

#takingcareofus

Working in the independent performing arts is a very complex process. Since every project has its individual demands, we have noticed that there often is a lack of time to reflect and therefore, the values of collaboration could suffer.

We took the time to collect what is important for us in this process. We strive for a good working environment, empowerment and to feel joy in our work. That is why we (artistic team and producers) commit to take the following points into consideration in the work process:

Reachability and communication

- o We treat each other with respect and work solution-oriented rather than focused on guilt.
- o We do not stress each other because the world will not end.
- o We are responsible with our energy.
- o We have a right to relaxation time.
- o The weekend is the weekend: we take off a minimum of two days a week.
- o We respect a "no".
- o We discuss at which times we are reachable.
- o We discuss how we want to communicate with each other
 - Channels of communication (e.g., email only, phone calls, etc.)
 - Usage of messenger services
 - Are voice messages alright?
- o We are careful with words like "urgent", "immediately", "asap".
- o We do not start sentences with "but" and do not offer criticism without a suggestion of improvement.
- o We arrange regular check-ins regarding the agreements

Perception of our work / participation in the artistic process

- o Artistic values should be reflected in the work processes.
- o We have conversations about content together so we can represent the work to others
- o We make artistic and structural decisions together
- o We are aware of the cultural and sociopolitical dimensions of our decisions.

Responsibilities

- o We collectively agree on the areas of responsibility at the beginning and during the project.
- o We are freelancers and determine the structure of our work ourselves.

Financial

- o We (everyone involved in the project) do not work for less than minimum wage.