



PEGGY BAKER DANCE PROJECTS

Caregivers Support Initiative

WHY WE'RE DOING THIS

There is abundant evidence to suggest that caregivers working in the performing arts are disproportionately disadvantaged by irregular schedules, long hours, regular evening and weekend work, last minute changes, work away from home and financial instability. We know that this is exacerbated by the lack of affordable & flexible care for children, family members with disabilities or older relatives.

As such, we see offering tailored support to artist-caregivers as an important equity & inclusion effort. By starting a conversation with our company members and collaborators about what their needs are and how we can help, we strive to remove some of the obstacles to participating in our work that they may have experienced in the past.

THE PILOT PHASE

- We piloted a Caregiver's Support Initiative for dancers throughout *her body as words* in December 2020/January 2021
- Started a conversation with our dancers who are caregivers about how we can accommodate their unique needs throughout the rehearsal and filming process
- Included a budget line for caregiving support (max. \$500.00 per eligible artist)
- Monitored the results & impact of this pilot initiative and now expanding expanding caregiving support to all contracted company members & collaborators in 2021-2022.

HOW WE DO IT

Prior to contracting:

- Make it clear on all submission, audition notices etc. that PBDP is a family-friendly organization, ensuring that artist-caregivers feel welcome & know from the outset that the organization is willing to support them.

At the time of the offer (and not before):

- Ask "Do you have caregiving responsibilities, and would you like to discuss these before you commence your contract with us?"

At the time of contracting:

- Ask those who have "opted in" to fill out the Caregiving Support Information Form.
- Have a staff member follow up to propose a plan of how to respond to identified needs.

After contracting

- Periodic check-ins to see if the support offered is meeting the artist's needs, if additional stress points have been identified throughout the process.