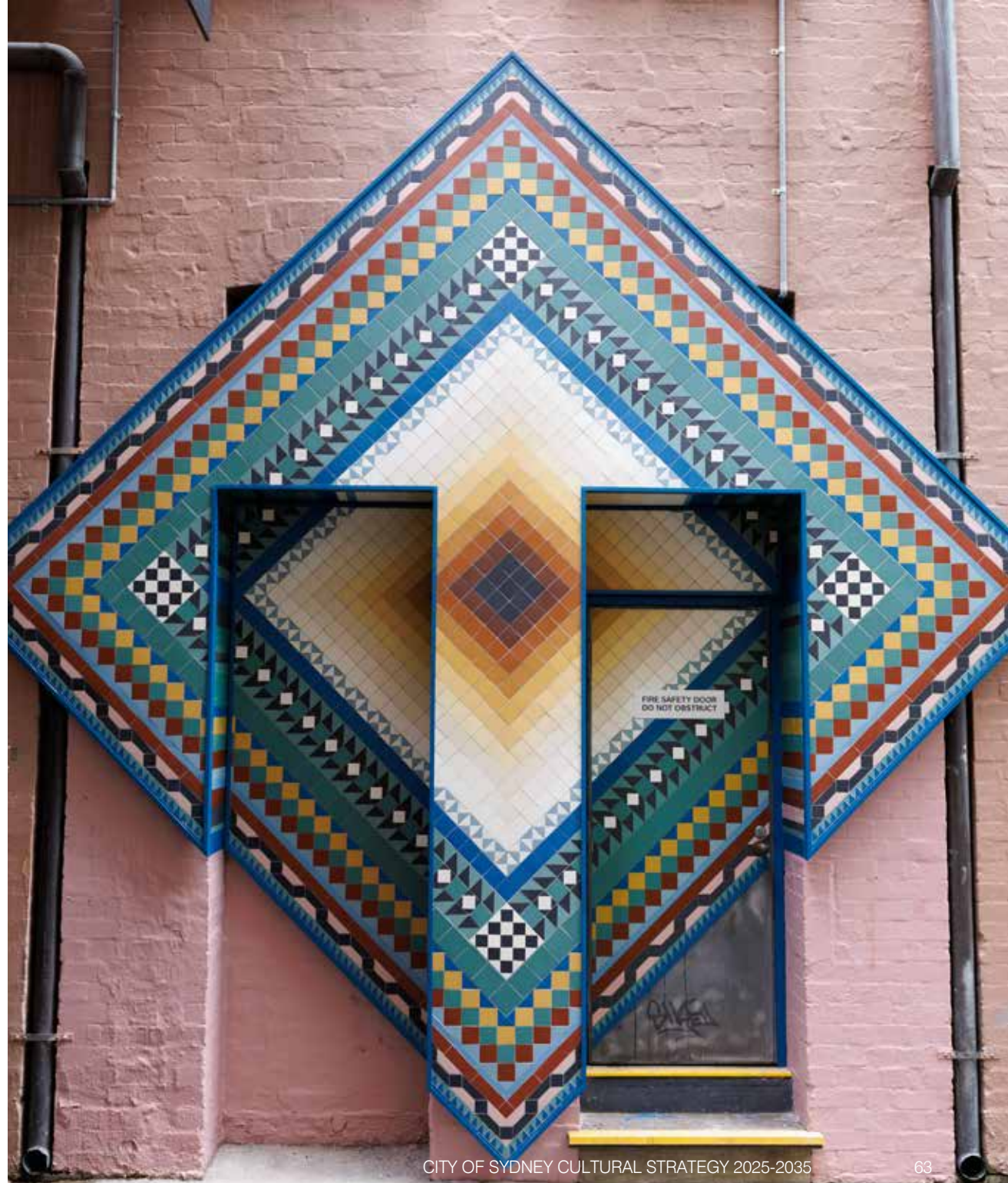
Public domain priorities include making more space for people and celebrations, creative lighting for cultural expression, and improving access and green corridors across the precinct.

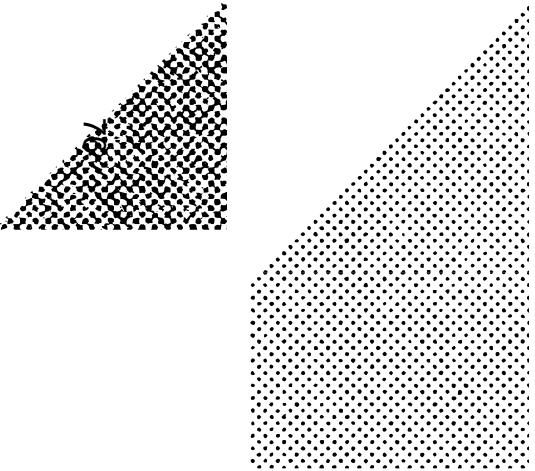


MEASURES AND GOALS

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We are committed to a continuous process of monitoring and evolving our work to ensure we are achieving the aims of this strategy. As the data becomes available, we will reissue the research underpinning this strategy. We will do this through a mid-point review and by tracking progress against the following measures and goals:





Right to Culture

We will measure our communities' satisfaction with their access to culture.

- **Measure #1:** satisfaction with access to culture
- **Goal:** return to an overall satisfaction rate of at least 56% (baseline = peak satisfaction levels achieved in 2015)
- **Measure #2:** improved rates of satisfaction by demographics: concession card holders, non-English speakers, Aboriginal and Torres Strait Islander people, people with a disability
- **Goal:** all demographics record a rate of satisfaction of 50% or more

Data Source: City of Sydney Residential Wellbeing Survey



Creative Workforce

We will measure the size and make-up of the creative workforce.

- **Measure #1:** growth in creative industries workforce
- **Goal:** cultural and creative industries employment returns to a state of growth
- **Measure #2:** cultural diversity in the core creative industries
- **Goal:** Aboriginal and Torres Strait Islander and Culturally and Linguistically Diverse representation in the core creative workforce aligns with population demographics

Data source: ABS Employment Data – Australian Census



Cultural Infrastructure

We will measure the amount of cultural floorspace across our local area and how it is used.

- **Measure #1:** no net loss of cultural and creative industries floorspace
- **Goal:** cultural and creative industries continue to occupy at least 6.9% of commercial floorspace in our area (baseline = 2022 floorspace and employment survey)
- **Measure #2:** amount of cultural and creative industries floorspace occupied by the core creative industries and production uses
- **Goal:** an additional 40,000sqm of production space and workspace for core creatives in our area

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Data source: City of Sydney Floorspace and Employment Survey

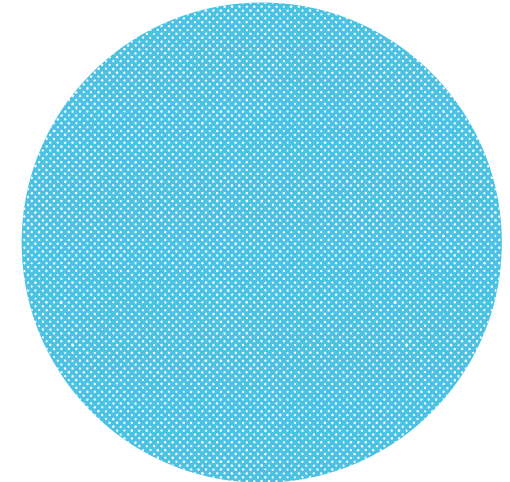


Creative Participation

We will measure attendance and participation in cultural events and activities and rates of satisfaction across our village areas.

- **Measure #1:** maintain high levels of attendance at cultural events and activities
- **Goal:** 90% of our local population attend cultural events and activities
- **Measure #2:** increase levels of participation in cultural activities
- **Target:** 50% of our local population participate in a cultural activity
- **Measure #3:** all village areas experience similar levels of satisfaction with access to culture
- **Goal:** rates of satisfaction across all village areas are within 5% of the overall rate of satisfaction

Data: Attendance at Cultural Events and Participation in Cultural Activities (ABS), and Residential Wellbeing Survey (City of Sydney)





Right to Culture	Retain	Rebuild	Reimagine
<p>Aboriginal and Torres Strait Islander peoples and their cultural practices are valued and supported</p>	<p>Ensure First Nations artists and cultural practice are prioritised in our grants programs and provide resources to help increase the number of applications from First Nations peoples.</p>	<p>Further develop Calling Country to provide more opportunities for First Nations artists and cultures to take centre stage at New Year’s Eve celebrations.</p>	<p>Continue to develop and produce The Eora Journey Recognition in the Public Domain program including Yananurala – Walking on Country, in partnership with local Aboriginal and Torres Strait Islander communities.</p>
		<p>Undertake a truth-telling process through our libraries, monuments and civic collections.</p>	<p>Invest in local cultural organisations and venues to participate in cultural awareness training to build the cultural competency of Sydney’s creative sector, and better partnerships between Indigenous and non-Indigenous artists.</p>
	<p>Develop a comprehensive Aboriginal and Torres Strait Islander strategic framework to articulate the vision, themes and objectives for the work we do with Aboriginal and Torres Strait Islander peoples.</p>		
<p>We value our cultural life and champion our creative industries</p>	<p>Review the Oxford Street creative precinct planning controls to determine if they’re achieving intended outcomes, implement appropriate changes and investigate applying them to other precincts.</p>	<p>Undertake research on behalf of the sector, including an affordability study to demonstrate a standard model for providing subsidised creative space.</p>	
	<p>Develop place strategies and ongoing place keeping plans for our cultural quarters to maintain community connections with cultural identity and places of cultural significance.</p>	<p>Develop a network of local governments to monitor creative spaces across Greater Sydney, to ensure there is an adequate range and supply of space to meet the future needs of the community and Sydney’s cultural sector.</p>	



Creative Workforce	Retain	Rebuild	Reimagine
<p>An increasing number of creative workers live or work in the city</p>	<p>Investigate a fellowship style grants program for diverse Sydney-based artists to work on their creative practice</p>	<p>Produce a cultural leadership program for cultural workers, artists and the owners of creative businesses focused on peer-to-peer learning, mentorship, resilience, and professional development ambitions of our local leaders.</p>	
	<p>Extend our creative/live work tenancies to 2-year leases</p>	<p>Promote affordable housing opportunities for artists and work with housing providers to increase applications from creative workers and support artists into affordable housing.</p>	<p>Identify opportunities to deliver purpose-built artist housing with live/work or co-located workspace for the creative sector.</p>
<p>7 Sydney's cultural life reflects the diversity of our communities</p>	<p>Offer traineeships for producers and event managers through our events and cultural programs, prioritising diverse, emerging local talent</p>	<p>Explore a funding program that supports local cultural organisations to recruit strategic, diverse staff positions, including dedicated Aboriginal and Torres Strait Islander roles, people with disability and creative workers from diverse cultural backgrounds through placements, mentorship and professional development opportunities, supported by appropriate wrap-around services.</p>	<p>Review procurement, creative tenders and grant application processes to maximise accessibility and inclusion.</p>
	<p>Review our artist employment and commissioning practices considering the Modern Awards Review by the Fair Work Commission</p>		



Cultural Infrastructure	Retain	Rebuild	Reimagine
<p>There is an increased supply of accessible creative space</p>	<p>Provide a cultural infrastructure improvement grant to assist existing creative spaces and venues to upgrade their facilities and meet compliance costs.</p>	<p>Provide a creative spaces startup grant to assist new creative spaces with establishment costs, expert advice, fit-outs and the first 3 months of rent.</p>	<p>Provide seed-funding to facilitate the establishment of a creative land trust.</p>
	<p>Establish a working group with the City of Sydney and Create NSW to identify opportunities for more affordable creative workspace and housing for creatives in Sydney; policy and regulatory reform; and research, advocacy and knowledge sharing.</p>	<p>Provide access to dedicated spaces for artists, musicians, writers and performers in suitable City of Sydney-owned properties.</p>	<p>Offer artist residencies across our library network and community centres.</p>
<p>Creativity and culture is embedded in the fabric of the city</p>	<p>Explore opportunities for temporary public art programs to test new ideas in public spaces and provide opportunities for emerging artists.</p>	<p>Continue to promote Gadigal place names by naming and dual naming across the local area through research, community consultation and collaborative projects to acknowledge Gadigal culture and language in places of significance.</p>	<p>Explore opportunities for plug and play performance infrastructure in public spaces.</p>
		<p>Work with the property sector and suitable creative industries to develop a pilot project to put underused commercial property to creative use. Research the benefits of co-locating creative operators in commercial spaces and the scalability of the approach.</p>	



Creative Participation	Retain	Rebuild	Reimagine
<p>Creativity and great experiences fuel the vitality of the city</p>	<p>Trial a Planning Aid service to assist with navigation of approvals processes for venues and events.</p>	<p>Review the terms for multi-year festival and event funding to offer 5-year terms.</p>	<p>Install light-touch performance infrastructure in suitable libraries and community venues to create new bookable performance spaces for the community.</p>
	<p>Continue working on a fair and straightforward model for managing entertainment sound, supported by venue design guidance.</p>	<p>Explore opportunities to safely use temporary street closures for neighbourhood-focused community, cultural and business activities. Work with the NSW Government on processes to streamline and simplify approvals and minimise management costs.</p>	<p>Collaborate with key stakeholders to identify gaps in services and offerings and develop a plan to evolve the visitor experience.</p>
<p>81</p>	<p>Advocate for exempt development and simplified approval paths for small scale cultural activities and pop-up events.</p>		
	<p>There is equitable access to education and learning opportunities, everyone can participate in a creative practice</p>	<p>Explore opportunities to provide more maker spaces and open-access creative workshop space within appropriate City venues. Complement these spaces with skills exchange programs.</p>	<p>Support research residencies for the development of new literature, artworks, performances and events. Explore ways that residents can access our archives, collections and staff expertise, such as our historians, producers and event managers to assist with creative content development .</p>



SYDNEY'S CULTURAL LIFE CAN BE...

Broad Brave **Provocative** **Entrepreneurial**
Better Funded **Wilder** More Integrated
First Nations Led Sustaining **Supportive**
Joyous **Unique** Robust **Constant** Collaborative
Inspirational A Competitor **World Leading**
Community Driven **Transformative** Resonant
Nurturing **Trailblazing** Truthful **For Everyone**
Expansive **Global** Local **Thriving** All Day And
All Night **Cool** An Asia-Pacific Powerhouse
Soft Inspiring More Than One Thing **Pumping**
Accessible To All **Always In Reach** Alternatives
Stable A Diverse Haven Of Respect And
Celebration **Richer Capable For The People**
Fruitful Complex **Affordable** **Artist-Centric**
A Springboard For Global Success **Hopeful**
Bold **Ambitious** Connected To Country **Kind**
More Than We Ever Imagined

We asked the creative sector to describe what Sydney's cultural life *can be*, this is what they said



Credits

Cover - SNYE New Year's concert, 2016
(Katherine Griffiths/City of Sydney)

Page 2 - Artwork: Jagun, by Kim Healey, 2023

Page 4 - Sydney New Years Eve, 2024
(Daniel Tran/City of Sydney)

Page 6 - Green Square library, 2018
(Katherine Griffiths/City of Sydney)

Page 8 - Sydney Writers' Festival, Carriageworks, 2023
(Jacquie Manning)

Page 10 - Pine Street Studios, 2024
(Abril Felman/City of Sydney)

Page 11 (L to R)
- Launch of bara, 2022
(Chris Southwood/City of Sydney)

- Australian Fashion Week, Carriageworks, 2018
(Katherine Griffiths/City of Sydney)

- Fine Fellow Studio, Foley Street Creative program,
(Katherine Griffiths/City of Sydney)

- Fintan McGee's feet, 2022
(Chris Southwood/City of Sydney)

Page 13 - Vigil, Sydney Festival, 2024
(Wendell Teodoro)

Page 14 - Destructive Steps street dance festival,
Ultimo Community Centre
(Katherine Griffiths/City of Sydney)

Page 22 - Street Dancers rehearsing at
City of Sydney Creative Studios
(Matt Lambley/City of Sydney)

Page 23 - Yabun, 2024
(Joseph Mayers/City of Sydney)

Page 24 (left to right)
- Lost Figures by Fintan McGee, 2022
(Chris Southwood/City of Sydney)

- Pine Street Creative Arts Centre, 2015
(Sarah Rhodes/City of Sydney)

- Australian Fashion Week, Carriageworks, 2018
(Katherine Griffiths/City of Sydney)

Page 25 (left to right)
- Green Square library, 2019
(Jessica Lindsay/City of Sydney)

- The Metro Theatre, Sydney,
(Adam Davis Powell)

- Equitable Access
(Katherine Griffiths/City of Sydney)

- Legs on the Wall. Thaw. Sydney Festival
(Supplied by Sydney Festival)

Page 26 - Sydney Biennale Ten Thousand Suns,
White Bay, 2024
(Chris Southwood/City of Sydney)

Page 27 - Wendy Murray, New Views poster project,
(Katherine Griffiths/City of Sydney)

Page 29 - Art and About, 2021
(Chris Southwood/City of Sydney)

Page 30 - Emily Crockford with her artwork
Opera House at Night and Gabrielle Mordy, Studio A
(Katherine Griffiths/City of Sydney)

Page 31 - Sydney Lunar Festival lanterns, 2019
(Daniel Tran/City of Sydney)

Page 32 - Vigil, Sydney Festival, 2024
(Wendell Teodoro)

Page 34 - Photo by Estúdio23

Page 36 - Launch of bara, 2022
(Chris Southwood/City of Sydney)

Page 38 - Carriageworks, Sydney, 2017
Project NEXTGEN runway show. Victoria Bliss collection
(Katherine Griffiths/City of Sydney)

Page 40 - Blake Rhodes, William Street
creative live work spaces, 2023 (Rob Hookey)

Page 42 - Dancers, Sydney Lunar Festival
(Katherine Griffiths/City of Sydney)

Page 44 - Fine Fellow studio,
Foley Street Creative Spaces program,
(Katherine Griffiths/City of Sydney).

Page 46 - Wahganmuggalee, 2024
(Abril Felman/City of Sydney)

Page 48 - The Metro Theatre, (Adam Davis Powell)

Page 50 - Darling Square library, 2019
(Jessica Lindsay/City of Sydney)

Page 52 - Sydney - Brighton Up Bar, Darlinghurst
(Jamie Williams/City of Sydney)

Page 53 - The Bearded Tit, Redfern
(Supplied by The Bearded Tit)

Page 54 - bara, 2022 (Chris Southwood/City of Sydney)

Page 55 - Eternity Playhouse, Darlinghurst,
(Josef Nalevansky/City of Sydney)

Page 56 - The MoshPit, Newtown
(Supplied by The MoshPit)

Page 57 - SXSW Sydney at Tumbalong Park
(Paul McMillian)

Page 58 - Sawtooth warehouses, Alexandria.
(Chris Southwood/City of Sydney)

Page 59 - Drag Queens at Sydney World Pride,
Oxford Street, Darlinghurst.
(Supplied by Sydney WorldPride)

Page 60 - Welcome to Redfern, by Reko Rennie, 2015
(Adam Hollingworth/City of Sydney)

Page 61 - Haymarket, 2023
(Katherine Griffiths/City of Sydney)

Page 62 - Photo by Ave Calvar Martinez

Page 63 - In Through the Out Door by Callum Morton, 2024
(Phoebe Pratt/City of Sydney)

Page 65 - Sydney Lunar Streets, 2024
(Katherine Griffiths/City of Sydney)

Page 70 - Photo by Ahmad Odeh on Unsplash



Attachment B

**Engagement Report –
Cultural Strategy 2025-2035**

Engagement report – cultural strategy 2025- 2035 public exhibition



Destructive Steps at Ultimo Community Centre, photo by Katherine Griffiths, City of Sydney

Contents

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Engagement activities	16
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Figure 2. Issues most significant to communities of identity	11
Figure 3. Most significant challenges for Sydney’s cultural life and creative industries as chosen by all respondents	11

Overview

Background

The Creative City Cultural Policy and Action Plan 2014-2024 was adopted by the City of Sydney Council in August 2014 to elevate and articulate the role culture plays in strengthening our city and the value our community places in our cultural and creative life. The policy and action plan have delivered significant positive impacts.

We are now at the end of this ten-year plan and changes in the cultural landscape necessitate a comprehensive review. Census data and wellbeing surveys highlight urgent issues such as the loss of cultural workers and space.

From February to May 2024, we consulted targeted industry and community representatives about the current challenges faced by the cultural sector and their aspirations for the next ten years. Insights from these discussions were combined with data from other recent, relevant community and industry consultations to inform the development of a refreshed cultural strategy. The refreshed strategy aligns with Sustainable Sydney 2050, address critical issues, and respond to opportunities now on the horizon.

Engagement summary

The draft cultural strategy 2025 – 2035 was on public exhibition and open for feedback from 10 July to 6 September 2024.

Consultation provided an opportunity for stakeholders and the community to review and comment on the proposed strategy before being taken to Council for adoption.

Consultation activities included online engagement and stakeholder briefings. The consultation was promoted through email direct marketing.

This report outlines the community engagement activities that took place to support the exhibition and summarises the key findings from the consultation.

Purpose of engagement

The purpose of this community engagement was to undertake a public exhibition for the refreshed cultural strategy to:

1 – report back to creative sector stakeholders who participated in the consultation, and to seek their feedback on whether the draft strategy aligns with their expectations.

2 – seek general feedback from the broader community on the vision and actions identified in the draft strategy.

Submissions and engagement activity

Quantity	Description of activity
95	Total submissions received
4	Surveys submissions received from cultural sector organisations
37	Survey submissions received from people engaged in professional arts practice
38	Surveys submissions received from community members
7	Email submissions received from cultural sector organisations
11	Email submissions received from community members/groups
10	Community members attended online information sessions
14	Advisory panel members attended a cross panel briefing session
18	Cultural sector workshop participants attended a report back briefing
212	Stakeholder emails were sent
1813	Sydney Your Say webpage visits
501	People downloaded the draft cultural strategy
6650	Sydney Your Say edm recipients

Creative and cultural sector feedback

37 submissions were received from people who engage in a professional arts practice, and 10 submissions were received from the following creative and cultural sector organisations:

- Art@ingridcassar
- Carla Zampatti
- City of Sydney Public Art advisory panel
- Create NSW on behalf of NSW Department of Creative Industries, Tourism, Hospitality and Sport
- MAPA art and architecture
- Music NSW
- PACT centre for emerging artists
- Sydney Eisteddfod
- Sydney Fringe Festival
- The Process Studio

Organisation feedback

Submissions were received from the following 6 organisations:

- Hatch
- Inner West Council
- Left Bank Co
- Pyrmont Action Group
- St Vincent de Paul
- Ultimo Village Voice

Survey respondent snapshot

43% male and 48% female work in the City

52% engage in a professional arts practice

18% under 40
34% are aged 40-60 years, 39% are over 60.

16% identify as LGBTQIA+

14% were born overseas.

14% use a language other than English at home.

8% identify as a person living with disability.

6% identify as Aboriginal or Torres Strait Islander.

Key themes

The following key themes were consistent in feedback received across all channels, including survey comments and email submissions:

- **Affordable and accessible cultural spaces:** A clear and recurring theme is the critical shortage of affordable spaces for artists and creatives. Whether it is for living, production, rehearsal, or performance, the high cost of living and lack of accessible spaces in Sydney are barriers to fostering a vibrant creative community. Many submissions advocate for better use of underutilised spaces, subsidised rents, and more creative hubs.
- **Diversity and inclusivity:** There is widespread agreement on the need for greater inclusivity and representation of diverse communities in Sydney's cultural life. Respondents call for equitable access to resources, opportunities for underrepresented groups, and specific efforts to ensure First Nations and culturally diverse artists are supported.
- **Support for emerging and independent artists:** Feedback frequently calls for increased support for small and independent artists, particularly emerging creators. This includes financial support, grants, and accessible resources, as well as reducing bureaucratic barriers that make it difficult for smaller entities to thrive.
- **Revitalisation of cultural precincts and public spaces:** Many responses stress the importance of revitalising key cultural precincts like Kings Cross, Pyrmont, and Ultimo, as well as activating public spaces with more art, performances, and events. This includes embedding culture into urban development and ensuring that public art and spaces reflect the city's diverse communities.
- **Collaboration and partnerships across sectors:** There is a call for greater coordination between the City of Sydney, other local councils, state government, private developers, and cultural organisations. Respondents advocate for a more cohesive approach to cultural development, where cross-sector partnerships play a central role in providing resources, space, and opportunities for the creative sector.

Key findings

Feedback on the cultural pillars

Survey respondents were asked to indicate their support for the main objectives of the strategy (the pillars). The results show very clear support for these objectives, especially for creative participation.

Right to culture

Aboriginal and Torres Strait Islander peoples and their cultural practices are visible and respected. We value our cultural life and champion our creative industries.

How important is this pillar to supporting Sydney's cultural life?

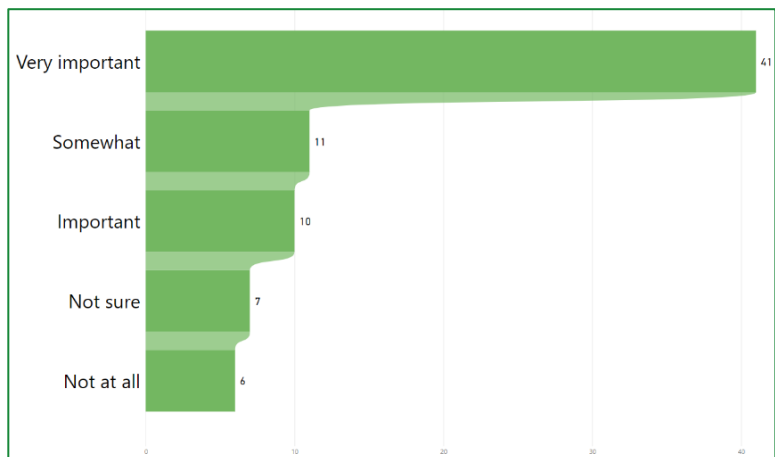
68%

**very important
or important**

15% Somewhat

3% Not sure

8% Not at all



Creative workforce

More creative workers live or work in the city. Sydney's cultural life reflects our communities' diversity. **How important is this pillar to supporting Sydney's creative industries?**

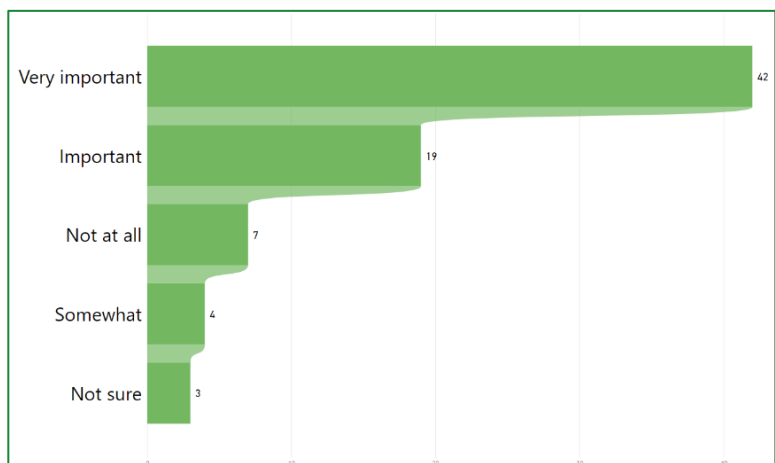
81%

**very important
or important**

5% Somewhat

4% Not sure

9% Not at all



Cultural infrastructure

More accessible creative spaces. Creativity and culture are embedded in the city's fabric.

How important is this pillar to supporting Sydney's creative industries?

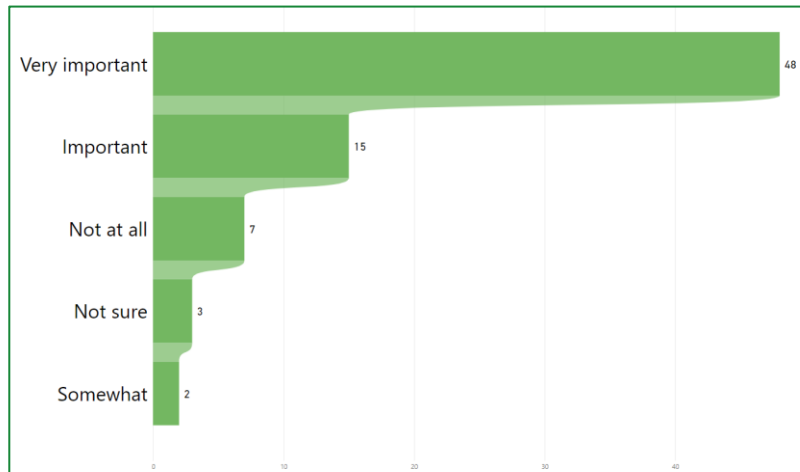
84%

**very important
or important**

3% Somewhat

4% Not sure

9% Not at all



Creative participation

Creativity and great experiences fuel the city's vitality. Everyone has equitable access to education and creative opportunities.

How important is this pillar to supporting Sydney's cultural life?

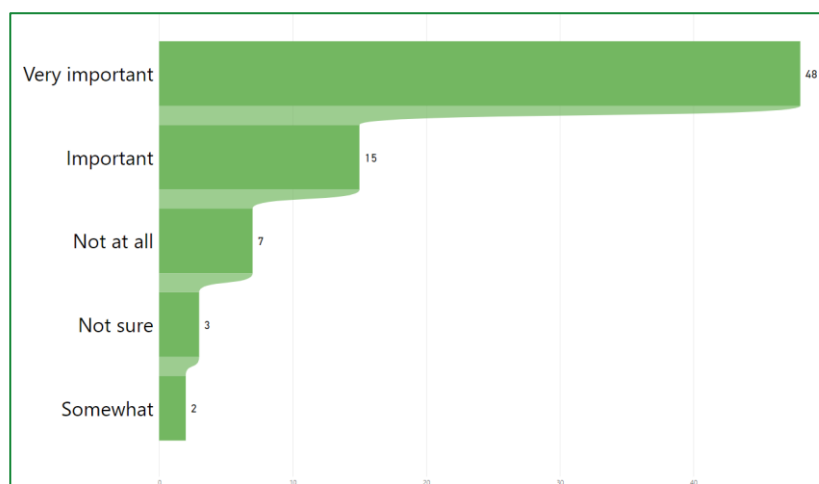
88%

**very important
or important**

3% Somewhat

2% Not sure

7% Not at all



Comments about the cultural pillars

Survey respondents were asked to respond in their own words to the question "Tell us why you think these cultural pillars are, or are not, important to supporting Sydney's creative industries."

Comments showed strong support for the cultural pillars, recognising their significance in fostering a vibrant, inclusive, and creative community. The themes of the comments were consistent from respondents who engage in professional arts practice and other community members

Many comments on the **Right to Culture** were in support of promoting visibility and respect for Aboriginal and Torres Strait Islander cultures. Respondents emphasised the need for authentic representation and supported the integration of Aboriginal and Torres Strait Islander culture throughout Sydney's creative industries.

The **Creative Workforce** pillar received broad support, with respondents calling for more opportunities for local creatives and a greater emphasis on reflecting the city's diversity. Several comments noted that fostering diverse creative talent is essential for Sydney to remain a global cultural hub.

Respondents who endorsed the **Cultural Infrastructure** pillar stressed the need for accessible, affordable creative spaces. They called out the lack of venues and public spaces for artists to showcase their work and the challenges of high rents, which limit opportunities for creatives to live and work in the city.

The **Creative Participation** pillar garnered the strongest support, with many respondents highlighting its importance in ensuring that all community members, regardless of background or socio-economic status, have equitable access to creative opportunities. There were numerous calls for more accessible and affordable programs, education, and workshops to foster community involvement and creativity.

In general, respondents felt the pillars were interrelated and essential to strengthening Sydney's cultural landscape. They stressed the importance of community engagement and inclusion in the development and implementation of the strategy.

Important actions

Survey respondents were asked to select actions in the draft strategy they feel are important. They could select as many actions as they liked. Overall, people told us they feel all the actions in the strategy are important. **Every action was nominated by at least a third of respondents as important.** A full list of responses is included in Appendix A.

Most respondents told us they feel the following actions are important to the strategy:

- Dedicated spaces for artists, musicians, writers and performers in City owned properties (82%)
- Putting underused commercial property to creative use (80%)
- Creative live/work tenancies (77%)
- Temporary street closures for neighbourhood-focused community, cultural and business activities (77%)
- Support artists into affordable housing (69%)
- Artist residencies (68%)
- Creative spaces startup grant (68%)
- Creative precinct planning controls that protect and incentivise creative industries (71%)

The actions most nominated as important by **respondents under 30 years of age** were:

- Creative live work tenancies
- Plug and play performance infrastructure in public places
- Simplified and accessible procurement, creative tenders and grant application processes

The actions most nominated by respondents who **engage in professional arts practice** were:

- Dedicated spaces for artists, musicians, writers and performers in City owned properties
- Creative live/work tenancies
- Creative spaces startup grant

We asked survey respondents to tell us about their identity. Figure 1 shows the communities of identity who responded to the survey, the number of survey respondents from that identity group, and the action most nominated as important by that group. Where more than one action is listed, the actions received an equal number of nominations.

Figure 1. Actions important to communities of identity

Identity	No. of respondents	Action	No. of nominations for this action
Aboriginal or Torres Strait Islander	6	Temporary street closures for neighbourhood-focused community, cultural and business activities	6
Born overseas	13	Support artists into affordable housing	13
LGBTQIA+	14	Creative live/work tenancies AND Dedicated spaces for artists, musicians, writers and performers in City owned properties AND Temporary street closures for neighbourhood-focused community, cultural and business activities	13
Person living with disability	5	Artist residencies AND Dedicated spaces for artists, musicians, writers and performers in City owned properties AND Fair and straightforward model for managing entertainment sound AND Simplified and accessible procurement, creative tenders and grant application processes AND Temporary street closures for neighbourhood-focused community, cultural and business activities	5
Use a language other than English	9	Equitable artist employment commissioning practices	9

Suggestions for other actions

After nominating actions from the draft strategy, survey respondents were asked “Are there any other actions that you feel are important to achieve the vision of this strategy?” The key themes that emerged in response to this question align to the themes of the existing proposed actions.

Comments about other possible actions covered ten key ideas which align with existing actions in the draft strategy.

1. **Equity and Diversity (7 suggestions):** Ensuring fair representation and access for all cultural groups.
2. **Community Engagement (6 suggestions):** Encouraging more localised, accessible, and inclusive cultural participation.
3. **Funding and Support for Artists (5 suggestions):** Calls for more grants, better funding models, and affordable spaces.
4. **Housing and Affordability (4 suggestions):** Addressing the high cost of living and its impact on Sydney’s creative sector.
5. **Simplifying Processes (4 suggestions):** Reducing bureaucracy for events, TENs, and access to spaces.
6. **Public Spaces and Placemaking (3 suggestions):** Utilising public spaces for creative expression and community engagement.
7. **Support for Small Creators (3 suggestions):** Ensuring equitable support for smaller and emerging organisations.
8. **Live Music and Events (2 suggestions):** Enhancing live music venues and extending operational hours for a more vibrant nightlife.
9. **First Nations Empowerment (1 suggestion):** Creating an Independent First Nations Creative Committee to develop First Nations arts and cultural programs.
10. **Environmental Sustainability (1 suggestion):** Incorporating sustainability into cultural planning.

A full list of other actions proposed is included in Appendix B.

Most significant challenges

We asked respondents to tell us which issues, in their opinion, are the most significant challenges for Sydney’s cultural life and creative industries. They could choose up to 3 issues from a list. The challenges on the list were identified during the strategy development using recent data and industry consultation.

The two issues most chosen by respondents as most significant are

- High commercial rents and costs for operating creative spaces and venues
- Unaffordable housing supply displacing artists and creative workers

People aged 30-39 and people over 70 are concerned about the **underdeveloped middle tier**.

People aged 50-59 are concerned about the **opportunities to access affordable facilities and training for personal creative practice**.

People aged 60-69 are concerned about **the cost and complexity of compliance**.

People aged under 30 are concerned about high commercial rents and costs for operating creative spaces and venues.

Figure 2 shows the issue nominated as most challenging by the most people in each identity group, and figure 3 shows the full list of responses to this question.

Figure 2. Issues most significant to communities of identity

Identity	No. of respondents	Issue	No. who selected this issue
Aboriginal or Torres Strait Islander	6	Lack of diversity and inclusion in our cultural offer and creative industries	3
Born overseas	13	An under-developed middle-tier in Sydney's creative sector AND Investment being directed mostly at presentation outcomes, rather than production and development or new work and skills	4
LGBTQIA+	14	Investment being directed mostly at presentation outcomes, rather than production and development or new work and skills	4
Person living with disability	5	High commercial rents and costs for operating creative spaces and venues AND Unaffordable housing supply displacing artists and creative workers	3
Use a language other than English	9	High commercial rents and costs for operating creative spaces and venues	4

Figure 3. Most significant challenges for Sydney's cultural life and creative industries as chosen by all respondents

Issue / % of respondents who selected that issue as most significant	
High commercial rents and costs for operating creative spaces and venues	52%
Unaffordable housing supply displacing artists and creative workers	43%
Cost and complexity of compliance when operating creative spaces or events	39%
Not enough opportunities to access affordable facilities and training for personal creative practice	29%
An under-developed middle-tier in Sydney's creative sector	26%
Investment being directed mostly at presentation outcomes, rather than production and development or new work and skills	25%
Lack of diversity and inclusion in our cultural offer and creative industries	16%

Issue / % of respondents who selected that issue as most significant	
Burn-out in the creative sector	9%
Not enough support for sector collaboration and peer-to-peer networks	1%

Creative and Cultural sector feedback

Of the survey respondents who said they engage in a professional arts practice:

- **78%** feel the right to culture pillar is very important/important
- **84%** feel the creative workforce pillar is very important/important
- **92%** feel the cultural infrastructure pillar is very important/important
- **92%** feel the creative participation pillar is very important/important

The three actions most nominated as important were:

- Dedicated spaces for artists, musicians, writers and performers in City owned properties (89%)
- Creative live/work tenancies (86%)
- Creative spaces start up grant (81%)

Compared to the overall responses, the creative spaces start up grant was seen as an important action by more people in a professional arts practice.

The most mentioned concepts in comments about the importance of the pillars were:

- Holistic cultural impact: the ways in which cultural initiatives and activities contribute to improving various aspects of city life (6 comments)
- The importance of inclusivity and diversity (6 comments)
- The importance of artist support and sustainability (4 comments)

The most mentioned concept in suggested other actions was funding and support for artists (5 comments).

The issues nominated as most challenging aligned with the overall result.

General comments

The sentiments reoccurring across the general comments section reiterate and underline the key concerns and priorities identified by respondents for ensuring the success of the cultural strategy.

- **Creative Space and Infrastructure:** Several respondents stressed the importance of **mid-sized venues** and the need for accessible and affordable spaces for artists.
- **Affordability and Housing Crisis:** Many noted the **cost of living** and housing as key barriers to artists' survival in the city.
- **Positive Feedback:** A number of respondents praised the strategy, expressing **optimism** about its implementation.
- **Reducing Regulations:** Respondents sought fewer regulatory barriers, especially in terms of **venue licensing** and **event organisation**.
- **Diversity and Inclusion:** Comments called for better representation of **First Nations** voices and more inclusive cultural programming.
- **Financial Support for Artists:** Several comments pointed to the need for **greater financial support**, including merit-based funding and programs to prevent artist burnout.

Email submissions

Eighteen submissions were received by email from creative and cultural sector organisations, practising artists and creative producers, planning organisations, local resident action groups and community members.

The key concepts raised in the email submissions are:

1. **Affordable and Accessible Cultural Spaces:** Many submissions, including from cultural organisations and individuals, highlight the critical need for affordable and accessible spaces for artists. This includes production spaces for artists to create and perform, living spaces and mixed-use artist housing.
2. **Support for Diverse Communities and Inclusion:** Several submissions stress the importance of improving diversity in the arts sector. This includes providing spaces and opportunities for underrepresented groups, such as First Nations artists, people of colour, and LGBTQIA+ communities, while ensuring the cultural sector reflects Sydney's diversity.
3. **Coordination and Collaboration Across Sectors:** There is a recurring call for better collaboration between local councils, government, private sector developers, and cultural organisations to enhance cultural infrastructure. This includes partnerships to provide spaces, streamline approval processes for events, and reduce red tape.
4. **Preservation of Cultural Heritage and Revitalisation of Precincts:** The revitalisation of cultural precincts like Kings Cross and Pymont is emphasized, alongside the need to preserve historical and cultural landmarks. This includes leveraging cultural heritage in planning processes to enhance both cultural and economic outcomes.
5. **Trauma-Informed Cultural Planning and Public Art:** One submission advocates for trauma-informed approaches in cultural planning, particularly public art, to support healing and resilience in communities. This highlights how cultural strategies can address deeper societal issues, including collective trauma, and promote well-being.
6. **The inclusion of Ultimo and Glebe:** Three emails from local resident groups and community members call for more specific inclusion of Ultimo, Glebe and the Blackwattle Bat precinct in the strategy, especially within the Five Areas for Building Creative Industries - Media, Tech and Design Arc.

A detailed submission from **Create NSW** on behalf of NSW Department of Creative Industries, Tourism, Hospitality and Sport identifies areas of opportunity to work collaboratively with them and provides a list of recommendations to consider when implementing the strategy.

Briefing sessions

Four briefing sessions were held online during the public exhibition, attended by a total of 42 people. The briefings included a session to report back to cultural and creative industry professionals who participated in the development stage consultation, a session to brief members of City of Sydney Advisory panels, and two information sessions open to the general public.

Feedback from these sessions included suggestions to:

- use more specific about language around diversity to include lived experience of a disability.
- simplify governance processes to make them more accessible.
- provide pathways for access and equality, particularly for those with English as a second language.
- provide more support for food diversity in the city especially regarding affordability and access.
- have a greater focus on welcoming and celebrating emerging communities through cultural programs.

Submissions table

The table below summarises the concerns, suggestions and requests raised in email submissions and general comments.

Key Idea	Number of Mentions
Affordable and accessible cultural spaces	7
Support for emerging and independent artists	6
Revitalisation of cultural precincts and public spaces	6
Simplifying grant processes and funding access	5
Housing affordability for artists	5
Collaboration between government, private sector, and cultural orgs	5
Recognition of Ultimo's cultural assets and inclusion in planning	5
Opportunities for First Nations artists and culture	4
Kings Cross as a cultural precinct	4
Addressing high costs of living driving artists out of Sydney	4
Flexible, non-curated spaces for early-career artists	4
Importance of public art in cultural strategies	3
Spaces for creative production, not just exhibition	3
Expanding the night-time economy	3
Addressing gaps in middle-tier cultural venues	3
Safeguarding existing cultural spaces	3
Integrating culture into new urban developments	3
Cultural diversity in Sydney's creative sector	3
Simplifying approval processes for cultural events	3
Promoting Sydney's cultural scene on a global level	3
Use of temporary spaces for cultural activity	3
Include Ultimo and Glebe more specifically	3
First Nations priority in grant and cultural space allocation	2
Creating new cultural hubs	2
Addressing compliance costs and regulations in cultural activities	2
Funding for artist residencies and stipends	2
Activating public spaces with cultural programs	2
Encouraging local business involvement in cultural revitalisation	2
Trauma-informed cultural and public art practices	2

Key Idea	Number of Mentions
Addressing sound management for live performances	2
Recognition of community-driven cultural activities	2
Expanding affordable creative workspaces in retail or unused spaces	2
Importance of grassroots cultural activities	2
Linking tourism with local creative production	1
Incentivising cultural developments through planning agreements	1
The need for cross-discipline collaboration	1
More public art installations	1
Creative production hubs	1
Protecting cultural assets in gentrifying areas	1
Improving public transport and wayfinding to cultural venues	1
The role of arts in community wellbeing	1
Support for diverse staff positions in cultural organisations	1
Providing year-round creative infrastructure	1
Lack of focus on cultural quarters like Redfern and Glebe	1
Retaining and reimagining Sydney's artistic identity	1
Expanding creative opportunities for underrepresented communities	1
Need for late-night dining and cultural venues in Sydney	1
Developing Sydney's reputation as a 24-hour cultural city	1
Addressing inequalities in cultural participation	1

Engagement activities

Overview of marketing and promotion activity

Sydney Your Say webpage

A [Sydney Your Say webpage](#) was created. The page included a summary of the focus areas, an electronic copy of the draft strategy and other key information about the consultation. There were 1813 unique views of the Sydney Your Say page and 501 downloads of the draft strategy.

The main source of web traffic was from organic searches and direct traffic which suggests strong awareness and interest from the relevant audience

Stakeholder email

An email was sent to 80 key stakeholders, including participants in the early engagement, inviting them to attend and information session and give feedback on the proposal.

Another email was sent to 232 stakeholders known to have an interest in creative and cultural spaces in the City inviting them to give feedback on the proposal.

Sydney Your Say e-news

The consultation was included in both the July and August editions of the Sydney Your Say e-newsletter (6650 subscribers).

Posters

7 kinds created, displayed in community and creative spaces including City of Sydney libraries and community centres.

Social media posts

Organic [Instagram](#) reel performed very well with lots of genuine engagement: 25.5k reach, 916 likes, 50 comments, 106 shares

CoS news article

[Published 12 July](#) and included in the CoS news edm on [16 July](#)

Inclusion in creative sector update edm

[July edition](#)

Appendix

Appendix A:

Survey respondents were asked

‘Which actions do you feel are important? Select as many as you like’.

The lists of actions were grouped by pillar. The following tables show the number of people who selected each action as something they feel is important, and the proportion of the total responses that number represents.

Right to Culture actions	number	proportion
Creative precinct planning controls that protect and incentivise creative industries	50	71%
Truth-telling	47	67%
Aboriginal and Torres Strait Islander strategic framework that sets out a vision, themes and objectives for the work we do with Aboriginal and Torres Strait Islander peoples	41	59%
Network of local governments to monitor creative spaces across Greater Sydney	41	59%
Place strategies and ongoing place keeping plans that aim to maintain fine grain local culture	40	57%
Support for cultural awareness training in cultural organisations and venues	36	51%
Increasing opportunities for Aboriginal and Torres Strait Islander peoples in our grants programs	35	50%
Research on behalf of the cultural and creative sector	34	49%
The Eora Journey Recognition in the Public Domain program including Yananurala – Walking on Country	32	46%
The Calling Country program at Sydney New Years Eve celebrations	25	36%
Creative workforce actions	number	proportion
Creative/live work tenancies	57	77%
Support artists into affordable housing	51	69%
Simplified and accessible procurement, creative tenders and grant application processes	46	62%
Equitable artist employment and commissioning practices	44	59%
Fellowship style grants program	39	53%
Funding program to recruit strategic, diverse staff positions in local cultural organisations and venues	37	50%
Purpose built artist housing	36	49%
Cultural leadership program	29	39%
Traineeships for producers and event managers	29	39%
Cultural infrastructure actions	number	proportion
Dedicated spaces for artists, musicians, writers and performers in City owned properties	61	82%
Putting underused commercial property to creative use	59	80%
Creative spaces startup grant	50	68%
Artist residencies	50	68%
Cultural infrastructure improvement grant	0	61%

Engagement report – cultural strategy 2025-2035 public exhibition

Temporary public art programs	43	58%
Plug and play performance infrastructure in public places	40	54%
Gadigal place names	38	51%
Creative land trust	33	45%
Creative participation actions	number	proportion
Temporary street closures for neighbourhood-focused community, cultural and business activities	56	77%
Fair and straightforward model for managing entertainment sound	46	63%
Exempt development and simplified approval paths for small scale cultural activities and pop-up events	46	63%
Light-touch performance infrastructure in suitable libraries and community venues	44	60%
5-year grant terms for multi-year festivals	42	58%
Evolving the visitor experience to improve our cultural tourism offer	41	56%
More maker spaces with skills exchange programs	39	53%
Planning guidance service for creative spaces and events	38	52%
Research residencies	34	47%
Community curators program	32	44%

Appendix B: responses to the survey question “Are there any other actions that you feel are important to achieve the vision of this strategy?”

Suggested actions

Community meet-ups and easier access to local/state government support. Subsidise vacant commercial spaces for creative endeavours.

Activate residents as creative resources. Provide pathways for residents to host localised creative events (e.g., in laneways or parks).

There needs to be more community interaction. Artists need spaces that combine art with other activities (like cafes) to create destinations where people want to gather.

Opportunities to participate in events throughout the year, with showcases in local areas and involvement of students and elders.

Small projects like sewing classes and helping people learn practical arts and crafts.

Provide support and space for the creative community but also engage with people who haven't had the opportunity to join.

I want people to feel happy and included when they live, work, or visit Sydney.

Australia lacks a common cultural identity. The challenge is to weave together diverse cultural backgrounds. Pitt St Mall also needs more varied and interesting shops.

The City should assemble a diverse assessment panel to ensure the strategy reflects the perspectives of the community.

Inclusion of all nationalities that have built and worked for Australia.

Engagement report – cultural strategy 2025-2035 public exhibition

Acknowledging past cultures and contributions from men and women who shaped Sydney.
Look to the excellence in Western Sydney.
Stop treating Indigenous cultural contributions like pseudo-religious worship.
Ensure diverse representation of cultures in the planning process, not just Aboriginal and Torres Strait Islander people.
Human cultural practice is universal and belongs to everyone. It is a source of unity and a force for good.
Look at new models to support small and mid-sized organisations, which are critical stepping stones for artists' careers.
Access to funding for current arts workers, 24-hour studio access for venues owned by the city to allow safe collaboration on community projects.
Extra funding and cheap studios for artists and performers.
Increase funding and grants for artists, but ensure grants benefit the public through performances/engaging installations. Address the housing crisis to keep artists in the city.
Increase the funding pool for grants and award them based on merit, not demographics. Streamline the application process to ensure fairness and transparency.
Include creative businesses, craft start-ups, and hobbyists. Support age-diverse opportunities and make commercial spaces more affordable for start-ups.
New developments should meet a quota for creative production spaces and live/work apartments. Convert unused commercial spaces into creative production areas.
Better housing
I am a glass artist and spend all my time asking my neighbours to stop polluting. I want to engage in the creative life of Redfern, but my environment makes it difficult.
Housing long-term.
More focus on employment and training for Indigenous arts workers in higher-level positions (production, directing, management).
Create an Independent First Nations Creative Committee to develop First Nations arts and cultural programs.
More live music on the streets, late-night venues like jazz clubs, and more diverse nightlife options.
More theatre space for live performances.
The COS should realise the full creative potential of the City's spaces and places: public spaces for cultural expression. More public art elements and investment in creative infrastructure.
Bring workers back into the city to help businesses survive and revitalise the area.
More creative/artistic public events.
Encourage self-directed cultural activities and public artwork, and ensure public toilets are provided.

Engagement report – cultural strategy 2025-2035 public exhibition

More infrastructure and introduction of a Temporary Event Notice (TENs) like in the UK to assist with pop-up events and festivals without red tape.
Better spaces for events, better parking/loading options for artists, open unused commercial spaces for creative events, stop building unnecessary office spaces.
This is much like the ride-a-bike scheme, which caused problems in the city.
Live band and dance venues should be allowed to open later with simplified, inexpensive alcohol licensing.
Reduce rules, regulations, and compliance costs, especially around security and police presence at events.
Focus more on assisting artists, curators, and event organisers to navigate government bureaucracy.
Bridging the gap between corporate and cultural Sydney by maximising business and creativity programs.
Invest time, attention, and support across grassroots/emerging creators. Big infrastructure investment favours mainstream names and disadvantages marginalised communities.
Audit current creative tenancies to ensure that organisations address the creative needs of the community.
Apply a lens of environmental sustainability to the cultural strategy.



Item 4.

Grants and Sponsorship - Creative Grants

File No: S117676

Summary

The City of Sydney's Grants and Sponsorship Program supports initiatives and projects that build the social, cultural, environmental and economic life of the city. To achieve the objectives of the Sustainable Sydney 2030-2050 Continuing the Vision, genuine partnership between government, business and the community is required.

The provision of grants and sponsorships is a mechanism to further the aims identified in the City's social, cultural, economic and environmental policies. Applications are assessed against these policies and against broad City objectives and plans. In this way, the City and the community act collaboratively to achieve the goals of Sustainable Sydney 2030-2050 Continuing the Vision.

The City advertised the Festivals and Events Sponsorship Program in July 2024:

- Tier 1: General Festivals and Events; and
- Tier 2: Major Festivals and Events.

A total of 100 eligible applications were received. This report recommends a total of 37 grants to a total value of \$751,600 in cash and \$213,267 value-in-kind for payments in the 2024/25 financial year with commitments of:

- \$227,500 in cash and \$125,273 value-in-kind in 2025/26;
- \$205,500 in cash and \$226,290 value-in-kind in 2026/27; and
- \$100,000 in cash and \$ 212,200 value-in-kind in 2027/28.

The NSW State Government has also made changes to departments responsible for administering previously approved grants. In line with the Grants and Sponsorship Policy, this report also recommends a change of recipient for funding for 'Australia Day in Sydney 2024-26', from the Premiers Department to Destination NSW.

On 22 August 2022, Council adopted a Grants and Sponsorship Policy. All grants in this report were assessed in accordance with the Grants and Sponsorship Policy, the Grants and Sponsorship Program Guidelines, the priorities set out in Sustainable Sydney 2030-2050 Continuing the Vision and various other relevant City strategies and action plans.

All grant recipients will be required to sign a contract, meet specific performance outcomes and acquit their grant. All figures in this report exclude GST.

Recommendation

It is resolved that:

- (A) Council approve the cash and value in kind recommendations for the Festivals and Events Sponsorship program as shown at Attachment A to the subject report;
- (B) Council note the applicants who were not recommended in obtaining a cash grant or value-in-kind for the Festivals and Events Sponsorship program as shown at Attachment B to the subject report;
- (C) Council approve Destination NSW as the recipient of a Festival and Event Grant 2023/24 for the second and third year of the project where funding was previously paid to Premier's Department;
- (D) Council note that all grant amounts are exclusive of GST;
- (E) authority be delegated to the Chief Executive Officer to negotiate, execute and administer agreements with any organisation approved for a grant or sponsorship under terms consistent with this resolution and the Grants and Sponsorship Policy; and
- (F) authority be delegated to the Chief Executive Officer to correct minor errors to the matters set out in this report, noting that the identity of the recipient will not change, and a CEO Update will be provided to Council advising of any changes made in accordance with this resolution.

Attachments

Attachment A. Recommended For Funding - Festivals and Events Sponsorship Program

Attachment B. Not Recommended For Funding - Festivals and Events Sponsorship Program

Background

1. The City of Sydney's Grants and Sponsorship Program supports residents, businesses and not-for-profit organisations to undertake initiatives and projects that build the social, cultural, environmental and economic life of the city.
2. On 23 July 2024, the City announced that the Festivals and Events Sponsorship program was open for application on its website, with grant applications closing on 20 August 2024.
3. Information about these grant programs (such as application dates, guidelines, and eligibility criteria) was made available on the City's website. The City actively promoted the grant programs through the corporate website, e-newsletters, advertising through paid social ads, paid LinkedIn, AdWords, Radio and an ArtsHub partnership. Email campaigns were utilised to target interested parties who have applied previously for grants at the City or who have expressed an interest in the City's programs.
4. As per the Grants and Sponsorship Program Guidelines, the Festivals and Events Sponsorship program is open to not-for-profit organisations, for-profit organisations and Government departments or agencies (Tier 1 and Tier 2), sole traders and individuals or unincorporated community groups auspiced by a not-for-profit or for-profit that is eligible to apply in their own right (Tier 1 only).
5. Out of a total of 100 Festivals and Events applications, a total of 33 eligible applications were received from for-profit organisations and sole traders and the following eleven are recommended in this report:
 - (a) Ard Operation Pty Limited;
 - (b) Bespok3 Pty Ltd;
 - (c) Just Gold Digital Agency Pty Ltd;
 - (d) Mci Australia Pty Ltd;
 - (e) Reco Enterprises Pty Limited;
 - (f) Smartfone Flick Fest Pty Ltd;
 - (g) Sorry Thanks I Love You Pty. Ltd.;
 - (h) SXSW Sydney Pty Ltd;
 - (i) Sydney Comedy Festival Pty Ltd;
 - (j) Sydney Symphony Orchestra Holdings Pty Limited; and
 - (k) USM Events Pty Ltdx.

Grants assessment process

6. The City's Grants and Sponsorship Program is highly competitive. Applications that are not recommended either did not score as highly against the assessment criteria as the recommended applications or had incomplete or insufficient information. The City's Grants and Sponsorship team provides feedback to unsuccessful applicants.

7. The assessment process includes advice and recommendations from a suitably qualified assessment panel. The applications are scored against defined assessment criteria for each grant program as well as the integrity of the proposed budget, project plan, partnerships, contributions and connection to the local community and industry sectors.
8. The assessment criteria for the Festivals and Events Sponsorship program requesting up to \$20,000 cash per year are:
 - evidence of the need for the festival or event and proposed outcomes;
 - capacity and experience of the applicant to deliver the festival or event; and
 - evidence of diversity, inclusion and equity in the planning and delivery of the project.
9. Applicants who requested more than \$20,000 in cash per year are also assessed against the following additional assessment criteria:
 - how the project delivers against the funding priorities.
10. Applicants to the Festival and Events Sponsorship - Tier 2 program are also assessed against the following additional assessment criteria:
 - evidence of track record, organisational viability for multi-year funding, large scale audience or market reach and national or international brand awareness.
11. The assessment meetings for the Festivals and Events Sponsorship program were held on 17 and 19 September 2024. Separate assessment meetings were held for Tier 1 – General festivals and events and Tier 2 – Major festivals and events to ensure grant applicants were assessed against the relevant assessment criteria. The assessment panels consisted of City staff from the City Business and Safety, Creative City, Social City and Venue Management Teams, with specialist input from staff from the City Business and Safety, Indigenous Leadership and Engagement, Social City and Venue Management Teams.
12. Once recommended applications are approved by Council, a contract is developed which includes conditions that must be adhered to and acquitted against.
13. All successful applicants are expected to cooperate with relevant City staff throughout the project for which they have received funding.
14. All grants and sponsorships are recommended provided the applicant obtains any required approvals, permits, and development consents.
15. On 26 June 2023, Council approved a grant to Premier's Department (ABN 34 945 244 274) for 3 years for the delivery of the 'Australia Day in Sydney' event. They were approved for a total of \$450,000 cash and \$146,640 in value-in-kind over 3 years: \$150,000 cash and value-in-kind of \$48,880 per year (Year 1 - 23/24, Year 2 - 24/25, Year 3 - 25/26). Since the completion of the first event in 2024, Destination NSW (ABN 52 890 768 976) has become the department responsible for administering the 'Australia Day in Sydney' event in 2025 and 2026.
16. Approval is sought for the remaining grant to be paid to Destination NSW, rather than Premier's Department.

Festivals and Events Sponsorship

- 17. The applications recommended for the Festivals and Events Sponsorship program are outlined in Attachment A to this report.
- 18. For noting, of the two applications for Tier 2 support, one was seeking funding from 2025/26, not from 2024/25. This report reflects a recommendation for support of \$100,000 per year for three years from 2025/26.
- 19. Additional funds for the Festival and Events Sponsorship program were made available due to underspends in the Green Building grant program 2024/25 and the Community Services grant program 2024/25.
- 20. The Festivals and Events Sponsorship program budget is set out below:

Total budget for 2024/25	\$5,315,000
Less: Total cash committed to previously approved applications	\$4,803,000
Plus: Cash amount remaining from the Green Building grant program 2024/25 underspend	\$228,436
Plus: Cash amount remaining from the Community Services grant program 2024/25 underspend	\$11,562
Total cash available	\$751,998
Total number of eligible applications this allocation	100
Total cash value requested from applications	\$3,567,571
Total value-in-kind support requested from applications	\$255,899
Total number of applications recommended for cash and/or value in-kind support	37
Total amount of cash funding recommended for payment in 2024/25 (Future-year funding recommended for payment in 2025/26 - \$227,500) (Future-year funding recommended for payment in 2026/27 - \$205,500) (Future-year funding recommended for payment in 2027/28 - \$100,000)	\$751,600
Total amount of value in-kind support recommended for 2024/25 (Future-year funding recommended for 2025/26 - \$125,273) (Future-year funding recommended for 2026/27 - \$226,290)	\$213,267

(Future-year funding recommended for 2027/28 - \$212,200)	
Cash amount remaining for payment in 2024/25	\$398

Key Implications

Strategic Alignment - Sustainable Sydney 2030-2050 Continuing the Vision

21. Sustainable Sydney 2030-2050 Continuing the Vision renews the communities' vision for the sustainable development of the city to 2050. It includes 10 strategic directions to guide the future of the city, as well as 10 targets against which to measure progress. This sponsorship is aligned with the following strategic directions and objectives:
- (a) Direction 6 - An equitable and inclusive city - the recommended grant projects in this report contribute to community development and support active participation in civic life. They empower the community to address issues that matter to them and drive projects to create a more inclusive and resilient city.
 - (b) Direction 8 - A thriving cultural and creative life - the recommended grant projects in this report contribute to supporting artistic and creative endeavours in our city, helping foster initiative, experimentation and enterprise by creative workers and providing new opportunities for audiences to engage in the city's cultural life.
 - (c) Direction 9 - A transformed and innovative economy - the recommended grant projects in this report contribute to helping stimulate business and promote economic activity. They encourage partnerships with other organisations on business development and assist groups of businesses to work together for the collective benefit.

Organisational Impact

22. The grants and sponsorships contract management process will involve key staff across the City of Sydney. Identified staff set contract conditions and performance measures for each approved project, and review project acquittals, which include both narrative and financial reports.

Cultural / Economic / Environmental / Social

23. The City's Grants and Sponsorship Program provides the City with a platform to support cultural, economic, environmental and social initiatives from the communities and business, within the local area.

Financial Implications

24. There are sufficient funds allocated in the 2024/25 grants and sponsorship budget to support the recommended grants. Details and total values are provided in the table above.

Relevant Legislation

25. Section 356 of the Local Government Act 1993 provides that a council may, in accordance with a resolution of the council, contribute money or otherwise grant financial assistance to persons for the purpose of exercising its functions.
26. Section 356(3)(a) to (d) is satisfied for the purpose of providing grant funding to for profit organisations because:
 - (a) the funding is part of the Festivals and Events Sponsorship program;
 - (b) the details of the program have been included in the Council's draft operational plan for financial year 2024/25;
 - (c) the program's proposed budgets do not exceed 5% of Council's proposed income from ordinary rates for financial year 2024/25; and
 - (d) these programs apply to a significant group of persons within the local government area.

Critical Dates / Time Frames

27. The funding period for the Festivals and Events Sponsorship program for financial year 2024/25 is for activity taking place from 1 January 2025 to 31 December 2025. Contracts will be developed for all successful applications after Council approval to ensure their funding is released in time for projects starting in January 2025.

Public Consultation

28. During July 2024, online and in person briefing sessions took place where potential applicants were notified about the grants and how to apply. For this Winter round of grants, separate online briefing sessions was introduced for each program, to enable people who were interested in more than one program to attend each:
- (a) An online briefing session for Festivals and Event sponsorship was held on 25 July 2024. A total of 70 attendees participated in the session.
 - (b) An in-person briefing session for the Aboriginal and Torres Strait Islander community was held at 119 Redfern St Community Centre on 23 July 2024. A total of 6 attendees participated in the session.
 - (c) An in-person briefing session for the Aboriginal and Torres Strait Islander community was held at Juanita Nielsen Community Centre, Woolloomooloo on 29 July 2024. A total of one attendee participated in the session.
29. The combined number of people engaged in online and in person briefing sessions for Winter round is 205, which is an increase of 17 compared to the summer round grant sessions earlier in the year.

EMMA RIGNEY

Executive Director City Life

Alana Goodwin, Grants Coordinator

Attachment A

**Recommended for Funding
Festivals and Events Sponsorship Program**

Festivals and Events Sponsorship Program - 2024-25 Tier 1 & 2 - Winter Round

Recommended for Funding: Tier 1 – General Festivals and Events

Organisation Name	Project Name	Project Description	\$ Amount Requested	VIK Requested	\$ Amount Recommended	VIK Recommended	Additional Conditions
Acon Health Limited	Pride in Sport Festival	A series of events in the local area promoting LGBTQIA+ inclusion in sports through inclusive programs, education, and activities, by creating safe and welcoming spaces for the community.	\$50,000 (Year 1 - 24/25) \$50,000 (Year 2 - 25/26) \$50,000 (Year 3 - 26/27)	Nil	\$20,000 (Year 1 only)	Nil	Nil
Alliance Francaise De Sydney Cultural Foundation Limited	French Film Festival	A unique cultural event in cinemas in the local area to unite Sydney's French-speaking community, providing an opportunity for individuals to connect and celebrate their shared language and heritage.	\$42,000	Street banner pole hire fee waiver to the value of \$7,680	\$25,000	Street banner pole hire fee waiver to the value of \$7,680	Nil
ARD Operation Pty Limited	StickyBeak	A two-day community festival at the National Art School, Darlinghurst, showcasing bars, restaurants, producers, and artists from the local area, connecting producers with the diverse community.	\$50,000	Street banner pole hire fee waiver to the value of \$2,814	\$15,000	Street banner pole hire fee waiver to the value of \$2,814	Nil
Bespok3 Pty Ltd	The Artistry	A cross-cultural festival at Tumbalong Park celebrating creativity, innovation, and culture, designed to drive the City of Sydney's urban economy, enhance its creative scene, showcase artists, and foster international relationships.	\$50,000	Nil	\$40,000	Nil	Nil

Organisation Name	Project Name	Project Description	\$ Amount Requested	VIK Requested	\$ Amount Recommended	VIK Recommended	Additional Conditions
Coota Girls Aboriginal Corporation	Sorry Day Stolen Generations Community Gathering	An annual civic event on the Tarpeian Lawn, commemorating National Sorry Day, fostering truth-telling and healing for Stolen Generations Survivors, their descendants, families, and the broader public.	\$50,000 (Year 1 - 24/25) \$50,000 (Year 2 - 25/26) \$50,000 (Year 3 - 26/27)	Nil	\$40,000 (Year 1 - 24/25) \$35,000 (Year 2 - 25/26) \$30,000 (Year 3 - 26/27)	Nil	Nil
Counterpoint Community Services Incorporated	Playgroups in the Park 2025 to 2027	A series of events in Redfern and Waterloo that links families with crucial services including health, housing, child protection, and domestic violence support, while also fostering connections among publicly funded playgroups.	\$19,500 (Year 1 - 24/25) \$19,500 (Year 2 - 25/26) \$19,500 (Year 3 - 26/27)	Nil	\$19,500 (Year 1 - 24/25) \$17,500 (Year 2 - 25/26) \$15,500 (Year 3 - 26/27)	Nil	Nil
Counterpoint Community Services Incorporated	Volunteer Awards 2025	An event in the local area to celebrate and acknowledge the skills and contributions of individual volunteers, community groups, social housing tenant representatives, and local service providers.	\$2,600	Nil	\$2,600	Nil	Nil
Disability Pride Sydney	Sydney Disability Pride Festival	A festival at Sydney Town Hall, created by people with disabilities for people with disabilities, to celebrate Disability Pride Month	\$50,000	Venue hire fee waiver and Street banner pole hire fee waiver to the value of \$19,600	\$40,000	Venue hire fee waiver to the value of \$5,880 Street banner pole hire fee waiver to the value of \$13,720	Nil

Organisation Name	Project Name	Project Description	\$ Amount Requested	VIK Requested	\$ Amount Recommended	VIK Recommended	Additional Conditions
First Hand Solutions Aboriginal Corporation	National Indigenous Art Fair	An annual marketplace at the Overseas Passenger Terminal showcasing creations from First Nations artists, designers, and makers and offering a unique opportunity to purchase artworks directly from Aboriginal and Torres Strait Islander artists.	\$45,000 (Year 1 - 24/25) \$45,000 (Year 2 - 25/26) \$45,000 (Year 3 - 26/27)	Street banner pole hire fee waiver to the value of \$7,200 (Year 1 - 24/25) \$7,200 (Year 2 - 25/26) \$7,200 (Year 3 - 26/27)	\$32,000 (Year 1 - 24/25) \$25,000 (Year 2 - 25/26) \$20,000 (Year 3 - 26/27)	Street banner pole hire fee waiver to the value of fee waiver to the value of \$7,200 per year for three years	Applicant to ensure the inclusion of local artists representation.
Geetha Balakrishnan	Sound Sorcery	A fortnightly series of events at The Bearded Tit, Redfern to showcase diversity in live music and encourage inclusion, participation, and connection.	\$34,008 (Year 1 - 24/25) \$37,612 (Year 2 - 25/26) \$39,868 (Year 3 - 26/27)	Nil	\$25,000 (Year 1 only)	Nil	Nil
Independent Primary School Heads of Australia Ltd	Performing Arts Festival 2025	A festival at Sydney Town Hall bringing independent schools together to showcase student talent in music, drama, and dance, promoting community and cultural engagement.	Nil	Venue hire fee waiver to the value of \$37,412	Nil	Venue hire fee waiver to the value of \$37,412	Nil
Just Gold Digital Agency Pty Ltd	Autistic Pride Day Conference	An event at Ultimo to elevate awareness and global dialogue on Autism, fostering advocacy, inclusion, and empowerment for the Autism community.	\$50,000 (Year 1 - 24/25) \$50,000 (Year 2 - 25/26) \$50,000 (Year 3 - 26/27)	Nil	\$40,000 (Year 1 only)	Nil	Nil
Lamorna Grace Nightingale	Backstage Music Living Music 2025 Series	A series of music events at Redfern and Alexandria featuring an innovative program of art music through collaborations with Sydney-based artists from diverse social, cultural, and artistic backgrounds.	\$26,500	Nil	\$10,000	Nil	Nil

Organisation Name	Project Name	Project Description	\$ Amount Requested	VIK Requested	\$ Amount Recommended	VIK Recommended	Additional Conditions
Maddison Kate Costello	Shoosh Fest	A silent short film competition and festival in Chinatown that supports and showcases innovative, independent filmmaking to foster a more inclusive community by sharing inspiring stories.	\$5,000	Nil	\$5,000	Nil	Nil
MCI Australia Pty Ltd	International Astronautical Congress (IAC) 2025	An event at the International Convention Centre at Darling Harbour for the global space community to access the latest advancements and broaden the influence and relevance of space to adjacent industries.	\$50,000	Nil	\$15,000	Nil	Nil
National Centre of Indigenous Excellence Limited	Redfern NAIDOC Day 2025	An event at Redfern to celebrate and experience First Nation ceremonies, performances, live music, food, cultural workshops, and stalls with Indigenous businesses and support services.	\$50,000	Nil	\$37,500	Nil	Nil
Plateitforward Ltd	Third I Festival	An event in Moore Park celebrating Sydney's diversity through food, music, and art, featuring top chefs, artists, and performers, and promoting employment and food relief within marginalised communities across the city.	\$50,000	Nil	\$30,000	Nil	Nil
Queer Screen Limited	Mardi Gras Film Festival 2025	A film festival across the local area and online to celebrate LGBTIQ+ community by hosting events, panels, gatherings and screenings.	\$50,000	Nil	\$35,000	Nil	Nil

Organisation Name	Project Name	Project Description	\$ Amount Requested	VIK Requested	\$ Amount Recommended	VIK Recommended	Additional Conditions
Reco Enterprises Pty Limited	Circular Sydney: Empowering Sydney's Sustainable Businesses	A one-day event at South Eveleigh featuring expert panels, interactive workshops, and networking opportunities to empower sustainable businesses, activating the precinct and fostering collaboration and growth within the local community.	\$30,000	Nil	\$15,000	Nil	Nil
Refugee Council of Australia Inc	Refugee Week 2025	A series of events celebrating the positive contributions of refugees and people seeking asylum to the local area.	\$40,040	Nil	\$35,000	Nil	Nil
Serbian Orthodox Youth Association Inc	Serbian Festival Sydney and Serbian Film Festival	An annual two-day festival at Tumbalong Park, Darling Harbour, celebrating Serbian culture, film, history, food, song, and dance, complemented by a month-long film festival and festivities across Sydney.	\$45,950 (Year 1 - 24/25) \$44,600 (Year 2 - 25/26) \$43,250 (Year 3 - 26/27)	Street banner pole hire fee waiver to the value of \$4,050 (Year 1 - 24/25) \$5,400 (Year 2 - 25/26) \$6,750 (Year 3 - 26/27)	\$35,000 (Year 1 - 24/25) \$25,000 (Year 2 - 25/26) \$20,000 (Year 3 - 26/27)	Street banner pole hire fee waiver to the value of \$4,050 (Year 1 - 24/25) \$5,400 (Year 2 - 25/26) \$6,750 (Year 3 - 26/27)	Nil
Smartfone Flick Fest Pty Ltd	SmartFone Flick Festival & Workshop Series	A film festival in the Entertainment Quarter at Moore Park for emerging and professional filmmakers, creating and celebrating storytelling using smartphones, incorporating world-class masterclasses.	\$20,000	Nil	\$20,000	Nil	Nil

Organisation Name	Project Name	Project Description	\$ Amount Requested	VIK Requested	\$ Amount Recommended	VIK Recommended	Additional Conditions
Social Enterprise Council of NSW & ACE (SECNA) Ltd	Social Enterprise Festival	A festival at Haymarket where conscious consumers, aspiring changemakers, and community leaders can meet, learn about, and purchase from social enterprises in a family-friendly, engaging environment.	\$50,000	Nil	\$35,000	Nil	Nil
Sorry Thanks I Love You Pty. Ltd.	FFWD Fashion Festival 2025	A week-long festival at Paddington to feature a mash-up of high fashion, fine food, cultural program, and live music.	\$27,722	Venue hire fee waiver to the value of \$14,531	Nil	Venue hire fee waiver to the value of \$14,531	Nil
St Vincent De Paul Society NSW	Our Place – Our Stories Community Parade	A community celebration of collective fun, friendship and freedom at Woolloomooloo, including a community parade, illustrated book, video, street installations, diorama and community show.	\$49,642	Nil	\$35,000	Nil	Nil
Sydney Comedy Festival Pty Ltd	Comedy in the YCK	A series of performances in the York Clarence Kent Laneways establishments, featuring multiple pop-up stages and showcasing a diverse array of voices.	\$12,294	Street banner pole hire fee waiver to the value of \$14,860	Nil	Street banner pole hire fee waiver to the value of \$14,860	Nil
Sydney Eisteddfod	Sydney Eisteddfod Festival	A performing arts festival at Chippen Theatre, providing employment opportunities for emerging and professional artists with skills development through free workshops and mentorship.	\$15,000	Street banner pole hire fee waiver to the value of \$2,688	\$10,000	Street banner pole hire fee waiver to the value of \$2,688	Nil

Organisation Name	Project Name	Project Description	\$ Amount Requested	VIK Requested	\$ Amount Recommended	VIK Recommended	Additional Conditions
Sydney Symphony Orchestra Holdings Pty Limited	Sydney Symphony Open House	Five concerts at Sydney Town Hall to share transformational musical experiences with new audiences and communities.	\$50,000	Venue hire fee waiver to the value of \$37,369	Nil	Venue hire fee waiver to the value of \$37,369	Nil
TEDxSydney Limited	TEDxSydney 2025	An event at City Recital Hall featuring curated talks and performances, elevating ideas from Australia's emerging thinkers, leaders, artists, and innovators, supporting community in navigating the complexities of time.	\$50,000	Street banner pole hire fee waiver to the value of \$5,500	\$15,000	Street banner pole hire fee waiver to the value of \$5,500	Nil
The Aurora Group - A Ruby Foundation Limited	The Aurora Ball	An event at Sydney Town Hall to support programs for marginalised LGBTQIA+ communities, including mental health, Aboriginal and Torres Strait Islander people, queer youth and elders, as well as CALD, trans and gender diverse communities.	\$20,000	Venue hire fee waiver to the value of \$10,624	\$20,000	Venue hire fee waiver to the value of \$10,624	Nil
The Beautiful Mess of It as auspice for Yee Hong Tai	Club Worship	A series of free, multi-arts monthly events at The Imperial Erskineville, celebrating the creative programming and community engagement of the city's vibrant LGBTQIA+/Asian identity diaspora.	\$50,000 (Year 1 - 24/25) \$50,000 (Year 2 - 25/26)	Street banner pole hire fee waiver to the value of \$3,000 (Year 1 - 24/25) \$3,000 (Year 2 - 25/26)	\$30,000 (Year 1 only)	Nil	Nil
The Performance Space Ltd	Liveworks and Live Dreams	A performance art festival at Eveleigh showcasing cutting-edge performances from the Asia Pacific to Sydney's artists and arts lovers.	\$50,000 (Year 1 - 24/25) \$50,000 (Year 2 - 25/26) \$50,000 (Year 3 - 26/27)	Nil	\$ 35,000 (Year 1 - 24/25) \$ 25,000 (Year 2 - 25/26) \$ 20,000 (Year 3 - 26/27)	Nil	Nil

Organisation Name	Project Name	Project Description	\$ Amount Requested	VIK Requested	\$ Amount Recommended	VIK Recommended	Additional Conditions
The Rotary Club of Kings Cross Incorporated	Kings Cross Community Engagement Initiative	A series of events to foster connections in the local area, celebrating community heroes with Service Awards, and empower social-purpose organisations via leadership workshops, driving positive change in community.	\$4,793 (Year 1 - 24/25) \$4,793 (Year 2 - 25/26) \$4,793 (Year 3 - 26/27)	Venue hire fee waiver to the value of \$140 (Year 1 - 24/25) \$140 (Year 2 - 25/26) \$140 (Year 3 - 26/27)	Nil	Venue hire fee waiver to the value of \$140 per year for three years.	Nil
The Society of Arts & Crafts of New South Wales	Craft Fair at the Tramsheds	A two-day event at the Tramsheds, Forest Lodge, featuring contemporary crafts by guest stallholders, including individual artists and craft organisations, providing an opportunity for hobbyist and emerging professionals to display and sell their work.	\$5,000	Venue hire, Street banner pole hire fee waiver to the value of \$5,183	\$5,000	Venue hire fee waiver to the value of \$1,855 Street banner pole hire fee waiver to the value of \$3,328	Nil
Tribal Warrior Aboriginal Corporation as auspice for Matora Mob Committee	Woolloomooloo Aboriginal and Torres Strait Islander Cultural Events	A series of culturally appropriate events, functions and meetings throughout the year in Woolloomooloo, providing safe spaces for community discussions and engagement.	\$50,000 (Year 1 - 24/25) \$50,000 (Year 2 - 25/26) \$50,000 (Year 3 - 26/27)	Venue hire fee waiver to the value of \$578 (Year 1 - 24/25)	\$30,000 (Year 1 only)	Venue hire fee waiver to the value of \$578 (Year 1 - 24/25)	Nil
Total Amount Recommended for allocation in 2024/25					\$751,600	\$170,229	

Recommended for Funding: Tier 2 – Major Festivals and Events

Organisation Name	Project Name	Project Description	\$ Amount Requested	VIK Requested	\$ Amount Recommended	VIK Recommended	Additional Conditions
SXSW Sydney Pty Ltd	SXSW Sydney 2025, 2026 & 2027	A week long annual program of events at Darling Harbour, Haymarket, Ultimo, Chippendale, and Broadway to elevate Sydney's local creative communities by bringing together some of the world's big thinkers, creators and innovators for an exploration of the best in tech, innovation, games, screen, music and culture.	\$745,000 (Year 1 - 25/26) \$630,000 (Year 2 - 26/27) \$538,000 (Year 3 – 27/28)	Venue hire, Street banner pole hire for the value of \$180,333 (Year 1 - 25/26) \$280,000 (Year 2 - 26/27) \$280,000 (Year 3 - 27/28)	\$100,000 (Year 1 - 25/26) \$100,000 (Year 2 - 26/27) \$100,000 (Year 3 - 27/28)	Venue hire fee waiver to the value of \$112,533 (Year 1 - 25/26) \$212,200 (Year 2 - 26/27) \$212,200 (Year 3 - 27/28)	Applicant to provide a revised budget and project plan for the Amplifying placemaking initiatives.
USM Events Pty Ltd	City2Surf	An annual, community fun run that showcases and celebrates the colour, vibrancy and diversity of the city, whilst promoting healthy lifestyles and supporting local businesses and charities.	Nil	Venue hire fee waiver to the value of \$43,038 (Year 1 - 24/25) \$44,330 (Year 2 - 25/26) \$45,660 (Year 3 - 26/27)	Nil	Venue hire fee waiver to the value of \$43,038 (Year 1 only)	Applicant to provide tickets for our priority communities
Total Amount Recommended for allocation in 2024/25					\$0	\$43,048	

Attachment B

**Not Recommended for Funding
Festivals and Events Sponsorship Program**

Festivals and Events Sponsorship Program - 2024-25 Tier 1 & 2 - Winter Round

Not Recommended for Funding

Organisation Name	Project Name	Project Description	\$ Amount Requested	VIK Requested
1 Million Women Limited	1 Million Women Festival of Solutions	A festival at Carriageworks, featuring speakers, panel discussions, performers, and stalls showcasing climate solutions for households and lifestyles.	\$30,000	Nil
All Access Events Pty Ltd	Rooftop Series	A series of unique, monthly ticketed music and arts events at the Sydney YHA Rooftop in The Rocks, showcasing the city's music, art, and culture.	\$20,000	Nil
Ame Productions Pty Limited	Prime Time Burlesk Festival	A two-night festival at the Gaelic club in Surry Hills showcasing the incredible talents of performers and dancers over 40 years of age.	\$8,200	Nil
Angela Lyos	Poems Unbound - A Collective Celebration of Life	A series of poetry walks through public parks in the local area, celebrating life and featuring contributions from the public, including adults, students, Indigenous, and other communities.	\$19,000 (Year 1 - 24/25) \$14,000 (Year 2 - 25/26) \$14,000 (Year 3 - 26/27)	Nil
Arc @ UNSW Limited	Kudos to You: A Kudos Gallery Retrospective	A two-week art exhibition at Paddington featuring works from the gallery's alumni and emerging artists over the past 26 years.	\$15,522	Nil
Arc @ UNSW Limited	Artsweek	An annual, week-long public program at UNSW Paddington, celebrating the rich and diverse arts scene of the local area.	\$40,000 (Year 1 - 24/25) \$40,000 (Year 2 - 25/26) \$40,000 (Year 3 - 26/27)	Nil
Asian Australian Artists Association Incorporated	Antivenom	A festival at Haymarket to celebrate the zodiac traits of sympathy, wisdom, and understanding, whilst highlighting the diverse and marginalized voices of Asian-Australian creatives.	\$50,000	Nil
Australian Cake Decorating Network Pty Ltd	Festival of Cake	A festival at the Horden Pavilion to celebrate baking artistry and talent, promoting businesses within the baking industry with vendors, stages, classes, demonstration stations, and a kids zone.	\$50,000	Nil
Australian Design Centre	Sydney Craft Week Festival	An annual festival across the local area celebrating objects made by hand by bringing together contemporary crafts organisations and individuals and encouraging community participation and creativity.	\$22,500 (Year 1 - 24/25) \$22,500 (Year 2 - 25/26) \$22,500 (Year 3 - 26/27)	Nil

Organisation Name	Project Name	Project Description	\$ Amount Requested	VIK Requested
Bach Akademie Australia Limited	Bach Akademie Australia 2025 Season	A series of musical performances in the local area showcasing JS Bach's iconic works, performed by leading historically informed musicians, sharing the profound joy and inspiration of his music with audiences.	\$20,000	Street banner hire fee waiver to the value of \$8,160
Bake House Independent Theatre	Summer Stories at KXT on Broadway: celebration of new writing	A series of events in Ultimo celebrating diverse, inclusive, and accessible new stories for local audiences, providing writers with support and opportunities to create works that are staged locally and internationally.	\$35,000	Nil
Big Beat (Australia) Pty Limited	Home The Venue's Guinness World Record Attempt	An event at Darling Harbour to set the stage for an Austrian DJ to break the Guinness World Record for the Longest Marathon Club DJ-ing.	\$50,000	Nil
Blaq Aboriginal Corporation	BlaQ Mardi Gras Program 2025	A series of activations in inner city during Mardi Gras to promote community connection and engagement, encourage membership growth, and support the Aboriginal and Torres Strait Islander LGBTQIA+SB community.	\$50,000	Nil
Bobby Goldsmith Foundation	BGF 2025 Major Events	Two events across the local area, engaging the community to raise funds and support people living with HIV.	\$23,500	Nil
Brightstar Communications Pty Ltd	Monthly Science Talks	A series of monthly talks in Surry Hills to enhance the knowledge of the local community by sharing scientific discoveries and advancements, featuring talks on the latest findings and foster connectivity among diverse groups.	\$19,117	Nil
Catherine Veronica Whittaker	Herstory Festival	A series of events at the Loading Dock Theatre and Women's Gaol at Qtopia, providing an inclusive platform for sharing Herstories in various forms of art and discussion, to increase awareness, understanding, and social harmony.	\$15,000	Nil
Champion Management Group Pty Ltd	Colours of Africa Festival	A festival in Hyde Park to transform the park into a vibrant celebration of African culture, filled with colours, sounds, and immersive experiences.	\$50,000	Street banner hire fee waiver to the value of \$8,272
Charlie Louie	Revitalising the NSW Glory of Sydney's Chinatown Seminar	An event at Haymarket to understand and communicate the 200-year history of Chinese migrants' struggles in Australia.	\$10,750	Nil
Cultural Dissent	Unity Fest: A Palestinian and Indigenous Community Showcase	An event at Martin Place celebrating the rich heritage of Palestinian and Indigenous cultures through arts, crafts, food, music, and cultural presentations, to foster social inclusion, promote cultural diversity, and strengthen community bonds.	\$50,000	Nil
Darlinghurst Business Partnership Incorporated	Happy Hours Festival	A celebration of the vibrant food and dining culture in Surry Hills, Potts Point, Darlinghurst, and Woolloomooloo, featuring local restaurants, small bars, and pubs.	\$50,000	Nil

Organisation Name	Project Name	Project Description	\$ Amount Requested	VIK Requested
Donna Marie Logue	Generation Women Sydney 2025 Events	A series of monthly storytelling events at the Beresford, Surry Hills, to celebrate women's voices across different generations.	\$25,000	Nil
Family Relationship Services Australia Ltd	FRSA National Conference 2025	An event at the Sheraton Grand Sydney on Hyde Park, bringing together practitioners, academics, and policymakers dedicated to supporting children, families, and communities.	\$36,000	Nil
Frmeifest Group Pty Ltd	FRMEFEST Sydney	The inaugural event for visual storytellers at Carriageworks, providing inspiration, education, and networking opportunities for photographers and videographers.	\$50,000 (Year 1 - 24/25) \$50,000 (Year 2 - 25/26) \$50,000 (Year 3 - 26/27)	Street banner hire fee waiver to the value of \$7,200 (Year 1 - 24/25) \$7,200 (Year 2 - 25/26) \$7,200 (Year 3 - 26/27)
Future Women Pty. Ltd.	International Women's Day	Two events in the local area to celebrate the achievements of women, with a special focus on First Nations women, and to foster critical discussions on gender equality, leadership, and inclusion.	\$50,000	Nil
Heather Fiona Kitson	The City of Sydney Vintage Antique and Homewares Festival	An event at Carriageworks showcasing quality vendors of vintage, antiques, and homeware makers who design, print, sew, upholster, and up-cycle, celebrating the beauty, uniqueness, and artistry of handmade creations.	\$40,500	Nil
Holi Festival Australia Community Inc	Festival of Colours Sydney	A two-day colour festival in the inner city, to celebrate colour-throwing activities, with multicultural community involvement, authentic Indian cuisines, local engagement, and eco-friendly practices.	\$19,500	Nil
Hollywood Quarter Incorporated	HQ Sydney Winter Festival	A month-long winter festival around the Hollywood Quarter in Surry Hills, featuring performances, food and drink deals, and art activations.	\$50,000	Nil
James Alexander Denley	Five Trees	A series of performances for five commissioned artists to co-create works for five specific trees important to them in the local area.	\$19,500	Nil
Khun Khao Foundation Pty Limited	Sydney Thai Town Walk	A guided walk around Sydney's Thai Town to entice people to the area, experiencing the food and culture of the local business community	\$12,000	Nil
Kings Cross Quarter (Kxq) Inc	Colour The Cross: Street Art Festival	A one day event to transform Kellett Way, Potts Point into a vibrant pedestrian thoroughfare by bringing the community together through art, and leaving lasting improvements to the streetscape, while supporting artists and businesses.	\$50,000	Nil

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Lead Beyond Education as Auspice for Rebecca Williams	Africa Day Sydney 2025	A festival at White Bay Powerhouse, celebrating African culture by bringing a fusion of African food, music, and dance to Sydney.	\$50,000	Street banner hire fee waiver to the value of \$6,000
Legs On The Wall	Parachute 2025	A three day festival at Darlinghurst celebrating Sydney-based physical performance artists, focusing on skills, mentorship, and community engagement with leading practitioners.	\$49,000	Nil
Louder World Pty Ltd	Maaholi: Rangon ki Holi	A festival at Tumbalong Park, Darling Harbour to celebrate South Asian culture, creating a unique journey of sounds, colours, and flavours to unite the diverse communities of the local area.	\$50,000	Nil
Margaret Tra	Pho The Girls Festival	A music festival at Darlinghurst to unite the diverse communities of the local area, featuring all female and non-binary acts, including live music, DJs, and performances to promote gender equality.	\$22,820	Nil
Mike Bennie	Vinopolis Sydney	A wine tasting event at the Overseas Passenger Terminal in Circular Quay, showcasing Australasian wine with a focus on education and sophisticated entertainment, with talks and tastings from local sommeliers and culinary talent.	\$50,000	Nil
Moondance Pictures Pty Limited	The Adventures of Roman	A film screening in the local area during NAIDOC week, featuring two Aboriginal actors exploring song line themes with Roman and his dog, together with NAIDOC week activities.	\$50,000	Nil
Museum of Chinese in Australia Limited	History of Haymarket and Chinatown Exhibition	A commemoration service at Haymarket, focusing on the stories, histories, and experiences of the Chinatown/Haymarket area and community.	\$48,000	Nil
Museums of History NSW	Sydney Open - Sydney's Stories	A series of digital products to capture the social and oral histories of Sydney's built environment, the buildings, the workers, families and communities.	\$50,000	Nil
Niche Productions & Touring Pty Ltd	Manning Summer	A summer music event in Camperdown celebrating the end of summer with an afternoon and evening of Electronic, Soul, Jazz, and R&B music.	\$50,000	Nil
NSW Business Chamber Limited	NSW Business Awards	An event in the City to celebrate business success and the diverse city economy, with winners advancing to the State Business Awards.	\$50,000	Nil
Pact Centre For Emerging Artists Incorporated	Hyperlocal 2025, Imagining Home	A series of events in Erskineville exploring community-driven arts and ideas, with a series of workshops and exhibitions for and by children, supported by teaching artists from our local community.	\$38,900	Nil

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Palangi Productions Pty. Ltd.	Persian Film Festival Australia	A cultural event at Moore Park showcasing contemporary films by Persian-speaking filmmakers from Iran, Afghanistan, and the global Persian diaspora including Australia, offering audiences a unique chance to experience compelling stories from a culture rarely seen in Australian cinemas.	\$8,000	Nil
Ponder Entertainment Pty Ltd	Hong Kong Film Festival (Australia)	A film festival in the local area, showcasing a curated selection of Hong Kong films, promoting cultural exchange and celebrating the richness of Hong Kong cinema.	\$13,673	Nil
Potts Point Village Incorporated	Potts Point in Bloom	A festival in Potts Point to celebrate local businesses with spring flower-adorned stores and shopfronts, offering food, drink, and retail delights.	\$50,000	Nil
Qtopia Ltd	Qtopia Sydney's Pride Fest	A festival at Darlinghurst, featuring local, interstate, and international artists, showcasing dazzling works and moving stories to celebrate LGBTQIA+ talent and foster cultural engagement during Pride Month.	\$50,000	Nil
Story Ship Productions Pty Ltd	The Story Saloon	A series of monthly events at the Vanguard in Newtown, featuring the best of Australian short stories, read live by great actors to audiences and recorded for a podcast.	\$50,000	Nil
Surry Hills Neighbourhood Centre Incorporated	Neighbourhood Gatherings	A series of events celebrating Aboriginal and Torres Strait Islander culture, with workshops by a First Nations artist guiding the creation of a community mural while engaging in truth-telling, healing and reconciliation.	\$22,290	Nil
Sydney Gay and Lesbian Business Association Incorporated	Buy Rainbow	A business fair in the Oxford Street precinct to showcase LGBTQIA+ owned and operated businesses, coinciding with NSW Small Business month to highlight their products and services.	\$45,000	Nil
Sydney Opera House Trust	Forecourt Community Events Program	A series of free community led events on the Opera House forecourt for Sydney based community groups to perform during summer evenings.	\$50,000 (Year 1 - 24/25) \$50,000 (Year 2 - 25/26) \$50,000 (Year 3 - 26/27)	Nil
The Emerald on Victoria Pty Ltd	Body Shop Swing at the Emerald Room	A series of events at Darlinghurst to celebrate swing music and dancing, offering the community free weekly dance lessons and live music to connect iconic sub-cultural groups.	\$50,000	Nil
The Emerald on Victoria Pty Ltd	Return Season of Emerald's Hit Variety Show A Marvellous Party	An event at Darlinghurst to offer a training ground for emerging cabaret artists, consistent work for professionals, and opportunities to build networks and connect with the community.	\$50,000	Nil

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The Experience Index Pty Ltd	Seasoned	A food festival at Hyde Park focusing on seasonal ingredients to enhance optimal flavour, while preserving local food traditions and promoting sustainability through immersive experiences.	\$40,000	Street banner hire fee waiver to the value of \$10,000
The House Brand Pty Ltd	Criterium White Bay Festival 2025	A three-day program of events at White Bay Cruise Terminal featuring inclusive, high-visibility, and easily accessible cycling, running, and multi-sport activities.	\$35,000	Nil
The Rainbow Precinct Incorporated	Oxford St Presents	A series of weekly performances to celebrate the unique culture and creativity of Oxford Street and surrounds.	\$50,000	Nil
The Trustee for Colombian Operations Trust	Voices of the Proud	A monthly event at the Colombian Hotel on Oxford Street, aiming to create a safe and supportive environment for LGBTQIA+ individuals through community events, offering spaces for socialising and forming connections.	\$50,000	Nil
The Trustee for Mother's Day Classic Foundation	Mothers Day Classic	An event to celebrate Mothers Day at The Domain, where participants walk or run, raising funds for breast and ovarian cancer research.	\$20,000	Nil
The Trustee for Odd Culture Trust	Odd Culture's Carpark Carnival	An inclusive event in Newtown to showcase entrepreneurial 'Oddities' which carve the character of the Inner West, in partnership with Newtown's Asylum Seekers Centre.	\$29,444	Nil
The Trustee for Old Fitzroy Hotel Unit Trust	A Street Party Named Fitz	A free and family friendly event that will showcase, celebrate, and raise vital funds for the Old Fitz Community Theatre in Woolloomooloo.	\$31,460	Nil
The Trustee for PC Newtown Unit Trust	Pleasure Club's Block Party WIP	An inclusive event in Newtown showcasing the incredible local LGBTQIA+ talent as part of Mardi Gras 2025.	\$28,686	Nil
The Vanguard Newtown Pty Ltd	Kaleidoscope Jazz Nights	A fortnightly series of events at the Vanguard in Newtown, featuring Sydney's rising jazz performers in vibrantly themed shows.	\$38,000	Nil
Tony Sletter Oxybel	The Inception Mainstream Ball	A major LGBTQIA+ ballroom event within the local area, contributing to the growing landscape of queer cultural expressions, showcasing and celebrating the artistic creativity of our local community through competition, fashion, art and dance.	\$19,130	Nil
Welcome Merchant Pty Ltd	Refugee Powered Markets with Welcome Merchant	Pop-up markets at Paddington showcasing refugee and migrant small business owners and artists, catering to the demand for conscious gift buying.	\$2,030	Nil
Your Shot Academy Australia Pty Ltd	Your Shot's 2025 Academy & Showcase for Aspiring Artists	A program of events at Darling Harbour offering aspiring artists essential resources, career opportunities, technical skill development and mentorship from established local artists, while also providing paid work and growth opportunities for local artists and artworkers.	\$50,000	Nil