

INCLUSION RIDER TEMPLATE

TO ADDRESS CREW REPRESENTATION

Below is language designed for use on tour, written for Promoters or Artist-side Production Managers who are responsible for hiring crew directly or indirectly (via vendors).

These templates are designed to be modular and modifiable, to allow you to choose what will be most useful for you / your organisation.

Take what you need, amend the language for your own purposes, and spread the word.

Have your own examples of inclusion clauses and/or suggestions? Email info@thechangeover.org.

This is a living doc and we love any feedback that will help this document be as useful as possible.

CREW INCLUSION CLAUSE

Statement of Purpose

Diversity and representation is very important to ARTIST.

ARTIST believes that both on-stage performers and off-stage production crew should reflect the world in which we live, and that lack of diverse representation is a contributing factor to discrimination and inequality.

Objective

[choose one or more of the below bullet points, whichever best encapsulates your objective]

- ARTIST has a strong preference to work with crew that include professionals from under-represented groups.
- The Promoter will make all reasonable efforts to fill both touring and local crew positions with qualified and available individuals from under-represented groups, and where those roles were not filled prior to involvement of the Artist.
- ARTIST will not tour with crews/perform on stages that are staffed entirely or overwhelmingly of white/male crew. The Promoter agrees to hire persons from underrepresented groups [or women/nonbinary/POC] as crew on the same stage as ARTIST whichever is the greater of the below:
 - at least ___ (#___) person or persons, or
 - minimum ___% of the total production team on that stage.
- Where Vendors are engaged by the Promoter to supply crew for the tour/performance, ARTIST/PROMOTER/COMPANY expects the Promoter to work cooperatively with Vendors to achieve the above results.
- Composition of crew with regard to under-represented groups will form part of the performance offer and may be factored into the acceptance or rejection of the offer.

Definitions

- The term “crew” includes technical teams (audio, visual, lighting, SFX, backline) as well as stage teams (stage managers, stage hands), production teams, and any other staff deemed relevant by the parties.
- The term “under-represented group(s)” means people who identify themselves as women, non-binary, Black, Indigenous, people of colour, disabled, Lesbian Gay Bisexual Transgender or Queer, or having a combination of these identities.
- This definition should be reviewed by the parties, as it is flexible, varies between genre, region, and department, and can be expanded to include things like age, etc.