



ACCESSIBILITY ACTION PLAN

THE RIVER CLYDE PAGEANT (2022 - 2026)

Since its inception in 2016, The River Clyde Pageant has prided itself on fostering new connections and helping bridge cultural and social gaps while igniting creative initiatives. We see significant value in broadening our discourse and enriching our conversations through the inclusion of many voices. That being said, we acknowledge that there are communities and individuals who have not had a voice in our decision-making processes due to the structure of our organization, and those who cannot access our programming as it currently exists.

Who is currently underserved by The River Clyde Pageant:

- Individuals with limited mobility
- Blind or partially sighted individuals
- Deaf or hard of hearing individuals
- Neurodivergent individuals
- Individuals with allergies and sensitivities
- IBPOC individuals
- 2SLGBTQIA+ individuals
- Low-income individuals
- Individuals without a car
- Newcomers to P.E.I.



The following timeline outlines the short term and long term action points of our accessibility action plan. Although we recognize that this timeline does not address all of the communities and individuals underserved by The River Clyde Pageant, it is our intent to continue this work well beyond this envisioned period. As our administrative team and the creative community behind this project develop the future of this programming together, we hold accessibility as a core value of our collective imaginings. Through the development of an accessibility action plan, we aim to reach a wider, more diverse range of collaborators, audience members and investors, create spaces that are safer for more people, nurture systems of support for our local community and develop structures of accountability for our organization.

SHORT TERM ACTION POINTS

Spring 2022

- Diversity, equity and inclusion training for the Pageant team
- Online captioning
- Public awareness and feedback
- Immigrant and Refugee programming

Summer 2022

- Carpooling and transportation program
- Captioning for performances
- Multi-sensory performance experiences
- More infrastructure for mobility devices
- Access Guide
- Public awareness and feedback

Fall 2022

- Multiculturalism programming
- Online access to full-length video documentation of summer production
- Immigrant and Refugee programming
- Public awareness and feedback
- Accessibility evaluation



Diversity, Equity and Inclusion Training for staff, collaborators and community:

We are striving to make our spaces safer for everyone. This requires that we address patterns of oppression that exist within our collective and community. Providing workshops that teach our community members about anti-racism, anti-oppression, equity and inclusion are an important aspect to our collaborative process, which sees community members from diverse ages and backgrounds come together in the creation of a theatre production. We will be offering anti-oppression training to:

- Our staff. This includes Core Team (Artistic Director, Co-Producer, Co-Director, & Community Liaison); our Creative/Production Team (production staff, collaborating artists, workshop leaders) and our Board of Directors.
- Our collaborators. This includes workshop participants, performers, and volunteers.
- Our community. This includes our local partners, audience members, and neighbours.

Our Diversity, Equity and Inclusion Training will include:

- Sharing tools and practices to increase awareness of microaggressions and unconscious bias.
- Explore ways to recognize oppression in our organization's structure and in our community.
- Equip our creative team and community with tools which they can use to respond to instances of harm and enable our community to work together to make spaces and processes safer and more inclusive.
- Discussion around future anti-racism, diversity and inclusion initiatives.
- All participants will have access to the River Clyde Pageant's Safer Spaces Policy.

This action point was implemented in Summer 2021 and is now a recurring offering within our summer workshop programming.

In Spring 2022, The River Clyde Pageant will be partnering with Evelyn Bradley of Beyond the Brim Consulting, who will be providing workshop development, training, and facilitation services in June 2022 as part of our summer workshops. Email riverclydeproduction@gmail.com for more info.

Accessibility Consultation:

The River Clyde Pageant is partnering with April Hubbard, a Halifax-based accessibility consultant, who is facilitating both the development of this action plan and the logistics of our short term action points. Hubbard joined our creative team in May 2022, for an introduction to our organization, a review of the performance site and an in-person consultation. She will be mentoring our Accessibility Coordinator in the summer of 2022 to oversee the implementation of these action points, preparing them to join the small number of accessibility consultants in Atlantic Canada.

Consultation period: May - July 2022.

Hiring of an Accessibility Coordinator:

To oversee the implementation of our short term action points, our organization will be contracting an Accessibility Coordinator for our summer season. This coordinator will have the opportunity to receive mentorship from April Hubbard, Accessibility Consultant of The River Clyde Pageant. Through this mentorship, we hope to encourage the professional development of new Accessibility Consultants in Atlantic Canada, a discipline that has relatively few specialists in our province.

Public awareness and feedback on our accessibility action plan:

We encourage others to help us develop this action plan. Although we recognize that we cannot remove all barriers to all underserved individuals, we see value in making our vision public. Not only does it model a direction for other organizations to learn from, but it invites influence from those who could benefit from accessibility improvement. To facilitate this, we will:

- Share this plan on our website.
- Encourage feedback and provide a clear contact with prompt follow up.
- State that we prioritize first-person lived experience.
- Distribute a pre-production accessibility survey to our community and audiences in Spring 2022.
- Reach out to specific groups underserved by the Pageant, such as P.E.I.'s disability communities, Immigrant and Refugee Services Association of P.E.I. and others for direct communication and feedback.

To be implemented in Spring 2022.

Captioning:

Our live performances feature spoken word in an outdoor setting. Over the past few years, we have received feedback informing us that much of this text has been lost to some of our audience members who are with limited hearing. To address this, we will be incorporating captioning into our performances. These techniques will include:

- Digital scripts. These would be available through our website, or sent via email with the reservation of a ticket.
- Captioning for any of our online content.

Online captioning was implemented in Spring 2021 (any new posts as of May 2021 will include Alt-text and auto-captioning).

To be implemented in Summer 2022.

Carpooling and Transportation Programs:

As a rural based arts project, we aim to reduce the impact of our reliance on motorized vehicles. By setting up a carpooling and transportation program, we will not only be reducing our use of fossil fuels, but we will be making it easier for everyone to get to and from workshops, rehearsals and performances.

- A carpooling network will be established with some of our existing travelling collaborators. We will be able to provide them compensation for this service.
- A van will be rented from July 1 – August 8 and will provide a shuttle service to and from major centres, such as Charlottetown.

To be implemented in Summer 2022.

Multi-sensory performance experiences:

There are many simple ways to offer multi-sensory experiences in our performances. These new features in our performances will allow audience members to appreciate the sights and sounds that might not otherwise be available to them. They not only offer new access points to the performance but provoke further depth in the sensory aspects of the work (how do we hear things? Smell things? Touch things? Feel things?) Our multi-sensory performance experiences will be offered on request and include:



- Touch Tours - For anyone who cannot see the movement in the show, we will offer them the opportunity to touch the production's costumes and props prior to the performance. Performers will be present during these tours to discuss the use of costumes and props, as well as their personal involvement in the show.
- Touch tours can be requested 48 hours before any performance by emailing riverclydeproduction@gmail.com.

Our performances will feature content warnings for any loud noises, flashing lights or other potentially triggering sensations or subject matter. These content warnings will be shared verbally before every performance, as well as included in our access guide. (See Access Guide section).

To be implemented in Summer 2022.

More infrastructure for mobility devices:

These improvements to our infrastructure would include some first steps to making our outdoor venue accessible to participants and audience members using mobility devices. Our current improvements feature:

- Golf carts to transport audience members around the performance site and meal site.
- Benches and shelters on the pageant site for participants and audience
- Wheelchair accessible portable toilets
- Info on our website about what support we can offer audience members
- Begin research into infrastructure for power wheelchair users.

To be implemented in Summer 2022.

Access Guide:

A comprehensive access guide will be developed for all 2022 River Clyde Pageant programming, including: the summer Pageant, *Sharing the Field* and *The River Clyde Solstice Walk*. Available online, these access guides will present an outline of services provided at any event. It includes, but is not limited to:

- A list on our website and social media events of all services provided, as well as any obstacles to be prepared for
- Maps of where one can find parking, washrooms and an outline of the performance space

- Videos distributed online that detail how to access the space, what accessibility supports are offered, what multisensory performance elements are included and how captioning can be accessed
- Online information and sign-up for golf cart use, multisensory performance elements, captioning and transportation to the performance site

To be implemented in the first week of July 2022.

Immigrant and Refugee Programming:

In 2018, The River Clyde Pageant began a partnership with the Immigrant and Refugee Services Association of P.E.I. (IRSA) to establish cooking workshops aimed at newcomers to P.E.I. This programming continues to expand, and in 2022 our partnership with IRSA will be integrated within the three central events of our season: the Summer Pageant, *Sharing the Field*, and *The River Clyde Solstice Walk*. This programming will include:

- Devised Theatre Workshops for newcomers, June 2022: part of the 2022 *River Clyde Pageant*.
- Cooking Workshops for newcomers, September 2022: part of the 2022 *Sharing the Field*.
- Lantern Building Workshops for newcomers, December 2022: part of the 2022 *River Clyde Solstice Walk*.

We anticipate key outcomes of this project will include:

1. An expansion of the community RCP engages through our programming, with strengthened relationships among all involved and increased sense of belonging and wellbeing through participation,
2. Leadership and skills development opportunities for youth, leading to greater resilience and wellbeing and
3. Increased accessibility for Pageant participants and audiences.

To be implemented in Spring, Summer and Fall of 2022.

Online access to full-length video documentation of summer production:

We recognize that not everyone can see our summer productions in person. By documenting the production as a film, we hope to make this experience available to more people via our online platforms. RCP will be employing professional filmmakers

to compose a complete documentation of the event. Access will be available to the public by donation.

To be implemented in Summer 2022. Video will be released in Fall 2022.

Accessibility Evaluation:

As our organization continues to make improvements to our accessibility and inclusion initiatives, we require an evaluation of our process and the success of our efforts. This evaluation will consist of:

- A survey offered to participants and audience members after each event to help us better understand what was beneficial and what could be improved on. This survey will be available as a hard copy, digital form or phone call.
- A review of our action plan with an Accessibility Consultant and a Diversity, Equity and Inclusion Consultant

To be implemented in Fall 2022.



LONG TERM ACTION POINTS

2023

- Further research and consultation for Anti-oppression, Diversity and Inclusion
- Partnership development with local organizations to connect underserved communities to RCP
- Research for ASL Interpretation
- Research on further infrastructure for mobility device users
- Improved/expanded captioning
- Multiple Viewing Opportunities
- Expanded Immigrant and Refugee programming

2024

- Partner with local organizations on developing further programming in underserved communities
- Research into an RCP Circle of Accountability
- Improved carpooling and transportation program
- Multi-sensory performance experiences
- Multiple viewing opportunities
- Improved/expanded captioning

2025

- Anti-racism and Multiculturalism Programming
- Research into transportation program for wheelchairs, power chairs and other mobility devices
- Research into community bicycle share program
- Research into the inclusion of more IBPOC artists and administrators in our organization's governing body
- Disability and 2SLGBTQIA+ awareness programming
- ASL Interpretation

2026

- Expanded ASL Interpretation
- Further infrastructure for mobility device users
- Transportation program for mobility device users
- Community bicycle share program
- Prioritizing the recruitment of IBPOC and other underrepresented artists and admin at the highest level of organization
- RCP Circle of Accountability established

Further research and consultation for Anti-Oppression, Diversity and Inclusion:

Our organization will continue to address how unconscious bias, micro-aggressions and structures of oppression influence our community and work. Through a continued collaboration with consultants and partners, RCP will program annual anti-oppression workshops as part of our summer programming and will work with specialists to review our operations. We will also be looking to feature new discussions and artistic works by local IBPOC leaders, artists, and ecologists.

Additional funding and research to begin in Fall 2022. Further programming to be implemented in Summer 2023.

Disability, IBPOC and 2SLGBTQIA+ awareness programming:

Included in our second annual *Sharing the Field* fall program, we aim to include voices that can speak to the history and needs of P.E.I.'s disability, IBPOC and 2SLGBTQIA+ communities. Through this, we hope to generate further awareness of how the Pageant can serve these individuals.

Additional funding and research to begin in Fall 2022. Further programming to be implemented in Fall 2023.

Partnership development with local organizations to connect underserved communities with RCP:

This process has been underway since the pageant's origin in 2016, and has led to several fruitful collaborations such as our workshops with the Immigrant and Refugee Services Association of P.E.I. We plan to continue this process and expand our correspondence to understand how the pageant could serve more people. If you are an organization that represents an underserved population, we would love to connect with you.

This initiative could include such activities as: getting local businesses to sponsor additional performances specifically for underrepresented groups, offering free artistic workshops in new communities, as well as developing future partnerships in community-led projects.

Research to begin in Winter 2023. To be implemented in Summer 2023.

ASL Interpretation:

We recognize that ASL interpretation will be necessary for many d/Deaf and hard of hearing individuals who wish to attend our performances, our community gatherings and our decision-making processes. To pursue this we will be researching funding streams to provide ASL interpretation in order to make it possible. Our goal is to provide ASL interpreted performances by Summer 2025.

Research to begin in Spring 2023. To be implemented in 2025.

Improved/expanded captioning:

To expand on the captioning options implemented in 2022, we plan to include:

- Subtitles. We see this as a new creative tool which could take the form of painted backdrops or signs that show the text that is being spoken. There is potential for these captioning elements to be incorporated into the dance, theatre and song of the piece, as opposed to being something incorporated after the fact. Although there is room for creative liberties, the main function of these subtitles is to serve as an accessibility tool to translate our narrative. To be implemented in summer 2023.
- Live captioning options for events outside of our live performances, including our community gatherings, presentations and decision-making processes. Live captioning options will require Communication Access Realtime Translation (CART) technology, with corresponding tech and specialists. Research to begin in spring 2023, to be implemented in fall 2024.

Multiple viewing opportunities:

Our outdoor performances feature large scale visual elements such as puppets, lanterns, watercraft and dance. These elements are staged in relation to landscape and are often more spectacular when seen from a distance. With this in mind, we aim to include multiple vantage points of the performance such as "observation stations" where audiences can witness the performance from a distance. These new vantage points will offer more sites that are: socially distant, low sensory and accessible to all mobility aids.

Possible observation stations include The Mill Restaurant or The P.E.I. Preserve Company. These observation stations would offer new experiences of the performance,

ones that prioritize landscape and movement as opposed to narrative and text. Featured elements may include: recorded audio, interpretive performers, music and more.

To be implemented in Summer 2023.

Expanded Immigrant and Refugee Programming:

Our organization will continue to develop our partnership with the Immigrant and Refugee Services Association of P.E.I. by extending the following programs through 2024:

- Devised Theatre Workshops for newcomers, May - June 2023/2024, part of *The River Clyde Pageant*.
- Cooking Workshops for newcomers, September - October 2023/2024, part of *Sharing the Field*.
- Lantern Building Workshops for newcomers, December 2023/2024, *The River Clyde Solstice Walk*.



More infrastructure for mobility device users:

Developing on the infrastructure introduced in 2021, we plan to make more options available for wheelchairs and power chairs. This may require making changes to performance pathways and sites, as well as including additional vehicles to our carpooling and transportation program such as a wheelchair accessible van.

Research to begin in Spring 2023. To be implemented in 2024 - 2025.

Community Bicycle Share Program:

To reduce our dependence on motorized vehicles, we plan to provide pageant staff and participants with a shared collection of bicycles that can be used to get around the New Glasgow area. All bicycles would be available free of charge.

Research to begin in Fall 2025. To be implemented in Summer 2026.

Circle of Accountability:

We aim to create a formalized structure of accountability in our organization that keeps us tuned to our core values of care for people and care for place. In addition to the formation of a board of directors, we will be creating what we call "a circle of accountability." This involves:

- Selecting a group of people who are not on the board and not employees of our organization but who are familiar with our shared values.
- This committee would serve as advisors in the development of new programming and strategic planning
- This committee would form a code of conduct for our organization's artists, volunteers, board members and employees

Research to begin in Summer 2023. To be implemented in 2026.

Prioritizing the recruitment of IBPOC and other underrepresented artists and administrators at the highest levels of organization:

It is a fact that the majority of our core administrators and directors are white settlers, who are neurotypical and able-bodied. Inspired by such actions as the 35//50 initiative

in Calgary that seeks proportional representation of racial populations in organization's governments, we aim to establish a more balanced representation in our organization's administration. To realize this, we will be seeking consultation from underserved communities and will be conducting research into this transition.

Research to begin in Fall 2024. To be implemented in 2026.

Acknowledgments:

This accessibility action plan was developed in collaboration with:

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April Hubbard

Accessibility Consultant

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