Savage Society created the following *Promise to Care* in 2024 as part of their Balancing Act Level UP! Pilot Project. The document was developed to articulate work that Savage Society was already doing to care for artists, to communicate and to make suports accessible to artists, and to expand modes of care.

Please credit Savage Society 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.

“Promise to Care”

“Promise to Care” Intentions
This initiative upholds Savage Society’s mission and value of deep care, respect and intentionality for the artists and creative team members who are currently engaged with us.

“Promise to Care” further defines and contextualizes the work we’ve already been doing. Artists are encouraged to communicate with Savage Society staff about their needs and about their experience with this initiative so we can continue learning how to best support those we work with. Our goal is to ease the burdens the artist may experience that impact their wellness and ability to fully participate.

Types of support available:

- Counselling support: we can connect the artist with a counsellor
- Scheduling modifications: we will make every effort to accommodate a request to be absent from a call when emergencies arise ie. emergency family care, mental health concerns, etc.
- Workplace accommodations: we can provide accommodations such as equipment specific to an artist’s needs
- Childcare subsidies: if the cost of childcare during an engagement is a barrier to an artist participating
- Conflict resolution: if an artist requests help in resolving a conflict with other creative team members during an engagement, we can provide resources such as counselling facilitation, a healing circle with an Elder, etc.
- Unique support based on artist needs: artists are welcome and encouraged to communicate with Savage Society about their unique situations and needs as we continue to learn how to best support and uplift artists during the creative process

Savage Society will aim to:

- Let artists know about this fund at the time of contract offer
- Be public about the fund so artists know we are a safe workplace and feel comfortable and welcome to come to us with their needs

We will make every effort to assist artists and creative team members within our limited budget. This fund is not intended for Savage Society staff members.