



# ONE TRUNK THEATRE

## **One Trunk Theatre's Safer Space Policy**

One Trunk Theatre is a creation based theatre company operating on Treaty One Territory, Winnipeg, Manitoba. The traditional lands of the Anishinabe, Cree, Oji-Cree, Dakota and Dene and the Homeland of The Metis Nation.

One Trunk Theatre is a not for profit organization run by an Artistic Producer- Andraea Sartison, together with an Artistic Associate- Gwendolyn Collins, and a working Board of Directors:

Chair- Garrett Wellwood

Treasurer- Paul Duncan

Secretary- Mary Moore

Members: Tanner Manson & Kailey Protulipac

Currently there are also two Guest Artists (Melissa Langdon and Cuinn Joseph), and an Artistic Administrator (Kara Joseph), both term/project based contracts.

We acknowledge that at present all members of leadership of this company are white and cis-gendered, and the majority are straight. While this has not always been the case on the board, we acknowledge that our current makeup is a major issue that contributes to systemic racism and compromises our ability to make meaningful change and provide a comfortable workplace for all employees- especially Indigenous, Black and other racialized artists. We will be working together as a Board and Staff to create goals and tactics to change this as quickly as possible at minimum within the next (2021/22) season, as well as to develop tangible

anti-racism and anti-oppression policies with scheduled and measurable results that will be shared publicly. We have work to do. This work is prioritized in our strategic plan.

All people have the right to feel safe and included when working for One Trunk and at One Trunk events regardless of age, ancestry, colour, family status, caregiver status, access needs, gender identity, gender expression, marital status, mental disability, physical disability, place of origin, race, religious beliefs, sexual orientation or source of income.

To this end, One Trunk has drafted a safer space policy to make all feel welcome, comfortable, and included while participating in activity conducted by One Trunk.

## **PARTICIPANT CONDUCT**

The following includes anyone working for One Trunk or attending One Trunk events.

There is a Zero Tolerance Policy for: racism, ageism, sexism, misogyny, homophobia, queerphobia, transphobia, transmisogyny, whorephobia, ableism, classism, sizeism, sex-negativity, cultural appropriation, or any other behaviour or language that may perpetuate oppression.

If an incident is reported and the accused is an employee or artist on contract with One Trunk Theatre will discuss with them the complaint/incident and if deemed appropriate, give them a second chance. If not deemed appropriate and/or a second incident occurs, the employee or contractor will be dismissed from their position. One Trunk also reserves the right to nullify artist contracts upon discovery of any performer/activator history that is in violation of our policy.

We will deal with these situations with respect, dignity and privacy.

If an employee, audience member, or contracted artist has a complaint or concern about either the Artistic Associate or Artistic Producer they may address the other managing staff member if they feel comfortable. If they do not feel comfortable they may address their concerns in confidence to a Board Member (contact info for this will vary based on the project and will be updated with each project).

## **COVID-19**

The managing staff of One Trunk will provide up to date guidance on COVID-19 protocols which will change in accordance to the time, provincial guidelines and the current project. One Trunk is committed to abiding by provincial health regulations in this regard.

## **HOW CAN YOU HELP?**

Making theatre requires vulnerability, relationship building and difficult conversations. As such we anticipate that there will be some challenges. We appreciate your patience and ask for feedback on how we can continue to improve your experience.

Please note: We are a very small staff and do not have the human resources to guarantee an immediate response to all concerns. Regardless of timing, we take all reported issues and concerns seriously and they will be addressed as efficiently as possible. We do not have the expertise or authority to mediate all conflicts or provide advice on conflict or crisis resolution.

If you require immediate crisis support, please see the “How to Access Support” section below.

Crisis Response Centre & Mobile Crisis (204) 940-1781

Crisis Stabilization Unit (204) 940- 3633

Manitoba Suicide Prevention & Support Line 1-877-435-7170

Health Sciences Centre Sexual Assault Program (204) 787- 2071

*This Safer Spaces policy was developed based on a similar policy created by Synonym Arts Consultation, and on a variation adapted by Fête Jockey Events Inc.*