Toronto Dance Theatre (TDT) created the following *Caregiver Support Pilot Program: Program Overview* document as part of their Balancing Act Level UP! Pilot Project. The document was shared with TDT team members to explain the pilot and encourage team members with caregiving responsibilities to request support if needed.

Please credit Toronto Dance Theatre and Balancing Act if you use, cite, or share information from this resource.

If you have any questions or would like to discuss these materials, please contact Balancing Act at balancingact@theatredirect.ca.

TDT TORONTO DANCE THEATRE

BALANCING ACT

Toronto Dance Theatre
Caregiver Support Pilot Program: Program Overview

CONTEXT

Toronto Dance Theatre (TDT) has been participating in Balancing Act's Level UP! initiative, to pilot strategies that increase accessibility and inclusion for caregivers who work with us.

OVERVIEW

TDT is piloting a caregiver support program this season, during the project *Convergent Divergency* from October 17 to November 11, 2022 and February 21 to April 1, 2023. Support will be available to all employees and contract workers who are caregivers during the rehearsal and production weeks of this project.

GOALS

1. The pilot will offer TDT an opportunity to better understand what is possible for the company and what is helpful to our employees and contract workers who are caregivers.
2. An evaluation of the pilot will inform the creation of an overall caregiver support policy that will be put in place for the 23/24 season.

SPECIFICATIONS

SUPPORT AVAILABLE	HOW DOES IT WORK?
Caregiver support stipend	Up to $500 will be available to all eligible individuals to support their unique caregiving needs during *Convergent Divergency.*
Caregiver friendly schedule	Rehearsals will finish by 5pm every day and evening rehearsals will be limited to only when necessary.

Support finding solutions to caregiver related conflicts	Caregivers will be able to communicate conflicts/stress points on a Caregiver Support Request Form and TDT will assist in finding possible solutions.
Creating a caregiver positive culture	This involves but is not limited to: a reminder that dependents are welcome in the space in emergency situations, a bin of activities for children to use on site, and an opportunity to communicate caregiving needs to the entire team (i.e. having to have phone on during rehearsal, having to leave immediately after rehearsal for a pickup etc).

AM I A CAREGIVER?

TDT believes that the definition of a caregiver is not fixed as caregiving takes many forms and caregiver status is ever changing. We invite you to self determine whether your caregiving responsibilities will affect your ability to participate in *Convergent Divergency* with ease and welcome requests for support any time during the project.

LIMITATIONS

TDT will not always be able to provide the specific support requested. Decisions will be made based on factors such as, but not limited to, balance of available budget, impact on others in the room and impact on the artistic process. When the support requested can not be granted, an alternative solution will be proposed when possible.

ACCESSING SUPPORT PROCESS

What happens after I request financial support?

- You will receive an email confirming that you are receiving the stipend in the amount requested and the date it will be received.
- If there is any question about the amount requested or what it will be used towards, a meeting will be arranged to discuss the details.

What happens after I request scheduling/general support?

- You will receive an email confirming that we've received your request for support. A meeting will be set up to talk through what is needed and what TDT can offer. A support plan will be created at this time.
- After the meeting you will receive a copy of your support plan in writing to look over and sign. This document will be shared with the Artistic Director, Managing Director and Rehearsal Director.
- The support plan document will include two check in dates where you will have an

opportunity to share feedback and adjust the plan if needed.

What happens if I need emergency support?

- We understand that when you are caring for someone the unexpected can happen. If something sudden comes up, please send an email to the Managing Director. If you need to bring your dependent to the space, that will be arranged. If you need to miss rehearsal, all relevant team members will be informed and if it's possible for you to join the rehearsal via zoom, that will be arranged for you.