



Accommodation Recommendations

Based on best practices at Phamaly Theatre Company – Denver, CO

www.phamaly.org

This list of accommodation recommendations for professional actors is very attainable – most of them require little more than forethought and, maybe, a volunteer. This list is intended as a general guideline for theaters to implement to make their processes more accessible. When involving individuals with disabilities on specific projects, communicate with the performer about his/her/their specific accommodation needs.

AUDITIONS:

-Accommodations Contact

Ensure that advertised audition information includes contact information (phone and e-mail) for a specific contact who can answer questions about access and arrange accommodations.

-ASL Interpreters

Provide a list of interpreters that Phamaly works with on a regular basis that individuals may contact in advance to arrange audition rehearsals, accommodation requests, familiarity, scheduling, etc.

-Social Stories

Provide a social story (pictures included) to prepare individuals with autism or other social sensitivities with information about pathways to an audition location, the people they will meet inside, and the general experience.

-Form Completion

Provide a volunteer who can help individuals fill out and read forms at the audition location; provide online forms that can be completed on a computer and submitted electronically or downloaded and printed before the audition.

-Audition Prep

Provide free workshops and instruction in audition prep, material selection, audition techniques, and other foundational skills.

-Acoustic Checks

Allow the performers access to the audition room in advance, and/or allow the performer to work with the accompanist to ensure the performer can hear appropriately before beginning.

-Quiet Rooms

Provide performers a safe and calm space where they can decompress or remove themselves from the melee of the audition lobby.

-Physical Access

Provide facilities and rooms that are accessible to any individual with a physical disability – including restrooms with accessible stalls and easy access from the waiting area.

CALLBACKS:

-ASL Interpreters

Provide a list of interpreters that Phamaly works with on a regular basis that individuals may contact in advance to arrange audition rehearsals, accommodation requests, familiarity, scheduling, etc.

-Social Stories

Provide a social story (pictures included) to prepare individuals with autism or other social sensitivities with information about pathways to an audition location, the people they will meet inside, and the general experience.

-Form Completion

Provide a volunteer who can help individuals fill out and read forms at the audition location; provide online forms that can be completed on a computer and submitted electronically or downloaded and printed before the audition.

-Accessible Sides/Readings

Provide Braille, large print, and/or electronic scripts – as well as lyrics and music – for individuals who may need them.

-Acoustic Checks

Allow the performers access to the callback room in advance, and/or allow the performer to work with the accompanist to ensure the performer can hear appropriately before beginning.

-Additional Time for Cold Readings

Allow additional time for individuals who may need a few extra minutes to prepare for cold readings, including people with visual impairment, dyslexia, or other needs.

-Readers

Provide individuals who have a hard time with cold-reading the opportunity to have the lines read quietly and neutrally into their ears during a scene.

-Quiet Rooms

Provide performers a safe and calm space where they can decompress or remove themselves from the melee of the audition lobby.

-Physical Access

Providing facilities and rooms that are accessible to any individual with a physical disability – including restrooms with accessible stalls and easy access from the waiting area.

REHEARSALS:

-ASL Interpreters

Provide interpreters so that performers who need them ALWAYS have a way to communicate and receive information quickly and effectively.

-Social Stories

Provide a social story (pictures included) to prepare individuals with autism or other social sensitivities with information about pathways to an audition location, the people they will meet inside, and the general experience.

-Orientations

Provide a pre-rehearsal gathering for cast members with social sensitivities or other needs the chance to experience the rehearsal room before it's crowded with cast and crew, meet other individuals, etc.

-Accessible Scripts

Provide Braille, large print, and electronic scripts – as well as lyrics and music – for individuals who may need them.

-Readers/Notetakers

Provide individuals who have a hard time with learning lines, writing blocking, etc. with a volunteer who can assist them during the rehearsal process.

-Quiet Rooms

Provide performers a safe and calm space where they can decompress or remove themselves from the melee of the rehearsal room.

-Extended Breaks

Provide ample time (15 minutes) for individuals to use the restroom, access water, etc., particularly if there are unique access challenges at the facility (i.e. Taking an elevator to get to the restroom).

-Scheduling:

-Provide individuals a rehearsal process that promotes physical well-being and self care, such as a five-day rehearsal week with reasonable time frames.

-Provide individuals with potential advance schedules bi-weekly so they can plan accordingly for transportation, rest time, medical appointments, etc.

-In-Room Support

In addition to Stage Management, provide a volunteer that can assist performers with medication timing, dietary needs, service dogs, etc.

-Rehearsal Recordings

Provide audio or visual recordings of music, dance, or staging rehearsals, and allow performers to record on their own.

-Bad Day Accommodations

Provide “plan-b” staging and rehearsal options for days when performers may have additional pain or movement difficulties.

-Physical Access

Providing facilities and rooms that are accessible to any individual with a physical disability – including restrooms with accessible stalls and easy access from the waiting area.

PERFORMANCES:

-ASL interpreters

Provide interpreters so that performers who need them ALWAYS have a way to communicate and receive information quickly and effectively.

-Cues

Provide visual or auditory cues for entrances, bows, etc. as needed.

-Onstage Assistance

Provide actors with peer support as needed to navigate onstage environments.

-Quiet Rooms

Provide performers a safe and calm space where they can decompress or remove themselves from the melee of the rehearsal room.

-Dressing room support

Provide a volunteer that can help performers backstage with individual needs, including changing costumes, monitoring medication and dietary needs, transporting props, etc.

-Accessible Technologies

In-ear monitors and other accessible technology to allow performers additional support.

-Physical Access

Providing facilities that are accessible to any individual with a physical disability.

For more information, please feel free to contact Phamaly Theatre Company –

Regan Linton, Artistic Director

rlinton@phamaly.org, 303-365-0005 x5