

The LCTS Board of Directors has committed to a work plan over the next 6 months* which we'd like to present to the membership.

Our vision from January to June 2022 is to focus principally on making LCTS a safer, more inclusive, respectful artistic space where anyone who wishes to be part of this community can thrive, free from all forms of harassment, including sexual harassment, discrimination, racism, ableism, homophobia, transphobia, bullying and violence. We believe that every artist, cultural worker, volunteer and employee should expect a work environment that encourages the creative process, provides transparent communication, and promotes mutual respect for everyone involved.

This board wants to see Langham Court thrive for many years to come, and we understand that in order to thrive, we must first take care of the people who participate in our processes.

Please remember, the LCTS Board of Directors is a volunteer board who are required to meet once per month. Due to the urgency of issues presented to the Board, we have met twice monthly and are in constant communication with one another.

Members can expect that meeting minutes will be approved at the following month's meeting, after which, they will be posted to the society's website.

We are a group of volunteers who are firstly committed to providing ourselves the necessities of life, secondly committed to our workplaces and needs of our families, and thirdly committed to our volunteer work at this theatre. While each BOD member is deeply committed to the work of affecting change and healing within this society, as has been trusted of us by the members who voted for us, this is not a full time job and will not be put before our own health and well being.

We need your help! Please remember that you can get involved in this transformative time by emailing the BOD at operations@langhamtheatre.ca.

This work takes a community! We're glad you are part of ours.

Thank you in advance for your growing enthusiasm, support and trust.

*the following timeline is subject to PHO updates and restrictions

As of January 1, 2022

- Production season is cancelled
- The space is closed to the membership and general public
- All staff are mandated to work from home for 1 month minimum. Full wages for January are guaranteed and staff are welcomed to help assess COVID risks and participate in making WorkSafe plan
- Refunds will be given to any ticket holders
- Rental groups may continue, however subject to updated restrictions and priority given to small non-performance based rentals.

January 2022

- Assist directors and producers with communications regarding the cancellation, support production team's needs. Release the theatrical rights for plays.
- Settle up co-production box office earnings for LOST and Until the Flood
- Convene HR committee re: GM hiring process.
- Organize working groups of volunteers/members who have offered to help
- Announce ICA workshop dates
- Check in with all renters
- Check in with folks who have reported past and present harms
- Create covid policy for renters, costume rentals, and a worksafe plan for all staff. (Covid policy re: performances and audiences to come at a later date).
- Adopt a society-wide Code of Conduct
- Update anti-harrasment policy and guiding docs re: conflict resolution. Similarly, establish mechanisms that support the future GM in upholding these policies/values
- Hire administrative support (temp)
- Begin providing membership with monthly email updates (Jan, share timeline and board vision. Feb, update covid policy and report further progress)
- Update website
- Post Board meeting minutes (for Nov and Dec)

February 2022

- Hire a GM
- Provide thorough onboarding process and training for new GM

February - June 2022

- Participate in ICA workshops (open to everyone)
- Convene committees to discuss ongoing anti-racism education and supplemental workshops as requirements for membership and participation
- Convene committee to discuss society reform and long-term visioning for the theatre
- Convene committees for artistic and financial planning of the 2022-23 season
- Support GM in grant writing duties
- Support GM in meeting the membership and community
- Develop robust health and safety policies for all Langham participants (production teams, members, audience, volunteers, staff)
- Commit to taking the Black Pledge as a society
- Make welcoming offers to local Indigenous host nations, community groups, or others who would benefit from access to the theatre or society's resources