

35//50

Year-End Report

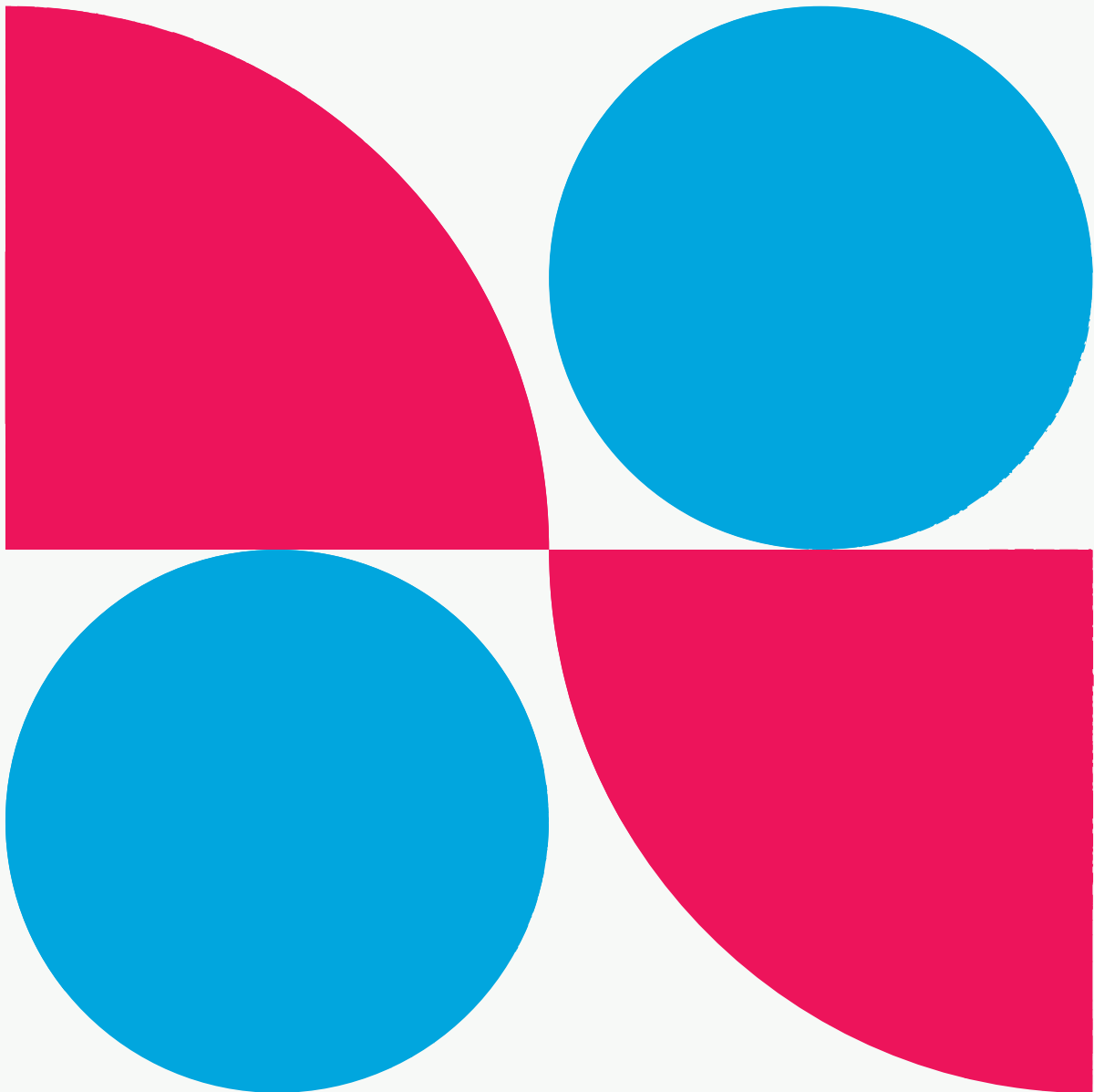


Table of Contents

AMTC
35//50 Year-End Report 2021

01

Introduction

02

2020/2021
Creative and
Production Staff

03

2020/2021
Administration and
Board of Directors

04

2019/2020

05

2018/2019

06

Past Seasons

07

Recruitment
Practices

08

Company Values

09

Company Values
continued

Introduction

AMTC
35//50 Year-End Report 2021

Over the last season, AMTC has embraced the necessary stasis of in-person programming as an opportunity to closely examine our historic commitment to inclusivity and equitability and to make meaningful changes to ratify that commitment impactfully.

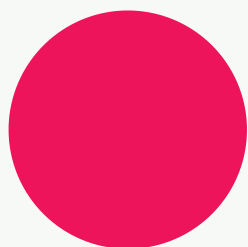
Despite our long-standing dedication to the representation of the beautiful diversity of our province, as well as an active pursuit of IBPOC theatre practitioners in our production practices, often we've failed to honor that responsibility on a meaningful scale in the past. Indeed, there's been growth, particularly over the last three years. However, it's vital we recognize our shortcomings transparently to embrace accountability within our community and to provide sincerity to the strength of our promise moving forward.

Since committing to the 35//50 Initiative, AMTC has attempted to elevate its passion for representation into actionable, observable activity and behavior. Beginning in September of 2020, AMTC launched a digital series entitled "A World of Stories," which celebrates Edmonton's IBPOC artist community and promotes the sharing of cultural fairy tales and folklore from across the planet. In the spring of 2022, AMTC embarked on a small digital tour of Alberta's elementary schools with a one-person musical adaptation of "Hansel and Gretel," showcasing the talents of Philipina actor Bhey Pastolero. The core contracted cast and production team of 8 individuals consisted of 3 IBPOC theatre practitioners (37.5%), 4 female theatre practitioners (50%), and 1 non-binary theatre practitioner (12.5%). However, when extending the total team to include subcontracted painters and builders, the total number rises to 11, of which 3 individuals were IBPOC practitioners (27%), 7 individuals were female practitioners (63%), and 1 individual was a non-binary theatre practitioner (9%). In total, the entire programming season included 15 individuals, including subcontracted painters and builders, which included 7 IBPOC theatre practitioners (5 performers, 1 Stage Manager, and 1 Assistant Director) for a total of 46% of all involved, and 11 female theatre practitioners (5 performers, 1 Assistant Director, 2 Designers, and 3 Subcontractors) for a total of 73% of all involved and 1 non-binary theatre practitioner (1 Assistant Dramaturg) for a total of 6% all involved. At present, our two-person administration is entirely white and comprised of 1 male and 1 female. The absence of cultural diversity in our administration is a matter we take very seriously and intend to resolve in future succession and administrative expansion strategies.

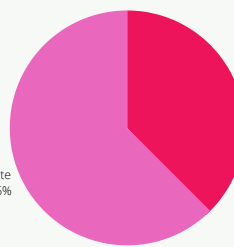
With regards to governance, this season the Board of Directors expanded and, by July 31st, 2021, was composed of 9 individuals: 4 IBPOC individuals (44%) and 6 female individuals (66%). The Board will passionately pursue non-binary and Indigenous voices for board recruitment in the year ahead. On June 24th, 2021, the Board of Directors accepted a document detailing AMTC's company values. This document represents the first step in more profound policy creation intended to promote representation and inclusivity and outlines a commitment to the Edmonton arts community. This document will be available to read in the following report.

Alberta Musical Theatre Company begins its second season committed to the 35//50 initiative inspired by the passion of the Edmonton community and more dedicated than ever to representing the city's diverse personality in its artistic creation, administration, and governance.

World of Stories Digital Series 1-Person Digital School Tour

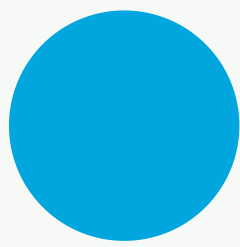


IBPOC
100%

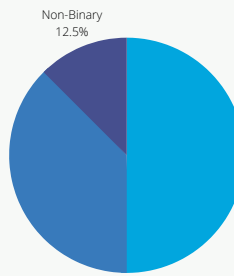


White
62.5%

IBPOC
37.5%



Female
100%

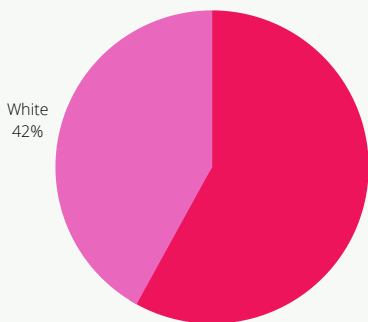


Male
37.5%

Female
50%

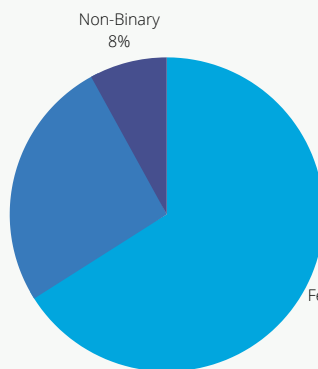
Non-Binary
12.5%

Total Core Creative and Production Staff



IBPOC
58%

White
42%



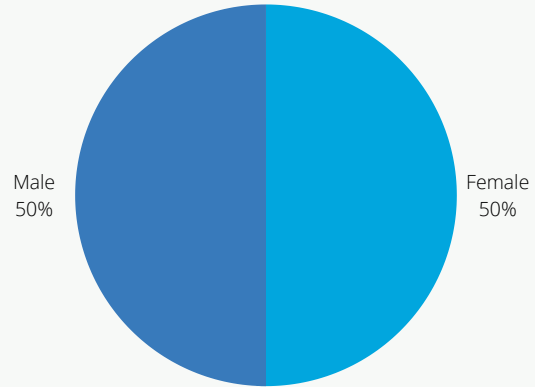
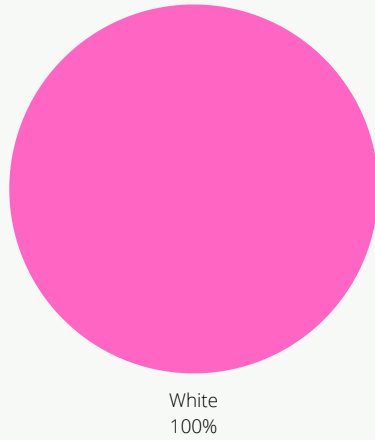
Female
66%

Male
26%

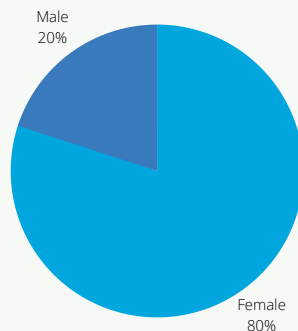
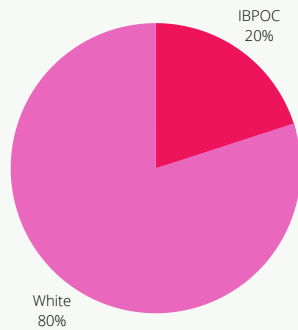
Non-Binary
8%

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. With subcontractors included, the season's artist and production staff totals 15 individuals, including 7 IBPOC individuals (46%), 11 female individuals (73%), and 1 non-binary individual (6%). 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.

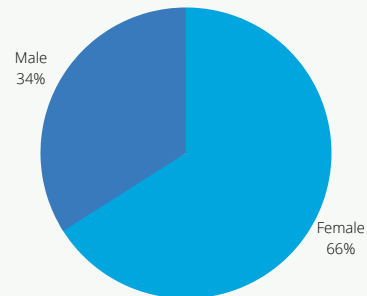
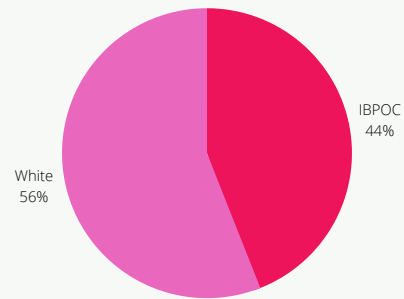
Administration



Board of Directors 2020/2021 Season

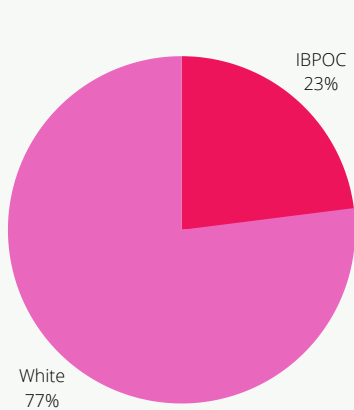


Board of Directors 2021/2022 Season



2019/2020

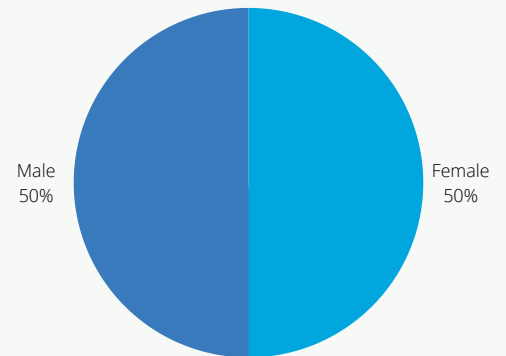
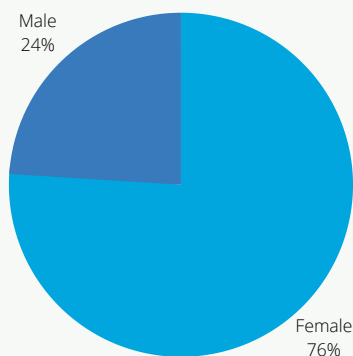
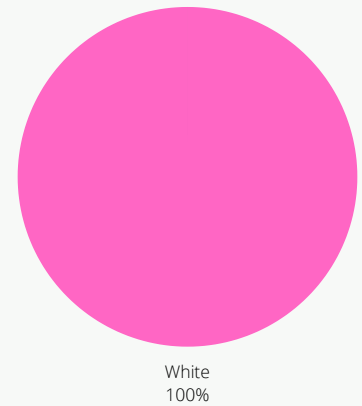
School Tour



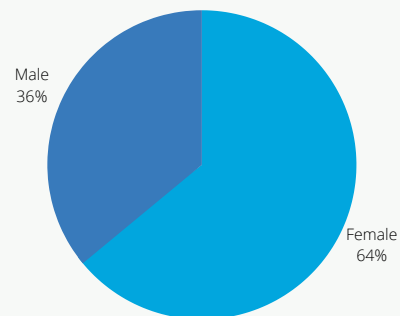
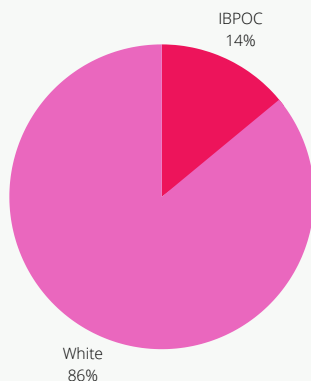
New Musical Program
(Fringe Production)



New Musical Program
(Development)

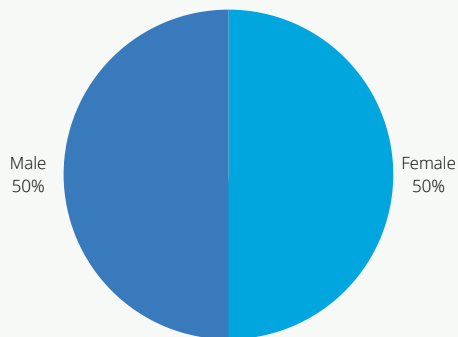
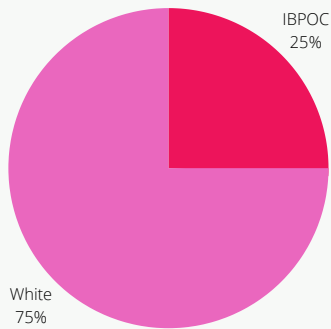


Total Core Creative and Production Staff

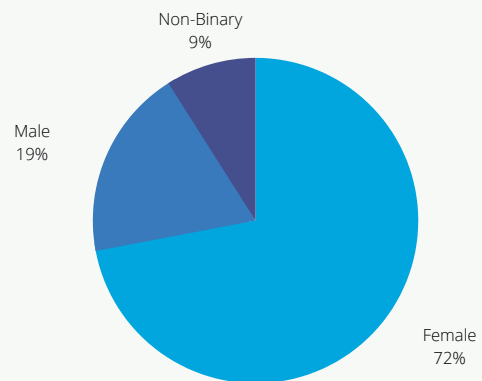


2018/2019

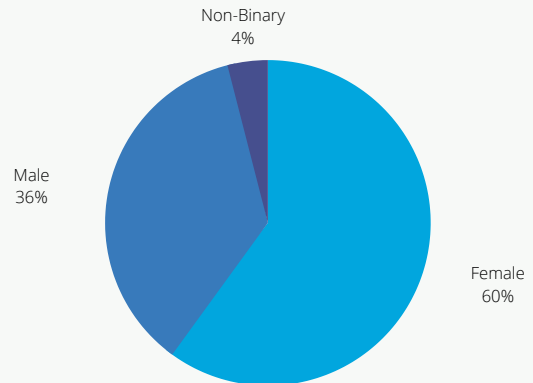
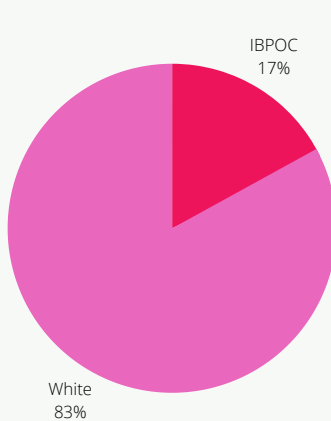
School Tour



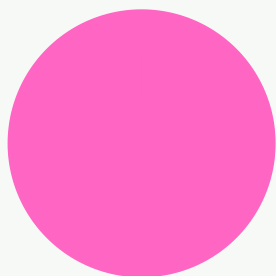
New Musical Program



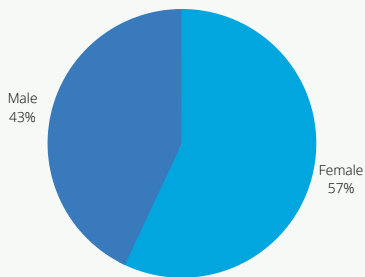
Total Core Creative and Production Staff



2017/2018



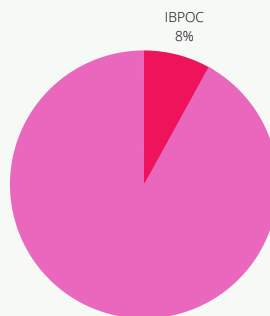
White
100%



Male
43%

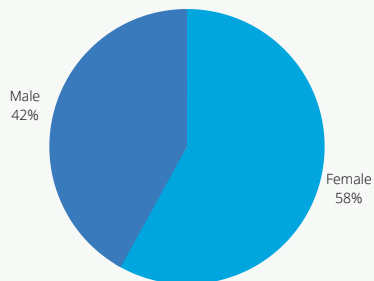
Female
57%

2016/2017



White
92%

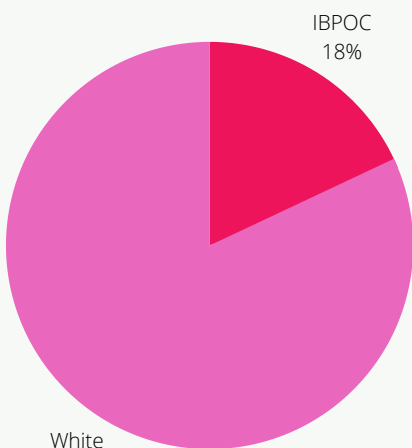
IBPOC
8%



Male
42%

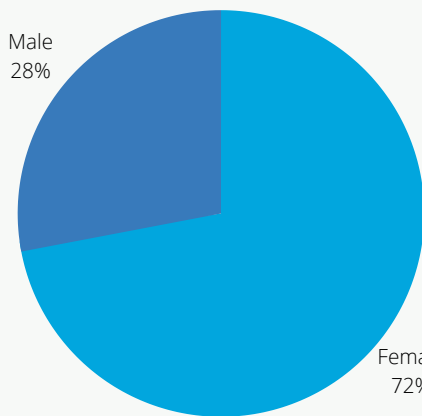
Female
58%

2015/2016



White
82%

IBPOC
18%



Male
28%

Female
72%

Recruitment Practices That Encourage Inclusivity

AMTC
35//50 Year-End Report 2021

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 create 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.