DanceWorks created the following *Caregiver Artist Statement* in 2024 as part of their Balancing Act Level UP! Pilot Project.

Please credit DanceWorks 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.

DanceWorks

BALANCING ACT

DanceWorks Caregiver Artist Statement

The following Caregiver Artist Statement will be integrated into all future agreements between DanceWorks and artists.

Caregiver Artist Statement: Nurturing Creativity, Supporting Life

At DanceWorks, we acknowledge the paramount importance of recognizing and supporting our artists as they navigate the delicate balance between their professional commitments and caregiving duties. We understand that the responsibilities associated with childcare and caregiving can have a profound impact on an individual's ability to fully engage and flourish in their artistic endeavors. With this understanding at the forefront of our mission, we are unwavering in our commitment to providing holistic support to artists who serve as caregivers, be it for children, elderly parents, or other dependents.

Our Commitment

1. **Resource Networks:** Recognizing that caregivers often require specific resources and networks, DanceWorks is actively engaged in establishing partnerships and resources to support artists. From providing information on local childcare services to establishing connections with support groups and community organizations, we aim to facilitate a seamless integration of caregiving responsibilities into the lives of our artists.

2. **Cultural Sensitivity:** We understand that caregivers come from diverse backgrounds and may face unique challenges rooted in their individual circumstances. DanceWorks is committed to fostering a culturally sensitive and inclusive environment that embraces the diversity of caregiving experiences. By recognizing and respecting the cultural nuances associated with caregiving, we aim to create a space where every artist feels understood, valued, and supported.

3. **Advocacy for Caregivers:** Beyond the confines of our organization, DanceWorks engages in advocacy efforts to raise awareness about the challenges faced by artists who are caregivers. Through collaboration with industry partners and participation in advocacy campaigns, we strive to influence positive change at

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both the sector and societal levels, advocating for policies and practices that better support caregivers in the arts.

4. **Flexible Work Arrangements:** We understand that the demands of caregiving are diverse and dynamic. DanceWorks is dedicated to offering flexible work arrangements that accommodate the unique needs and schedules of our artists who are caregivers. Whether through adjusted rehearsal schedules, personalized timelines, or remote work/meeting options, we strive to create an environment that enables our artists to fulfill their caregiving responsibilities without compromising their creative pursuits.

How can you access support?

To access our comprehensive support for artists with caregiving responsibilities, please reach out to our General Manager, Neetika Sharma, at neetika@danceworks.ca, where she will guide you through the available resources, discuss personalized solutions, and ensure you receive the tailored support needed to balance your artistic endeavors with caregiving duties.

At DanceWorks, we celebrate the individual journey of each artist, understanding that personal and professional dimensions are intricately interwoven. We recognize that by supporting our artists in their caregiving roles, we contribute to a more resilient, inclusive, and vibrant artistic community. We invite our artists to bring their whole selves to the creative process, fostering an environment where personal and professional growth coalesce harmoniously.

Thank you for being an integral part of DanceWorks, where your well-being and artistic pursuits are equally valued and supported.

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Parenting Resource List

Welcome to our comprehensive parenting resource list, curated to assist artists who may have caregiving needs as parents. We've compiled this guide to help you navigate the diverse options available for your little one's care and development. If your needs as caregivers differ from those of being a parent, please feel free to reach out to DanceWorks leadership, and we will be happy to curate a special list tailored to your requirements.

City of Toronto Children and Family Programs
https://www.toronto.ca/community-people/children-parenting/children-programs-activities/child-family-programs-and-groups/

City of Toronto: EarlyON Children Programs
https://www.toronto.ca/community-people/children-parenting/children-programs-activities/child-family-programs-and-groups/child-family-programs/#location=&lat=&lng=&zoom=

City of Toronto: Healthy Parenting Resources
https://www.toronto.ca/community-people/children-parenting/pregnancy-and-parenting/parenting/

City of Toronto: Child Care Fee Subsidy Calculator
https://www.toronto.ca/community-people/employment-social-support/child-family-support/child-care-support/child-care-fee-subsidy-calculator/

City of Toronto: Ontario Works Child-Related Benefits
https://www.toronto.ca/community-people/employment-social-support/child-family-support
/ontario-works-child-related-benefits/

Toronto Public Libraries: Children and Family Programs
https://www.torontopubliclibrary.ca/programs-and-classes/kids-and-families/

Toronto Public Libraries: Programs for Children Under Five
https://kids.tpl.ca/ready-for-reading/programs

Toronto Public Libraries: Kids Space https://kids.tpl.ca/

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Seniors/Elder Care Resource List

Presented below is an exhaustive catalog of distinguished facilities renowned for their specialized services designed to cater to the diverse needs and preferences of seniors/elder care. If your needs as caregivers differ from those of serving elders, please feel free to reach out to DanceWorks leadership and we will be happy to curate a special list tailored to your requirements.

City of Toronto: Senior Health Services
https://www.toronto.ca/community-people/children-parenting/seniors-services/seniors-health-services/

Homemaker and Nurse Services
https://www.toronto.ca/community-people/children-parenting/seniors-services/seniors-health-services/homemakers-and-nurses-services/

Supportive Housing Program
https://www.toronto.ca/community-people/children-parenting/seniors-services/seniors-housing-services/supportive-housing-program/

Directory for Services for Seniors in Toronto
https://211central.ca/directory-of-services-for-seniors-caregivers-in-toronto/

Government of Ontario: Guide to Programs and Services for Seniors
https://www.ontario.ca/document/guide-programs-and-services-seniors

Government of Canada: Guide to Programs and Services for Seniors
https://www.canada.ca/en/employment-social-development/campaigns/seniors.html

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