

Dear Reader,

With all of your artistic expression and passion, may you find a space to do so safely, always. Art is not just a means of expression, it is a way of life, it is a way of existence—often through work. Work that we are often told to be “grateful” to receive compensation from. This is a falsity. Time is valued. Time spent upon projects is worth money, and the work deserves pay. Make sure that you advocate for yourself.

Leaders of artistic endeavors, whether it be in the form of being a director, producer, organizer, or other hierarchal position of power—please look out for those you have brought onto your project. Please look after those you are charged to lead. And especially, be mindful of the needs and safety for those you employ. It is your responsibility to foster safe spaces. If you have the power to handle other people’s time and money, make sure there is a system of checks and balances from start-to-finish on your project.

How can we all go about safely, advocating for our collective needs? How can we ensure that checks and balances are upheld within all given projects/organizations? Through the utilization of an HR department. Every business needs to have someone to report to, someone to mitigate issues of, and specifically, someone to protect those not in positions of power from abuses of power, should that occur. It is imperative that we treat the arts as we do all businesses. For, no matter how much the amount of compensation received is, money is exchanged within every artistic endeavor at some point. Every project and organization requires money and funding. Therefore, every artistic project/organization is a business, and it is high time we start acting like it. Make HR departments a fundamental part of your structure. It is imperative that you do so for every person on your team.

Please, treat your project/organization with the integrity it deserves, and the respect those within it deserve, too: hire an HR representative today. Specifically, a third party HR source. This will give unbiased representation for all.

Too often we read of the horrors that can go on in an un-checked system. Horrors that happen after the fact, for there was no system of checks and balances. Prevent this from happening within your own safe space. Make sure they are safe for all. For when there is no sense of safety, there is no chance for success. We must all look out for one another. We must all be held accountable. And we owe it to ourselves within our profession to run ourselves like a business.

Hire a third party HR for your project/organization today. And everyday thereafter.

Thank you,

Adam Griffin

Founder of 1492problems:

*An organization determined to fix American injustices and hypocrisy, to protect and foster a thriving community here in the states. We may currently have 1492problems, but together we can stay ahead of the problems we face with 1493solutions.*

