

Accommodation Recommendations

based on best practices at Phamaly Theatre Company – Denver, CO.

www.phamaly.org

This list of accommodation recommendations for PROFESSIONAL ACTORS is very attainable – and most of them require little more than forethought and, maybe, a volunteer.

While some of these accommodations may seem excessive at first glance, their impact may be greater than you know. For example, you'll note that we provide support in the rehearsal room so that performers have reminders when to medicate, eat, etc... We would fully expect that our performers generally have the faculty to control these items themselves – BUT – the constraints a performer feels in the rehearsal room due to their need to keep track of time is severely detrimental to their artistic experience and exploration. Allowing them to disconnect from their daily realities in time, assured that they will be reminded of these needs at appropriate times, has demonstrated deeper artistic exploration over and over again.

While these tools are built as support for professional actors with disabilities, all of these tools are beneficial to children, amateur performers with disabilities, and even non-disabled performers.

Theatres interested in producing inclusive theatre may be reticent based on the perceived level of professional talent in their community. While there is a general lack of professional training for individuals with disabilities, basic instruction is often all that is needed to create high-quality artists - and the result is a great increase in the artistic output of performers at every level. We hope these accommodations will help your organization thrive.

PHAMALY'S ACCESSIBILITY STANDARDS

AUDITIONS:

-ASL interpreters

Provide a list of interpreters that Phamaly works with on a regular bases that individuals may contact in advance to arrange audition rehearsals, accommodation requests, familiarity, scheduling, etc...

-Social Stories

Provide a picture based social story to prepare individuals with autism or other social anxiety the path to the audition location and the people they will meet inside.

Continues...

AUDITIONS (cont'd):

-Form Completion

Provide a volunteer who can help individuals fill out and read forms at the audition location; and provide online forms that can be completed on a computer and submitted electronically, downloaded and printed, etc...

-Audition Prep

Provide free workshops and instruction in audition prep, material selection, audition techniques, and other foundational skills.

-Acoustic Checks

Allow the performers access to the audition room in advance, and/or allow the performer to work with the accompanist to ensure the performer can hear appropriately before beginning.

-Quiet Rooms

Provide performers a safe place to retreat to where they can decompress or remove themselves from the melee of the audition lobby.

-Physical Access

Provide facilities and rooms that are accessible to any individual with a physical disability – including restrooms with accessible stalls and easy access from the waiting area.

CALLBACKS:

-ASL interpreters

Provide a list of interpreters that Phamaly works with on a regular bases that individuals may contact in advance to arrange audition rehearsals, accommodation requests, familiarity, scheduling, etc...

-Social Stories

Provide a picture based social story to prepare individuals with autism or other social anxiety the path to the audition location and the people they will meet inside.

-Form Completion

Provide a volunteer who can help individuals fill out and read forms at the audition location; and provide online forms that can be completed on a computer and submitted electronically, downloaded and printed, etc...

-Accessible Sides/readings

Provide braille, large print, and electronic scripts – as well as lyrics and music – for individuals who may need them.

Continues...

CALLBACKS (Cont'd):

-Acoustic Checks

Allow the performers access to the audition room in advance, and/or allow the performer to work with the accompanist to ensure the performer can hear appropriately before beginning.

-Readers

Provide individuals who have a hard time with cold-reading (they may be blind or suffer from Dyslexia) the opportunity to have the lines read quietly and neutrally into their ears during a scene.

-Quiet Rooms

Provide performers a safe place to retreat to where they can decompress or remove themselves from the melee of the audition room when they are waiting or finished.

-Physical Access

Providing facilities and rooms that are accessible to any individual with a physical disability – including restrooms with accessible stalls and easy access from the waiting area.

REHEARSALS:

-ASL interpreters

Provide interpreters so that performers who need them ALWAYS have a way to communicate and receive information quickly and effectively.

-Social Stories

Provide a picture based social story to prepare individuals with autism or other social anxiety the path to the rehearsal location and the people they will meet inside.

-Orientations

Provide a pre-rehearsal gathering for individuals with social anxieties the chance to see the rehearsal room, meet other individuals, etc...

-Accessible Scripts

Provide braille, large print, and electronic scripts – as well as lyrics and music – for individuals who may need them.

-Readers

Provide individuals who have a hard time with cold-reading (they may be blind or suffer from Dyslexia) the opportunity to have the lines read quietly and neutrally into their ears during a scene.

Continues...

REHEARSALS (Cont'd):

-Quiet Rooms

Provide performers a safe place to retreat to where they can decompress or remove themselves from the melee of the audition lobby.

-Extended Breaks

Provide ample time (15 minutes) for individuals to use the restroom, access water, etc...

-Augmented Scheduling

Provide individuals a rehearsal process that promotes physical well-being, such as a Sunday, Monday, Wednesday, Thursday, Friday rehearsal week.

-In room support

In addition to Stage Management, provide a volunteer that can help performers maintain medication times, dietary needs, etc...

-External Support

Provide staff who can work with performers who need additional support outside of the rehearsal room (vocal coaches, for example.)

-Rehearsal Recordings

Provide audio or visual recordings of music, dance, or staging rehearsals.

-Bad Day Accommodations

Provide "plan-b" staging options for days when performers may have additional pain or movement difficulties.

-Physical Access

Providing facilities and rooms that are accessible to any individual with a physical disability – including restrooms with accessible stalls and easy access from the waiting area.

PERFORMANCES:

-ASL interpreters

Provide interpreters so that performers who need them ALWAYS have a way to communicate and receive information quickly and effectively.

-Visual Cues

Provide visual cues such as "Russian Lights" for entrances, bows, etc...

-Quiet Rooms

Provide performers a safe place to retreat to where they can decompress or remove themselves from the melee of the audition lobby.

Continues...

PERFORMANCES (cont'd):

-dressing room support

In addition to Stage Management, provide a volunteer that can help performers maintain medication times, dietary needs, etc...

-Accessible Technologies

In-ear monitors and other accessible technology to allow performers additional support.

-Physical Access

Providing facilities and rooms that are accessible to any individual with a physical disability

-Accessible Theory

Providing scenic, costume, lighting, and prop elements that intelligently and purposefully incorporate – or purposely DON'T incorporate - access for individuals with disabilities (like ramps); as well as theory that incorporates an individual's disability into their character in a positive light (Belle from *Beauty and the Beast* as a person with a disability may be a factor that helps her relate to, and fall in love with, the Beast.)

For more information, please feel free to contact Phamaly Theatre Company –



Bryce Alexander, Artistic Director – www.phamaly.org -
balexander@phamaly.org - 303.365.0005 x5