

# EQUITY IN THEATRE BEST PRACTICE RECOMMENDATIONS

Women form the majority of theatre grads and spectators but when it comes to key creative roles in Canadian theatre their numbers drop below 35%.

These are suggested actions to IMPROVE Equity in Canadian theatre, drawn primarily from "Achieving Equity in Canadian Theatre: A Report with Best Practice Recommendations" available at [www.eit.playwrightsguild.ca](http://www.eit.playwrightsguild.ca).

*Dr. MacArthur's Report!*



## Education



Increase the percentage of plays by women and other marginalized groups taught and performed at schools and post-secondary institutions



Develop, document, and disseminate approaches to teaching acting, playwriting, and directing that dismantle and challenge gender stereotypes.



Expose theatre students to gendered realities of the profession, and instate curriculum to develop leadership and problem-solving skills



Create a Women's Leadership and Professional Development Institute to prepare women for careers as directors, artistic directors, and executive directors

## Advocacy and Awareness

### Vote With Your Ticket

Arrange outings to plays by women and productions featuring equitable artistic and technical roles



Write theatres to support or critique their equity efforts!

### Know The Facts

Be aware of systemic inequities



Men (65%) Women (23%) Mixed (12%)

Gender Breakdown of Authorship for 2014/15 Theatre Season

### Acknowledge and Credit

Create/use a system to rate representations of women (e.g. the Bechdel test)



Create awards for theatre companies meeting equity targets

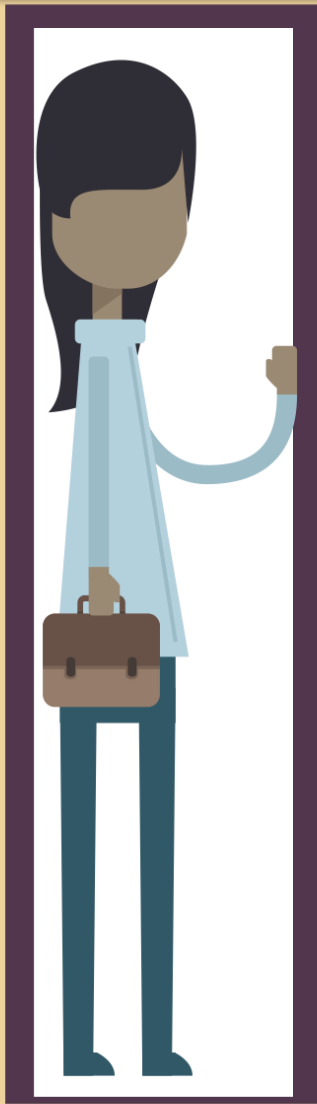
### Partner and Promote

Curate a list of plays by women and other equity-seeking groups and make it publicly available online



Ally with men and refuse to participate in theatres that don't program women in their seasons

# Theatre Administration



Ensure that theatres comply with human rights laws and professional codes of conduct

Remove indicators of gender/age/race from decisions e.g. use blind submissions when vetting scripts

Clearly articulate goals related to recruiting and retaining more women. Use resources (e.g. EIT Directory) to recruit

Consistently track demographics to aid in the development and implementation of equity initiatives

Create a resource kit for pregnant actors, outlining responsibilities for both actors and their employers

Lobby arts councils to require theatres to institute equality plans and/or meet equity targets as a funding condition

Create flexible work environments to accommodate different needs, such as those of parents and elder care providers

## Mentorship, Networking and Extended Training

- Increase funding not only to develop but also produce women's work
- Offer mentorship programs with creative outcomes, recruiting from diverse skill sets
- Provide virtual mentorship
  - Host networking events for artists to meet and brainstorm ideas for advocacy
- Enhance women artists' visibility online
- Offer management development and mentorship programs to train women as leaders, better negotiators, and artistic directors

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