

# INCLUSION RIDER TEMPLATES

## TO ADDRESS PERFORMER AND CREW REPRESENTATION

Below is a selection of language for use in venue hire agreements.

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

They range from least to most restrictive language.

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](mailto:info@thechangeover.org).

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

# LEAST RESTRICTIVE INCLUSION CLAUSE

Diversity and representation is very important to VENUE.

VENUE recognises that on-stage performers should reflect the world in which we live, and that lack of diverse representation is a contributing factor to discrimination and inequality.

Please tell us about your event's commitment to diversity and inclusion. If you have a statement in your mission, please share it here. How have you worked to make diversity a value for your organization, and how have you worked to communicate this? How diverse is your staff, your performer lineup, and your target audience? What conversations have you engaged with production vendors & subcontractors on this topic?

VENUE is available to assist you in sourcing diverse talent wherever possible, e.g., suggesting performer and/or crew names at the local and international level.

# MODERATELY RESTRICTIVE INCLUSION CLAUSE

## Statement of Purpose

Diversity and representation is very important to VENUE, and we will give preference to bookings that prioritise this with both programming and crew hiring.

VENUE recognises 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

- PROMOTER is expected to make all reasonable and good-faith efforts to book a lineup that includes performers from under-represented groups within the genre of the show.
- VENUE reserves the right to cancel the booking if we are not satisfied this criteria has been met.

If you have concerns about this policy or need clarification, please contact us.

## Definitions

- 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.
- 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.
- This definition should be reviewed by the parties, as it is flexible, varies between genre, and can be expanded to include things like age, etc.

# MOST RESTRICTIVE INCLUSION CLAUSE

## Statement of Purpose

- Recognizing that limited representation on stage and in specific workforces for many segments of Aotearoa's population is a contributing factor to discrimination; and,
- That increasing the number of these under-represented groups on-stage and in paid production roles will facilitate a stronger pipeline of musicians and professionals in this industry;
- VENUE ("the Venue") requests that PROMOTER ("the Promoter") makes this part of the performance contract for EVENT NAME on EVENT DATE ("the Event"). The below are contractual obligations that form a key part of the performance agreement. Failure to adhere to them will be considered a breach of contract.

## Objectives

- VENUE will not accept bookings that do not represent diverse populations in their performer and/or crew composition.
- The performer lineup for the Event must:
  - Reflect both the territory's population (e.g. Aotearoa New Zealand: 50% women, 17% Māori, 9% Pasifika, 15% Asian; e.g. Auckland: 50% women, 29% Asian, 11% Māori, 16% Pasifika), and;
  - Take into account the genre-specific disparities in representation (e.g. Reggae in Aotearoa may not require efforts to include Māori and Pasifika but may require efforts to include women/non-binary performers).

## Definitions

- 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.
- 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.
- This definition should be reviewed by the parties, as it is flexible, varies between genre, and can be expanded to include things like age, etc.

## Reporting

The Promoter will provide a report containing the following data to the Artist or the Artist's Representative prior to the Event:

- The total number of acts from under-represented groups (as defined above) who
  - auditioned or were considered for performance slots at the Event
  - were contracted to perform at the Event
  - were interviewed for non-performance employment at the Event
  - were hired to work in non-performance roles at the Event
- The total number of crew, per department, from under-represented groups (as defined above) who
  - interviewed or were considered for crew positions at the Event
  - were contracted to work at the Event

## Compliance/Penalties

- If the determination is made that the Promoter has failed to comply in good faith with this Addendum as to the demographics of performers at the Event, the Promoter shall make a contribution of [\$\$\$] to [WHAT/WHO/WHERE].
- VENUE reserves the right to cancel the booking or withhold payment of any fees if we are not satisfied that the above criteria has been met, in whole or in part.