

Privacy and Ethical Storytelling Statement

Sisters in Colour

Last updated: August 2026

Your story is yours. You decide what you share, how you are represented and what remains private.

At Sisters in Colour, privacy, dignity, agency, consent and ethical storytelling are central to our work. Our activities include conversations, podcasts, events, retreats, publications, creative projects and community initiatives. We recognise the trust involved when people share personal, cultural, health-related or lived and living experience information with us.

Sisters in Colour works under the Our Race Transformational Ethical Story Telling, or T.E.S.T., Principles. These principles recognise the person whose story is shared as the Story Holder. Story Holders remain at the centre of decisions about how their stories are created, curated, represented and communicated.

1. Our privacy commitment

We manage personal information responsibly, transparently and securely. Where the Privacy Act 1988 (Cth) and the Australian Privacy Principles apply, we will meet those obligations. Our commitment also requires our practices to reflect dignity, safety, fairness and ethical storytelling.

2. Information we collect and why

Depending on how you engage with Sisters in Colour, we collect information needed to:

- respond to enquiries and communicate with you
- manage registrations, bookings, payments and participation needs
- support health, safety, dietary, cultural and accessibility requirements
- coordinate events, retreats, podcasts, publications and creative projects
- manage contributors, speakers and Story Holders
- send updates where you have subscribed
- meet administrative, insurance, financial, contractual and legal obligations
- operate and improve our website, programs and services

This information includes contact and registration details, correspondence, payment records, emergency contacts, photographs, recordings, testimonials, stories, social media interactions and website analytics. We only collect information reasonably required for the relevant purpose.

3. Sensitive information

Some activities involve voluntary sharing of information about racial or ethnic background, cultural identity, health, disability, religion, trauma, migration, sexuality, gender, family relationships or other lived and living experiences.

We will explain why we need sensitive information, how it will be used and who will receive it. We will seek express consent unless collection is otherwise permitted or required by law. Participation does not require personal disclosure unless the information is needed to support your safety, access or participation.

4. Our TEST ethical storytelling commitments

Our practice follows five TEST Principles:

- Prior and ongoing informed consent
- Resourcing and sensitivity
- Empowerment
- Co-design and collaboration
- Integrity

Story Holders are active participants, not sources of content. Their dignity, rights, safety and wellbeing take priority over promotional, fundraising, creative or organisational interests.

5. Informed and ongoing consent

Consent is a continuing conversation, not only a signed form. Before recording or publishing a story, we will explain the purpose, format, audience, publication channels, intended length of use, editing process, identification choices, involvement of partners and any known risks.

Consent for one purpose does not cover another. Agreement to an interview does not automatically include publication. Agreement to a photograph does not include every future campaign. We will seek fresh consent before materially changing the purpose, audience, format or context.

6. Your choices and editorial authority

As a Story Holder, you have the right to:

- decline to participate without losing access to Sisters in Colour activities or future opportunities
- choose what you share and what remains private
- set boundaries, decline questions, take breaks or stop
- choose your name, a pseudonym or anonymity
- decide how you are introduced and described
- decline photography, audio, video or publication
- review and approve planned public representations before publication
- approve attributed quotations, images, captions and biographical descriptions
- raise concerns, request corrections and withdraw consent for future use

We will not pressure anyone to make their experience more traumatic, confronting, inspirational or emotionally compelling. We will not edit or reframe a story in a way that changes the Story Holder's intended meaning.

7. Support, resourcing and fair recognition

We will discuss what a Story Holder needs to participate safely and equitably. Support includes fair payment or agreed recognition, interpreters, accessible information, cultural support, a chosen support person, preparation, breaks, travel or childcare costs, wellbeing check-ins and referrals.

Payment will not depend on how much personal information someone shares or how emotional their story appears.

8. Co-design, cultural rights and other people

Where a project centres lived or living experience, we will involve Story Holders as early as possible in shaping its purpose, questions, format, cultural framing, editing, publication and promotion.

We respect Indigenous Cultural and Intellectual Property and other collective cultural rights. Individual consent does not provide authority to publish cultural knowledge where further family, Elder, community or cultural permission is required.

When a story includes identifiable information about children, relatives or other people, we will discuss privacy, safety, consent, cultural and legal risks. One Story Holder will not be presented as speaking for an entire culture or community.

9. Photography, recording and artificial intelligence

Attending an event does not represent consent to share a person's image, voice or story. General event photography, arranged portraits, recorded interviews, podcasts, testimonials and lived experience stories require separate consideration and consent.

We will explain any proposed use of artificial intelligence to transcribe, edit, translate, analyse or produce material. We will not use a Story Holder's story, image, voice or personal information to train artificial intelligence systems or generate new content without specific informed consent.

10. Ownership, use and withdrawal

Your story remains yours. Before publication, we will explain who owns the resulting photograph, recording, article or other work, what permission Sisters in Colour receives, how long the permission lasts, where the material will appear and whether others will receive or use it. We will not sell or license a Story Holder's contribution without specific agreement.

If consent is withdrawn, we will stop future use and promotion, remove material from channels under our control and ask relevant partners to remove their copies. We will explain any material already printed, downloaded, broadcast or independently republished that remains outside our control.

11. Protecting, retaining and sharing information

We take reasonable steps to protect information from loss, misuse, unauthorised access, modification or disclosure. Access is limited to people who need the information for their role.

We retain information only for the agreed purpose or for legal, administrative, insurance, financial or contractual requirements. When it is no longer required, we will securely destroy or de-identify it where appropriate.

Third-party providers support services such as hosting, bookings, payments, email, cloud storage, podcasting, analytics, design and administration. We only provide information required for their work. Relevant contractors and partners must follow our privacy, consent and ethical storytelling requirements.

12. Access, correction and accountability

You are entitled to ask what information we hold about you, request access or correction, ask how it has been used, withdraw consent, request changes to Story Holder material or raise a concern.

If we use or publish a story inconsistently with the agreed purpose or boundaries, we will listen, respond promptly and take appropriate action. This includes correction, re-editing, removal from channels under our control, stopping promotion and reviewing how the issue occurred.

We will train relevant staff and collaborators in the TEST Principles, record consent and agreed boundaries, review consent when projects change and remain accountable for the way stories are held and shared.

Contact Sisters in Colour

For questions, access requests, privacy concerns or matters involving your story, image, voice or personal information, please contact:

Sisters in Colour

Email: hello@sistersincolour.com.au

Website: www.sistersincolour.com.au

Our ethical storytelling commitment

Your story is yours.

You decide what you share, how you are represented and what remains private.

Our responsibility is to listen, resource your participation, respect your decisions and remain accountable for how your story is held and shared.