

Sideshow Theatre - Concern Resolution Path

Creating a safe and comfortable environment for all members of our team is important to this company. We take concerns seriously and seek to address issues in a sensitive and timely manner.

We have seen in other spaces what has worked and not worked for us as artists in other theatres, so we combined our knowledge and experiences to create this path for you. You can think of this concern path as a concentric circle, beginning with the persons involved in the concerns. Your agency is of the utmost importance to us, and to facilitate agency, you must have options! We have a multitude of personnel with various skills and resources that we encourage you to include if you would like more brains on a solution.

Things to remember: We encourage concerns to be made in writing when possible. Your No is always valid.

If you feel comfortable doing so, we encourage you to first directly address your concern with the individual(s) involved. Open communication can be the fastest path to a resolution. If you are unable to reach a conclusion amongst yourselves, below is a list of folks who have volunteered their time to concern resolution. They all have various facilitation skills and access to the company, so please use our guide below to determine who you'd like to include and when.

NAME: Regina Victor(they/pharaoh)
EMAIL: Regina@sideshowtheatre.org

TITLE: Artistic Director
PHONE #: 5108212847

How they serve: Regina Victor is a producer, director, dramaturg, professor, and actor. They are also a professionally trained facilitator for talkbacks and cultural strategy / EDI. They feel most comfortable being approached about issues of race and gender inclusion, or differences in creative vision and collaboration.

NAME: Brian Pastor (they/them)
EMAIL: brian@sideshowtheatre.org

TITLE: Executive Director
PHONE #: (224) 558-5301

How they serve: Brian is a producer, director, playwright and actor. They have over 17 years of experience in company and artistic leadership at companies including Sideshow, Raven, City Lit, and Promethean. They have training in building safe environments, implementing EDI initiatives, bystander intervention, and company management. They feel most comfortable fielding interpersonal issues (HR), production concerns, equitable and timely payments, and issues of safety and wellness.

NAME: Bo Frazier (They/them)
EMAIL: Bo.Frazier@icloud.com

TITLE: Resident Producer & Marketing Director
PHONE #: (317)840-4387

How they serve: Bo Frazier is a director, producer, deviser, choreographer and theatre marketing specialist. Previously based in NYC and London, they have over 15 years of professional theatre experience and an MFA in Directing from University of Iowa. As a trans, queer, neurodivergent person, they prioritize safe and inclusive work places and rehearsal spaces. They feel most comfortable being approached about issues of gender inclusion, body positivity, dismantling white supremacy, communication styles, collaborative practices, and differences in artistic vision.

A complaint may include allegations of civil or criminal misconduct or liability, and may require legal advice or action. A violation of civil rights should be reported to the Illinois Attorney General:
<http://www.illinoisattorneygeneral.gov/rights/civilrights.html>.

In case of physical emergency or criminal activity, call 911.