

Clear Communication

- Regular check-ins with cast and crew
- Open communication channels
- Use the DEAR framework (Describe, Express, Assert, Reinforce)
- Advance notice of creative or scheduling changes
- Address power dynamics respectfully

Professional Development

- Cross-sector skill building
- Certifications and workshops
- Mentorship programs
- Off-season or between-contract learning opportunities

Monitoring Success

- Exit conversations with departing team members
- Consider trends in turnover rates
- Team feedback sessions
- Regular assessment of team wellbeing

Practical Support Tools

- Industry networking connections
- Training and skill development resources
- Letters of recommendation and references
- Union resources and employment guidance
- proactively offer accommodations

Building Trust

- Safe spaces for creative and emotional concerns
- Control inventory exercise (two circles, one for things you control, one for things you can't control)
- Stress management tools adapted to creative work
- Peer support systems within departments

Additional Resources

Crisis Lines: 1-800-784-2433 or 9-8-8

Mental Health Support Line: 310-6789

Drug and Alcohol Info and Referral:
1-800-663-1441

Mental Health Services:
helpstartshere.gov.bc.ca

Mental Health Information: heretohelp.bc.ca

Free Wellness Program: bouncebackbc.ca