

## Tips working with dancers #1

by OFEN Co-Arts Platform

1. Email during business hours, to **respect** work/life balance.
2. Sending job offers? Include detailed **wage and job conditions** including nudity/partial nudity.
3. Be **transparent** from the start about harsh working conditions which may put a dancers' body at **risk**.
4. Expect that dancers have **preferences** with which choreographers they want to work with.
5. Program short work schedules for optimal **recovery time**.
6. Not sure if a dancer would be comfortable doing a specific task? **Ask** them without obligation.
7. **Ask** a dancer how they like to work or how they like to be directed. You might be surprised what they say.
8. **Pay** dancers fairly for their work and their time.
9. Create a **comfortable space** for dancers to warm up in.
10. **Pay all per diems** before the first working day.

## Tips working with dancers #2

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1. **Always stop work** if someone has an accident or gets injured. This includes rehearsals AND shows. Protect the injured person by making them as comfortable as possible - and no voyeurs.
2. Integrate a measurable **inclusion and sustainability plan**.
3. Co-write a **manifesto** or **code of conduct** with the whole team on the first day for reference throughout the project's duration.
4. Schedule time for transparent honest **feedback** from the dancers.
5. Consider a **non-gender binary workplace** including gender neutral roles, bathroom and costume options for correct gender expression.
6. Provide **recovery time** for racial trauma, menstrual and maternity leave, and procedures relating to gender transition.
7. Ask dancers about their specific **workplace needs** i.e childcare, wheelchair access, flexible working times, healthcare etc.
8. Educate the workplace on correct **pronoun usage** and etiquette.
9. Elect an employee as a **confidential advisor** to be educated in mediating workplace conflict and elevating psycho social well-being.
10. **Schedule** your employee's religious celebrations. ie. employees fasting during Ramadan might have different needs.

## Tips working with dancers #3

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1. Consider **income equality** for all employees, no matter what their job description.
2. Consider working in a **flat hierarchy**.
3. Consider **decentralising decision making** to those who may be experts in the topic at hand (for example: dancers are experts in the role of being a dancer therefore should be given the autonomy and responsibility to decide on what directly affects them).
4. Consider giving everyone the option of working the **hours that suit** them best and creating a system which supports this work style.
5. Only call a **meeting for a specific outcome**, prepare in advance and keep to under an hour. Otherwise consider other methods of communication.
6. Show **compassion** to employees for their reasons for certain behaviours rather than just penalising them, they may be facing challenges that you're unaware of.
7. Have **regular education** around transgressive behaviour, communication strategies and counselling for preventative methods of working.
8. **Include the perspectives** of trans/non binary and non-able bodied people on your board.
9. Consider **hiring beyond** the white male cis able bodied choreographer/director, there are many talented artists waiting in line behind them that don't get the same opportunities.
10. Consider awarding the **dancers royalties and choreography credit**.