Women's Work Festival created the following *Caregiver Artist Survey* in 2025 as part of their Balancing Act Level UP! Pilot Project. The survey, distributed as a Google Form, was shared with caregiver artists in St. John's to gather insight into their experiences balancing artistic work and caregiving responsibilities. Survey results were used to inform future support strategies.

Please credit Women's Work Festival 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.

WOMEN'S WORK FESTIVAL

BALANCING ACT

Women's Work Festival
Caregiver Artist Survey

This year, Women's Work Festival is partnering with Balancing Act to understand the unique challenges faced by working parents and caregivers in the St. John's theatre community. At this early stage, we are seeking to better understand the needs of artists who live and/or work in St. John's.

We recognize that balancing family and career can be incredibly demanding for artists and theatre professionals. To better understand these challenges and explore potential solutions, we are conducting a brief survey to gather insights from **caregivers*** working in the arts sector. Your honest feedback will be invaluable in identifying areas where support and resources can be improved.

The data collected from this survey will be used to:

- Develop a resource guide for artistic leaders on supporting caregiver artists.
- Facilitate a productive conversation during our Festival, bringing together artists and leaders to discuss these challenges and brainstorm solutions.

Anything you share in this form will be kept **confidential**. Survey responses will be combined and summary information will be shared. We may share some comments word-for-word as anonymous quotes.

This survey will take approximately 5 to 10 minutes to complete.

Thank you for your time and valuable input!

**The term "caregivers" is used here to describe individuals who care for children, aging adults, or those in need of personal or primary care. We acknowledge that care work can include care for blood, adopted, or chosen family, colleagues, and caring for others out of duty. This definition is from Balancing Act.*

Section 1: Caregiving Challenges and Work-Life Balance

1. Please indicate the level of difficulty you experience in balancing caregiving responsibilities with your work in the arts sector:
    - ○ Extremely difficult
    - ○ Very difficult
    - ○ Somewhat difficult
    - ○ Slightly difficult
    - ○ Not difficult at all

2. What are the primary challenges you face in balancing caregiving and work? *(Please check all that apply)*
    - ☐ Limited access to affordable childcare
    - ☐ Lack of flexible work arrangements
    - ☐ Inadequate sick leave policies
    - ☐ Financial strain
    - ☐ Emotional stress
    - ☐ Social isolation
    - ☐ Other:

3. How has caregiving impacted your career in the arts? *(Please check all that apply)*
    - ☐ Reduced work hours
    - ☐ Decreased productivity
    - ☐ Missed opportunities for professional development
    - ☐ Financial instability
    - ☐ Mental health challenges
    - ☐ Other:

4. What types of support or resources would be most helpful to you in balancing caregiving and work? *(Please check all that apply)*
    - ☐ Affordable childcare
    - ☐ Flexible work arrangements
    - ☐ Paid parental leave
    - ☐ Mental health support

- ☐ Financial assistance
- ☐ Caregiving training and education
- ☐ Supportive workplace culture
- ☐ Other:

Section 2: Individual Experiences

Thanks for answering this first round of questions. Below, we invite you to share about your experiences as an artist / arts worker with caregiver responsibilities.

5. As a caregiver working in the arts sector, would you like to share a particularly POSITIVE experience you have had?

6. As a caregiver working in the arts sector, would you like to share a particularly NEGATIVE experience you have had?

7. Do you authorize the disclosure of your name in the materials that will be used during the Festival? *All names of people and institutions mentioned in your answer will be omitted.*
   - ◯ Yes
   - ◯ No
   - ◯ Please get in touch to discuss this possibility

Section 3: Demographic Information

The basic demographic information we collect here will help us understand the diversity of experiences within the St. John's theatre community. This analysis will help us ensure that any proposed solutions and support systems are inclusive and address the needs of all caregivers in the theatre sector.

8. Age:
   - 18–24
   - 25-34
   - 35-44
   - 45-54
   - 55-64
   - 65+

9. Gender:

10. Primary caregiving role. *(Please check all that apply)*

    - ☐ Childcare
    - ☐ Eldercare
    - ☐ Disability care
    - ☐ Other:

11. Employment status in the arts sector:
    - Full-time
    - Part-time
    - Self-employed
    - Unemployed / Seeking employment
    - Other:

12. Where do you live?
    - St. John's
    - Somewhere else: