

public domain theatre

Collective Policy - Nov 2024

Public Domain Theatre - Equity, Diversity & Inclusion Policy

Public Domain Theatre is a queer, intersex, and racially diverse-led collective. We believe in the power of art to challenge, disrupt, and transform. As artists, we understand that language itself is a form of disagreement, and disagreement is not something we shy away from—it is the foundation of our work. We recognize that conflict can emerge when we push boundaries, and we are committed to engaging in meaningful, sometimes uncomfortable, conversations to arrive at new understandings.

While many institutions claim to uphold Equity, Diversity, and Inclusion (EDI), we have witnessed how power can be abused, even when these principles are in place. We understand that EDI policies can sometimes serve as a veneer, masking harmful practices or silencing the very voices they aim to uplift. Public Domain Theatre is committed to doing the work that goes beyond the surface, and we will not shy away from holding ourselves and others accountable for the impact of our actions.

Community-Centered Decision Making: In our collective, decisions are made through collaboration, not top-down structures. We center the needs and experiences of marginalized communities—especially queer, intersex, Black, Indigenous, and racially diverse voices. Disagreements are welcomed, and we encourage open dialogue. Everyone has a voice in shaping our work. We build room agreements together to ensure that we create an environment that values everyone's contributions.

Equity, Diversity, and Inclusion: We are not here to perform EDI for the sake of appearances. Our policies are rooted in genuine accountability, and we are committed to breaking down the systemic barriers that continue to harm marginalized communities. Diversity is not just a checkbox for us—it is an active, ongoing commitment to building an inclusive culture where all voices are heard, and no one is excluded or silenced.

Accountability and Transparency: We value transparency—not as a corporate slogan, but as a practice that holds us all accountable. We are committed to addressing harm when it occurs and ensuring that feedback is heard. If mediation is necessary, we will engage in it when appropriate; however, the first point of contact is often the most important. Open and honest conversations are essential to maintaining a healthy, dynamic community. We do not avoid conflict; we engage with it directly, and we expect that everyone in our collective does the same.

Collaborative Care: As a collective of artists, we know that creative work thrives in an environment where care, respect, and mutual support are the norms. We cultivate a space where bold ideas and challenging perspectives can exist alongside empathy and care. Conflict and disagreement are part of the creative process, and we do not shy away from them. Our commitment is to engage in difficult conversations, to learn, to grow, and to respect each other in the process.

Zero Tolerance for Harm: We have zero tolerance for any form of sexual misconduct or abuse. We recognize the deep harm caused by these actions, particularly within marginalized communities, and we are committed to ensuring our space is safe for everyone. If harm occurs, we will address it swiftly and without hesitation. We uphold the guidelines of CAEA, which will have available on the website [here](#)

Health and Safety Protocols:

Public Domain Theatre prioritizes the health and safety of all participants. We follow government health guidelines and ensure that any in-person activities are conducted with appropriate safety measures in place, including sanitization, masks, and physical distancing as necessary. We also ensure that all participants are informed of any specific protocols related to the venue or event.

Harassment and Abuse Reporting Protocols

Public Domain Theatre encourages open communication and believes in addressing issues of harassment, discrimination, or violence proactively and compassionately. We value both transparency and safety, and we are committed to a process that prioritizes the well-being of our community members.

If you experience or witness any form of harmful behavior, you are encouraged to report your concerns as soon as you feel safe and able to do so. If you feel comfortable, you may choose to address the issue directly with the person involved. Sometimes, explaining how a joke, comment, or action was unwelcome can resolve the matter. However, if you do not feel safe or if the behavior continues, please reach out to one of the contacts listed below to make a formal report.

Reporting Contacts:

- **HAUI:** 416-388-7924
- **Peter Hinton:** 905-931-7383

We understand that coming forward can be difficult, and we are committed to supporting those who do. If a report is made, it will be handled collectively by at least three designated members, who will take the following steps:

1. **Notify and Collaborate:** The reporting contacts will convene to discuss the incident and formulate an appropriate plan of action.

2. **Engage with Those Involved:** We will approach the accused to inform them of the report and ask for their account. Simultaneously, we may seek statements from any witnesses.
3. **Determine the Response:** After hearing from all parties, we will decide on the necessary action. This may range from issuing a warning to terminating a contract or involving an independent organization. The response will be proportionate to the behavior and consider any history of misconduct.

Public Domain Theatre reserves the right to address inappropriate behavior even without a formal complaint if such behavior is observed directly.

External Reporting: We advise artists working under CAEA or ADC contracts to inform their respective associations to ensure that any necessary escalation beyond our collective process can be adequately supported. Should a reporting individual choose not to notify their association, Public Domain Theatre may still do so as needed.

Final Thoughts

Public Domain Theatre operates as a collaborative, artist-led collective and not as a formal institution. While we are committed to handling reports of harm and providing a safe space for our members, we acknowledge our limitations. We strongly encourage individuals who need further support or are working under CAEA or ADC contracts to reach out to their respective associations. These organizations have additional resources and systems in place to assist members, ensuring that any necessary external action can be properly supported. Our goal is to work in conjunction with, not replace, these important networks of support.

Commitment to Accountability:

By signing this document, you acknowledge that you have read and agree to participate in our process, upholding the principles of care, respect, and accountability outlined in our collective policy. This is a living document that can be added to and adjusted at any time.

NAME (print)

SIGNATURE

PRODUCTION

DATE