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When you hire people to be themselves, bring their own lived experiences, and represent their communities, additional care is required.

This care can look like this:

### **Two-Spirit Consideration**

When providing support for Indigenous artists, ensure that spiritual supporters/Elders share affinity and have a de-colonial perspective on Two-Spirit issues.

### **Trans Content**

Trans people and the trans community need to be telling their own stories.

- Is the writer, director, cast, etc. of trans experience?
- If an institution cannot hire a trans person, strongly consider not telling this story.

### **Traumatic Content**

Extra consideration is often necessary when work may be focused or rooted in a performer's trauma.

- Know this trauma may not necessarily be positioned within the work.
- Are the performers safe?
- Are they working in an environment where they can feel empowered?
- Can the artists safely articulate their needs?

### **Consent**

- A trans person consenting to work does not explicitly consent to them being "out" and having their identity shared.
- Respect privacy when sharing and establishing agency for trans artists in relationship to their own trauma.
- Release expectations and obligations to share.
- No sensationalizing of trans experiences.

### **Training**

Commitment to providing up-to-date awareness training *for all* staff (administrators, production, front of house as well as creators) prior to inviting trans persons into a facility. This benefits the artists and audience members. Include in this training:

- How to respect pronouns
- Introduction to language, etc.

### **Paying for Additional Labor**

- If an artist is to be expected to facilitate, consult, etc. there must be compensation that sits outside their creative work fee. This additional labor might be: consulting on scripts, language and narrative, facilitating conversations in a formal setting, holding space for emotional labor.

### **Hiring**

Commitment to hiring more than one person of any affinity group. If this is unavoidable, access to peer support is required and should be financially facilitated.

- Understanding that providing a facilitator of trans experience who is outside the work may be necessary.
- This person should be available to the artists in a formal way in the space and also digitally when they are not available in the space
- This can look like scheduled time for debriefs, care, or counselling; a person capable of mental health first aid.
- Ensuring that self-care resources that are made available to artists are also made financially accessible.

### **Accommodation and Travel Safety**

Understanding that a company's employment of trans persons extends outside the facility.

- Providing safe travel after dark
- Ensuring landlords/roommates are safe
- Know that Two-Spirit and trans artists who are Black or people of color need specific information about their environment before they arrive.

### **Scheduling**

Offer thoughtful consideration when communicating scheduling. Things to consider include:

- Will the artists be changing outfits?
- How long will the days be?
- Are artists being photographed?
- How strenuous will the work be?

These questions are useful for trans persons because they may bind / tuck or be recovering from surgery. A trans person's sense of confidence in their appearance may fluctuate from day to day.

### **Appearance**

Know that trans people have a different relationship to hair, makeup, and costume often due to gender/body dysphoria.

- Include trans artists in meaningful conversations in this department.
- Consider devoting time, resources and/or compensation to meet these additional needs.

### **Bathrooms**

- Provide access to all-gender bathroom facilities that are not also meeting physical accessibility needs.
- Bathrooms shouldn't be policed; for example, some trans people *would* like to use a gendered bathroom.

## **Communication**

Talk to your trans employees.

- Hold space for their own relationship to their identity before speaking about them to others
- Know that trans identities are intersectional.
- *No outing!* (No use of “dead names”)
- Keep your trans employees safe!
- Believe trans people. They are the experts on their own experience.
- Black trans people will have different needs. Commit to understanding their intersections.

## **Intersections**

Trans people are not a monolith. Their intersections are valuable. These intersections can include:

- Disability (visible and invisible)
- Sex work
- Race
- Binary and non-binary
- Intersex

## **Medical Needs**

Trans persons often have additional medical needs.

- Commit to creating an environment that considers this and allows trans people to access these needs.
- Note that some medical appointments can be scheduled years in advance and cannot be rescheduled.

## **Decolonize!**

- Recognize power dynamics and hierarchies in a room.
- Are people in power committing to the above considerations and creating an environment that is safe for trans people who may not feel empowered to speak up?
- This work doesn't begin when trans people enter a room; it must be integrated and established before we arrive.

Understand that if a strong commitment to these considerations is not present, trans artists who remain in a room may be in danger of tokenism, transphobia, and violence.

We recognize that change doesn't happen immediately, but it's time for meaningful engagement so we can all move forward.