

RADICAL IMAGINATION: CARE FOR CAREGIVERS

NOVEMBER 7, 2022 @ 6:30PM CST



BREAKOUT ROOM 1: Caring for Children

What are barriers to participating in the arts for folks who are engaged in this type of caretaking?

- Lack of time/ times of day (and the labor that goes into making decisions about whether or not something is worth finding the childcare for)
- Lack of access to childcare/ability to pay for childcare
- Not a lot of infrastructure or direction in many smaller arts organizations

What kind of strategies, solutions and/or scaffolding can we create (individually or organizationally) to counteract these barriers?

- Redistribution of labor, Fair Play Eve Rodrig
- Being vocal about what we are doing, all the work that goes in to things
- Make the invisible visible
- Self care - not indulgent, setting the boundaries
- Name what is important self care/have practice around it.
- What resources can we be sharing with each other around creating infrastructure
- Normalizing childcare needs/discussions .
- Recruiting allies from your staff/community who may not have children but either aspire to or just want to support you as their team/community member

BREAKOUT ROOM 2: Caring for Elders

What are barriers to participating in the arts for folks who are engaged in this type of caretaking?

- Isolation, needing to choose or hedge based on caregiving needs or personal care needs
- Arts jobs rely on coverage, challenging to navigate how to handle absence
- Cultural perspectives about what is care or who needs caregiving

What kind of strategies, solutions and/or scaffolding can we create (individually or organizationally) to counteract these barriers?

- Understanding from managers
- Staffing appropriately, perhaps even redundantly to a certain extent
- More comprehensive PTO available, time that is designated for personal use and designated caregiving
- Fundraising for HR needs
- Cross sector sharing of personnel
- More casual or one-off caregivers for hire

BREAKOUT ROOM 3: Caring for folks with disabilities & chronic illnesses

What are barriers to participating in the arts for folks who are engaged in this type of caretaking?

- As we grow (and grow up) being able to access “the zone” of creativity requires going into a deep place. Mental health concerns can make accessing this place harder, and scary. THERE’S NEVER ENOUGH TIME. Things are always moving, there’s not enough time to sink deeply into the work and transition into the everyday of social acceptability.
- The mental fatigue of caring for folks in high-stakes situations is draining. It also makes it difficult to talk with others about, or to engage with art that feels like it’s not meeting those same stakes seriously.
- Yep, it’s hard to find the time to audition and connect. It’s also challenging to be in rehearsals and shows where COVID policies are lacking--little to no effort. Who does your choice to engage art put at risk? Life is so dynamic, it’s hard to nail down what you need to access art/theatre.
- High stakes and mental fatigue when transitioning between life and caregiving

What kind of strategies, solutions and/or scaffolding can we create (individually or organizationally) to counteract these barriers?

- Boundaries. Understand what they are, how to name them, as well as accommodations. Both in and out of work. Organizations can take note of how to help this as well.
- Having supervisors who have an understanding of the different ways people experience stress and sort out their well-being is a great scaffold.
- Service for caregivers that shine a light on them to make them feel a little less lonely/invisible

THANK YOU.