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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.