

35//50

Year-End Report

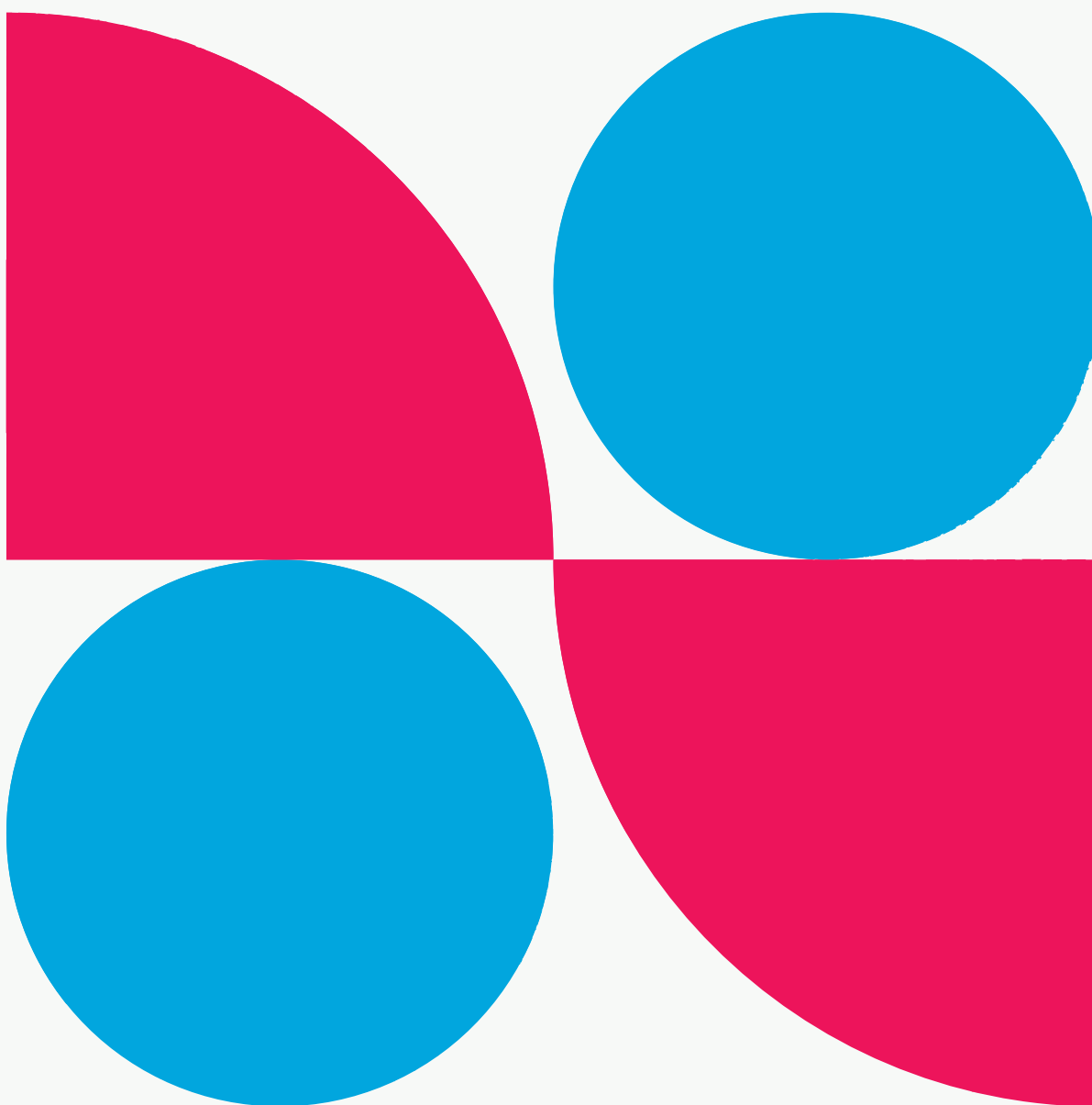


Table of Contents

AMTC
35//50 Year-End Report 2022

01-02

Introduction

03

2021/2022 Season
Administration and
Board of Directors

04

2021/2022 Season
Creative and Production
Staff/Total Organization

05

2020/2021 Season
Administration and Board of
Directors

06

2020/2021 Season
Creative and Production
Staff

07-09

Past Seasons
Creative and Production
Staff

10

Recruitment
Practices

11-12

Company Values

A Commitment to the Community

In 2020, AMTC was invited by the 35//50 Initiative to commit to a set of organizational beliefs and policies, built on a foundation of anti-racist and anti-oppressive practices. AMTC accepted this invitation enthusiastically and has spent the last two seasons passionately pursuing the goals set forth by the 35//50 initiative, as well as absorbing the spirit of its mission deeply into the fabric of the organization. As a result, Alberta Musical Theatre Company immediately embarked on a mission to assess its historical commitment to inclusivity with the hope of making meaningful changes to ratify that commitment impactfully. As part of this evaluation, the administration and the Board of Directors have closely examined their hiring practices, existing company policy (or lack thereof) that clearly identifies its commitment to the community, held meaningful conversations with community members, and engaged in extensive internal exploration that might allow the company to grow and evolve. This investigation is ongoing and regularly reflects a desire to welcome diverse personnel into the safest most inspirational space possible and has resulted in a number of observable shifts in company policy and behaviour.

On June 24th, 2021, the Board of Directors accepted a document entitled "Company Values," which aims to elaborate on the scope and detail of AMTC's commitment to the community, its audiences, the stability of company operations, and to its artistic goals. Among each of the overall priorities listed in the document (Artistic, Professional, and Community), each features an impassioned pledge to community representation, making its importance felt at all levels of company operation. This document is meant to function as a kind of mission statement that guides current and future volunteers, administrative personnel, and professional contractors toward common goals of creative excellence, respect, accessibility, representation, and compassion. This document is available to read on page 11.

Furthermore, AMTC has updated its practices to encourage an inclusive and welcoming recruitment process, free of historically observed gatekeeping practices. AMTC has carefully formulated new language for their annual audition notices including an impassioned welcoming statement that invites individuals of all cultures and ethnicities, LGBTQIA2S+ individuals, and individuals with disabilities to participate in company auditions. Our new welcoming statement can be read on page 10. AMTC is passionate about building its new work around the Albertan theatre community and will continue to evolve its recruitment processes to maintain the safest, kindest, most inspiring selection practice possible.

Introduction (cont'd)

AMTC
35//50 Year-End Report 2022

The 2021/2022 Season and the Reporting Practices

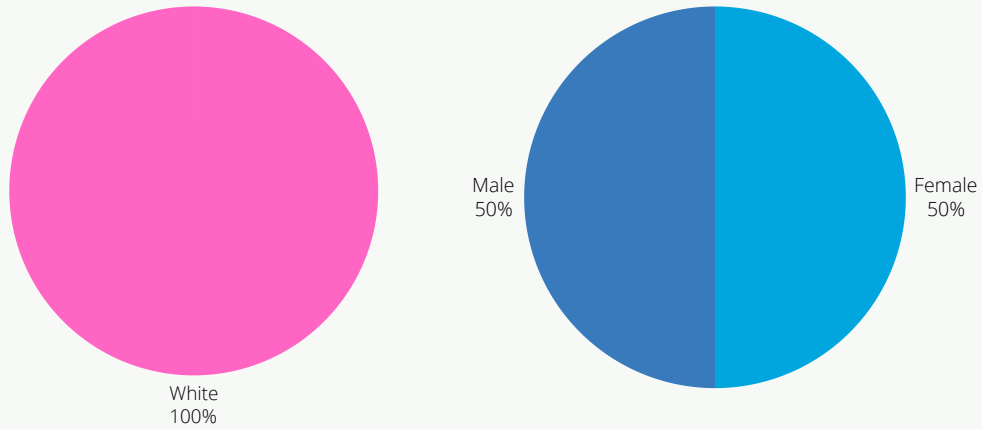
In 2020, AMTC launched, with the support of the Edmonton Community Foundation and McBain Camera, a digital series called “A World of Stories,” which invited Edmonton-based BIPOC and LGBTQIA2S+ artists to share fairy tales and folklore from their own unique cultural experiences for children to enjoy from home during the pandemic. Each episode contained a single artist, a traditional song, and a story representative of that artist's cultural experience. Over the course of two seasons, between 2020 and 2022, 9 local multi-disciplinary artists representative of Filipina, Brazilian, Chinese, Métis, Pakistani, and Non-Binary perspectives contributed to 8 episodes. This digital series remains on the company website.

In the fall of 2021, AMTC revived its digital production of “1-Person Hansel and Gretel” for live-streaming in schools while lockdown measures prevented artists from performing in-person, and in January 2022 launched a full cast digital production of “Hansel and Gretel,” also during a period lockdown. In combination with our digital series, “A World of Stories,” these digital programs comprised the entirety of the 2021/2022 AMTC production season, which was entirely driven by a passion to provide locally created original musical theatre for students in Albertan schools throughout the pandemic. These digital programs reached 10,171 students across the province.

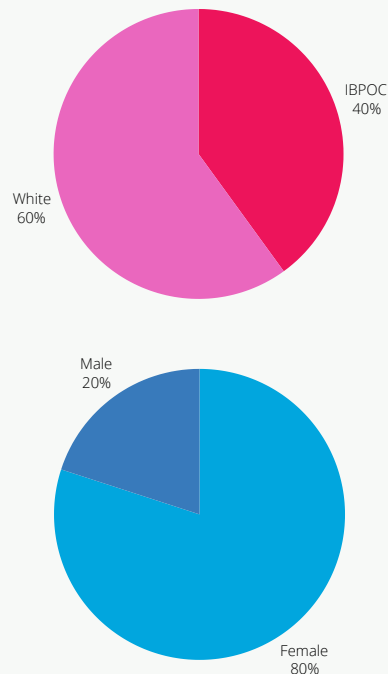
To improve its data solicitation practices from the 2020/2021 season, a Self-Identity Questionnaire was sent to all staff, volunteers, and contracted members of the performance, technical, or creative team requesting consent to anonymously represent these individuals in our statistical reporting to the community. Of the 26 individuals that received the questionnaire, 18 responded. All reported figures will reflect the total number of individuals who responded. Most recent statistics can be viewed on pages 2 and 3, which are followed by six years of statistics reported in our 2020/2021 report, for perusal and comparison.

AMTC remains deeply committed to evolving the integrity of its creative expression in tandem with the integrity of its hiring practices and the quality of its work environment. We are grateful to the 35//50 Initiative for inspiring accountability in our community, and to our community of theatre professionals and audiences for encouraging that everyone's story be told and heard, onstage and behind the scenes.

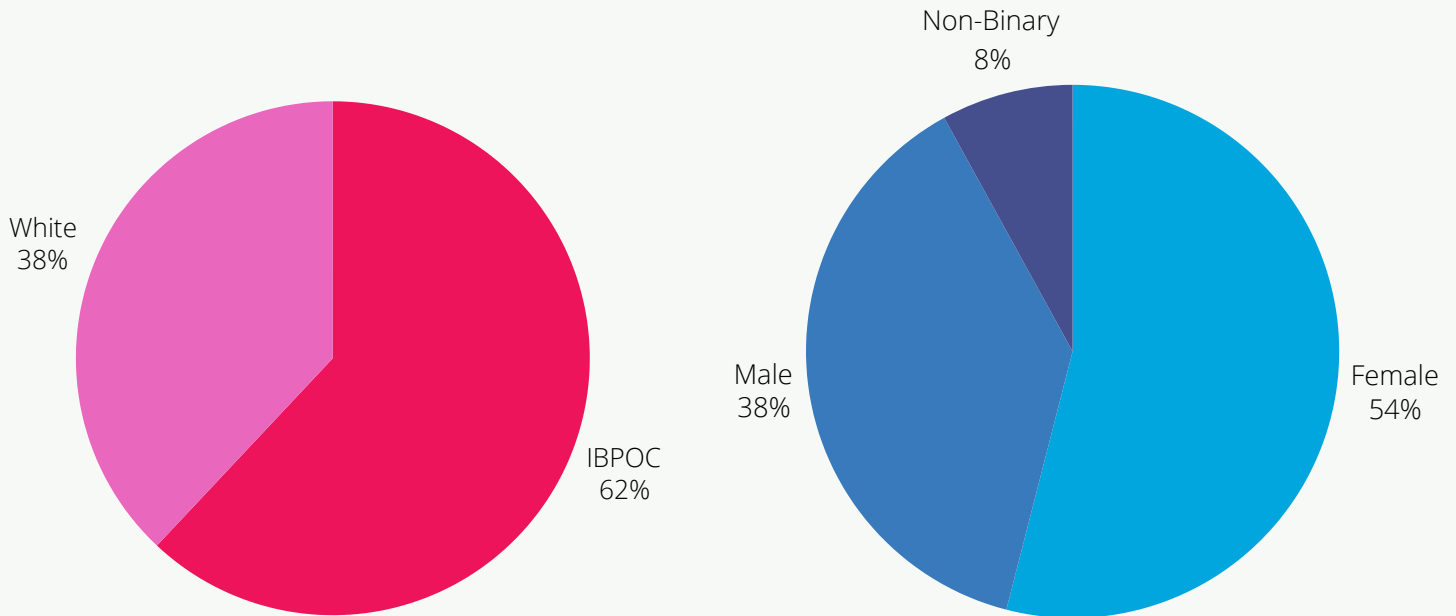
Administration (2 respondents)



Board of Directors 2021/2022 Season (5 respondents)

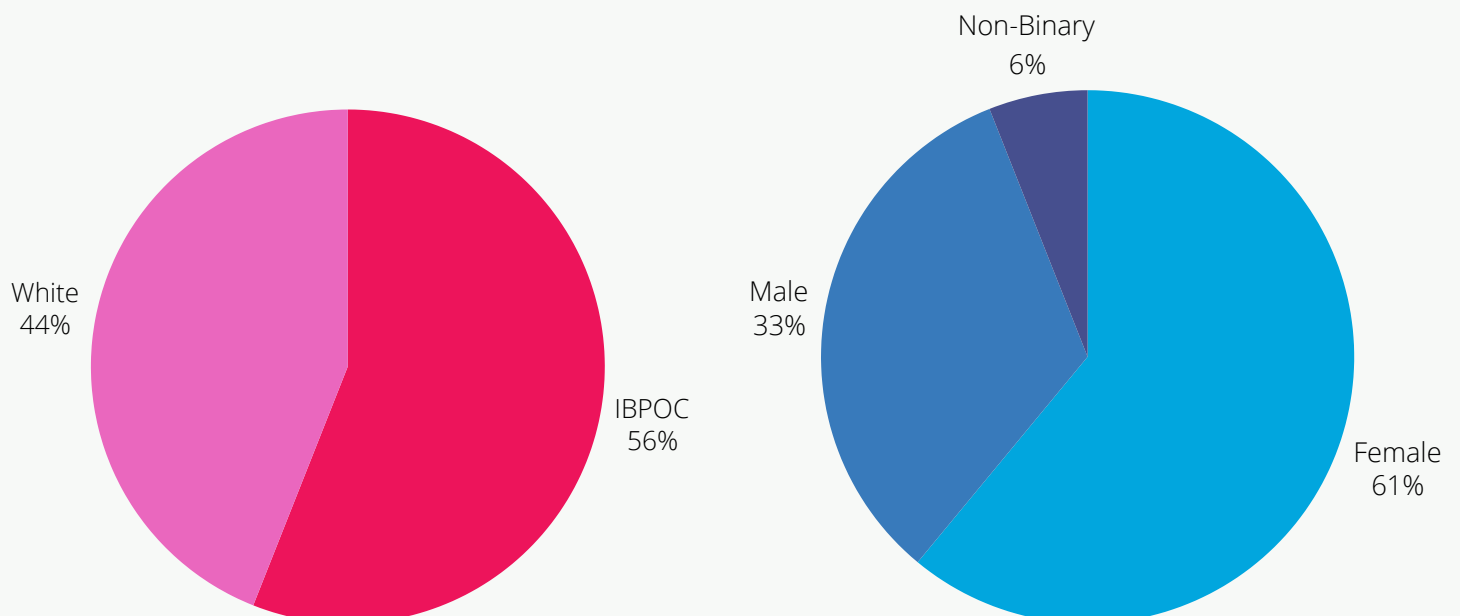


Total Core Creative and Production Staff (13 Respondents)

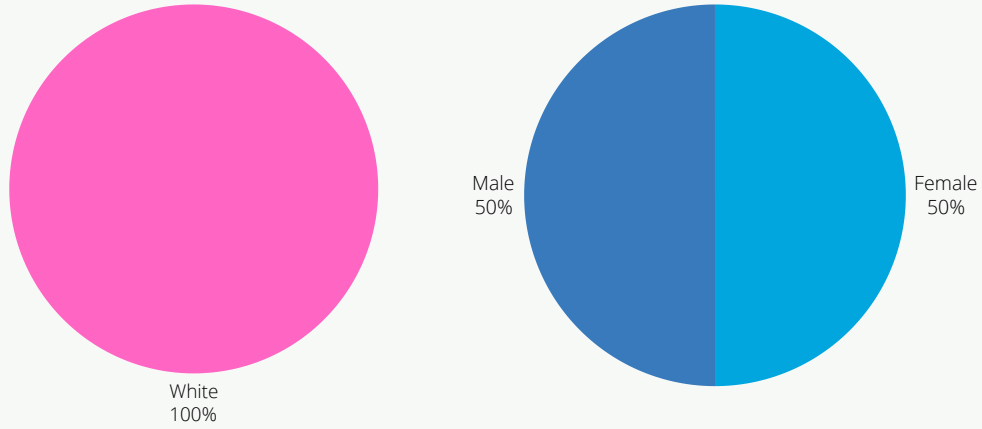


For the purposes of the above-proposed statistics, "Core Positions" are defined by artistic and production positions contracted directly by the senior administration, which include performers, designers, directors, playwrights, assistant positions, production managers, technical directors, and stage managers. The primary purpose for a focus on core positions is to create consistency in comparison to previous years in which record-keeping is incomplete and fails to properly represent subcontract totals.

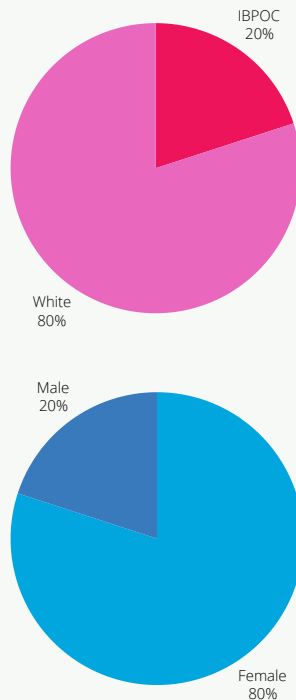
Total Organizational Staff, Contractors, and Board (18 Respondents)



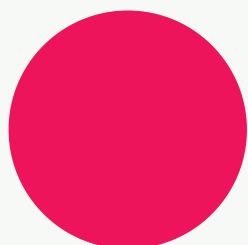
Administration



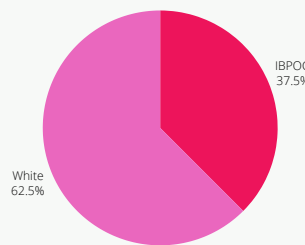
Board of Directors 2020/2021 Season



World of Stories Digital Series 1-Person Digital School Tour



IBPOC
100%

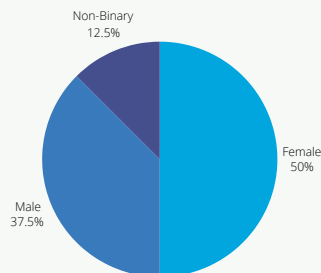


White
62.5%

IBPOC
37.5%



Female
100%

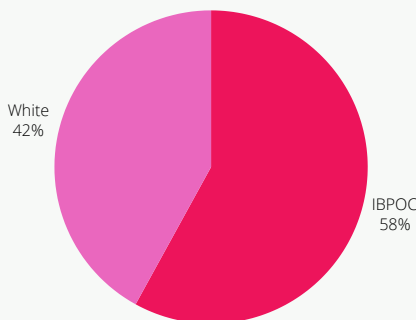


Non-Binary
12.5%

Female
50%

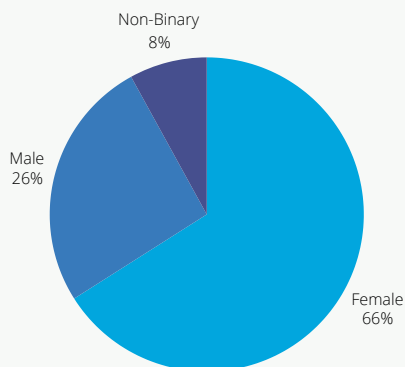
Male
37.5%

Total Core Creative and Production Staff



White
42%

IBPOC
58%



Non-Binary
8%

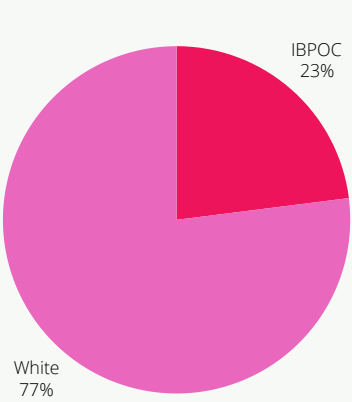
Female
66%

Male
26%

For the purposes of the above-proposed statistics, "Core Positions" are defined by artistic and production positions contracted directly by the senior administration, which include performers, designers, directors, assistant positions, production managers, technical directors, and stage managers. Subcontractors, such as painters and builders, are contracted by designers and not included in the above statistics. The primary purpose for a focus on core positions is to create consistency in comparison to previous years in which record-keeping is incomplete and fails to properly represent subcontract totals.

2019/2020

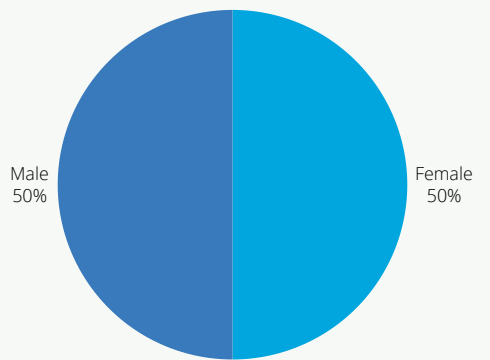
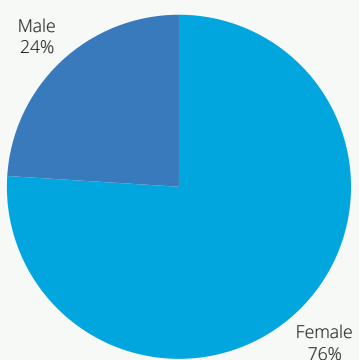
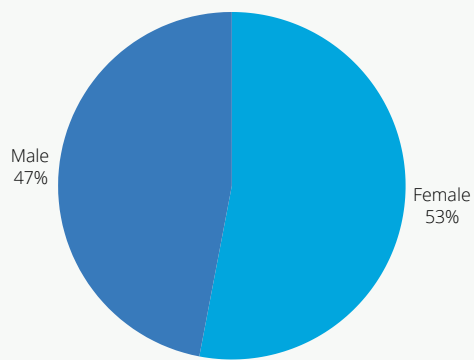
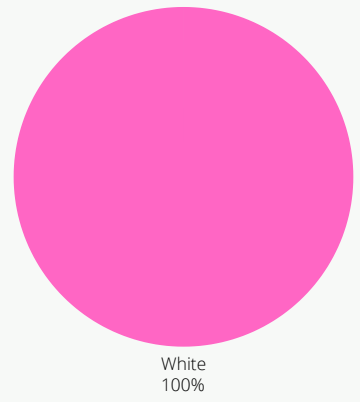
School Tour



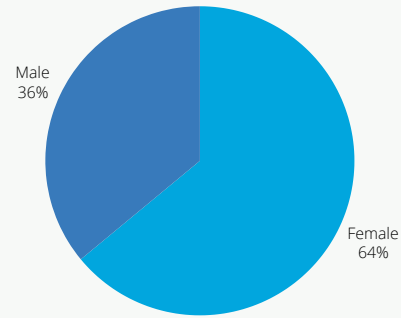
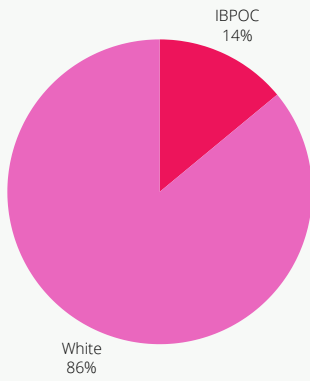
New Musical Program
(Fringe Production)



New Musical Program
(Development)

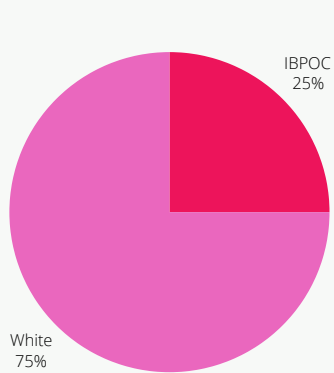


Total Core Creative and Production Staff

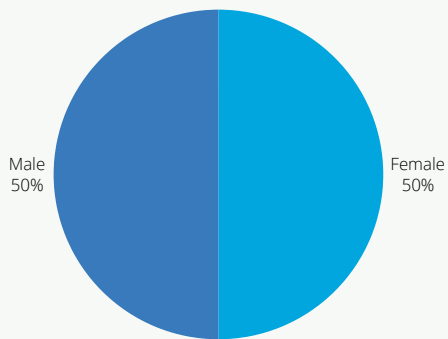
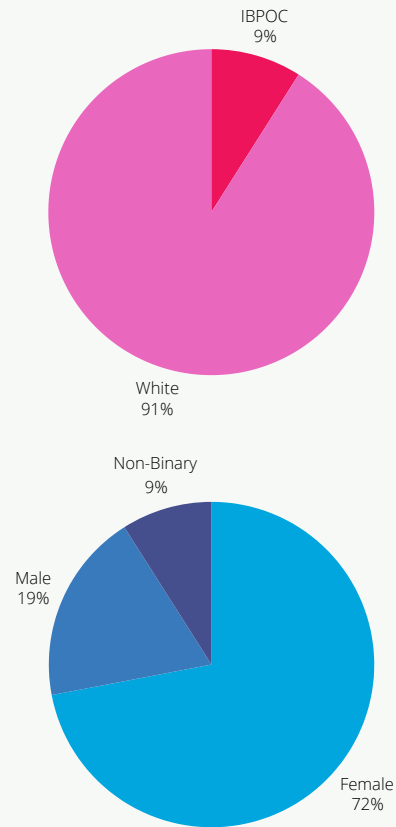


2018/2019

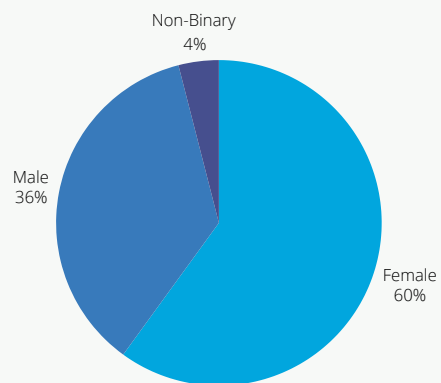
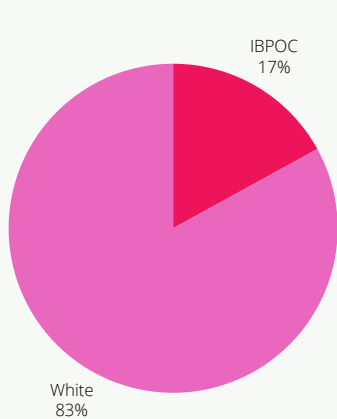
School Tour



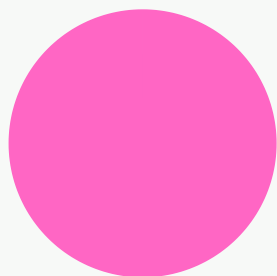
New Musical Program



Total Core Creative and Production Staff

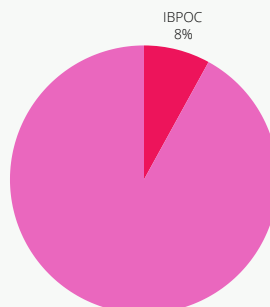


2017/2018

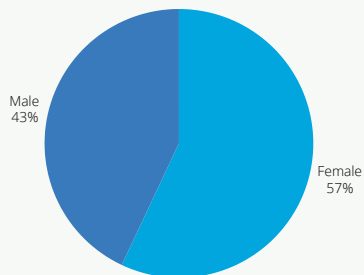


White
100%

2016/2017

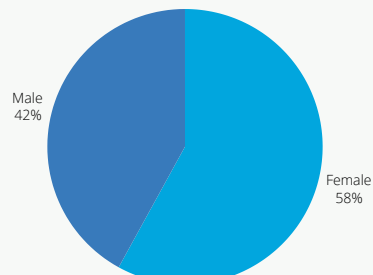


White
92%



Male
43%

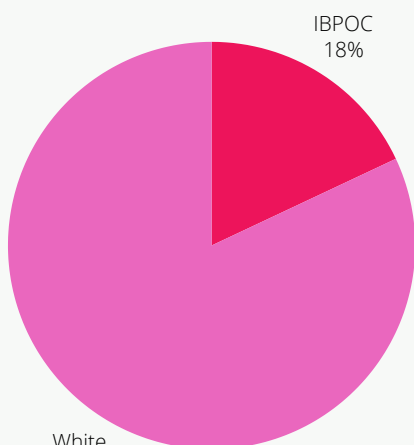
Female
57%



Male
42%

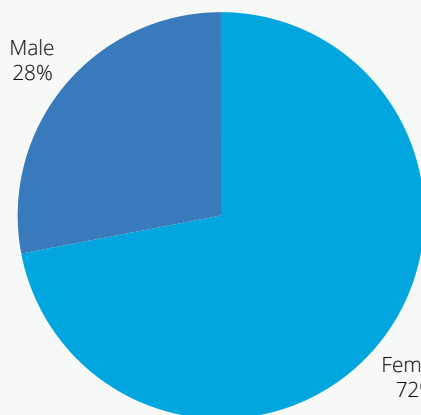
Female
58%

2015/2016



White
82%

IBPOC
18%



Male
28%

Female
72%

Recruitment Practices That Encourage Inclusivity

AMTC
35//50 Year-End Report 2022

In recognition of April MacDonald Killins' research report, "Stories to Action: Co-Creating Inclusive Pathways to Professional Theatre," as well as numerous vital conversations with community members, AMTC has updated its practices to encourage an inclusive and welcoming recruitment process, free of traditional gatekeeping practices. All calls for contractual employment, including audition notices and opportunity postings, feature a vibrant welcome statement, warmly inviting individuals of all cultures and ethnicities, LGBTQIA2S+ individuals, and individuals with disabilities to express interest in our professional opportunities. Care was taken to break away from the familiarity and formality of previously existing welcome statements to represent a fresh, kind and enthusiastic tone representative of the company's personality. Additionally, it has become a programming priority to create work that allows, as much as possible, for opportunities that are not gender or body-type specific, so that interested individuals are given the opportunity to bring and own their unique personalities and physicalities in the creation of new work at AMTC.

In the initial round of professional submissions, AMTC will not request a resume in an effort to break free from gatekeeping practices that have prevented individuals of diverse backgrounds from access to a fair opportunity to express interest or showcase their skill in a professional opportunity. Lastly, an audition rubric has been created to provide greater transparency around the audition process, which is readily available for applicants to view. Auditions have not traditionally occurred, nor will they occur, in front of a single individual. Rather, AMTC will be certain to include a diverse panel of adjudicators to assess audition applicants by the company rubric.

Our New Welcome Statement

We strongly encourage and enthusiastically welcome individuals of all cultures and ethnicities, LGBTQIA2S+ individuals, and individuals with disabilities to express interest in our opportunities. So please feel comfortable in applying for a position, and please feel free to be exactly you are! We cannot wait to meet you!

Artistic

- To create and produce meaningful stories for children drawn from classic literature, for children.
- To bring these stories to life with a contemporary lens and with a diversity of perspectives.
- To celebrate the communicative power of music, as well as the skill to create it, in all branches of programming.
- To closely study and appeal to the present-day youth culture.
- To exhibit respect for the intelligence of young audiences in the creation and production of theatre.
- To embrace, and let fuel company goals, the importance of reaching as many young people and Albertan communities as possible.
- To celebrate the diversity of our audiences, and the Albertan population, in the structure of all casting and production team building.

Professional

- To be aware of, treasure, and champion best practices that empower safety, inclusion, and a fulfilling professional atmosphere.
- To celebrate the diversity of our audiences, and the Albertan population, at every level of company operations, from governance to administration to theatrical creation and production.
- To legitimize and affirm all values, especially those relating to best practices and the celebration of community diversity, through contractual agreements and company policy at the board level.
- To balance the critical need for successful and effective theatrical creation and production with professional respect to support a rewarding professional journey for all workers.
- To create an inspiring work environment for all volunteers, contractors, and administrators of the company. Inspiration can be defined by the impulse that leads to the sincere desire to do work that enhances the company's value and output while simultaneously enhancing the quality of the worker's professional life in a meaningful way.
- To diligently and relentlessly pursue fiscal responsibility and transparency to encourage successful short-term operation, as well as sustainable and consistent future growth.

Community

- To maintain an active, positive, and communicative relationship with the larger theatre community, and its diverse practitioners, in an effort to encourage a welcoming atmosphere, a meaningful connection with emerging and veteran artists, and to encourage collective growth.
- To report activity, status, and statistics to our community, our board, and public supporters with enthusiasm, truth, and passion for growth.