



Dear Creative,

I want to speak to you directly. First and foremost, I stand with you. Let us set an intent. 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 work. Work that we are often told to be “grateful” to receive compensation from. Working in the arts is a business, and it is time we run them like one. If you are not being advocated for, we stand with you to make sure that you advocate for yourself and your team. That begins with asking, “where is HR?”

Leaders of artistic endeavors, whether it be in the form of title, such as director, producer, organizer, or other hierarchal position of power, or through privilege, the ability to speak up for yourself and others—please look out for those you work alongside you on this creative project and in this creative space. Please look after those you are charged to lead. It is your responsibility to foster safe spaces. Please make sure there is a system of checks and balances from start-to-finish on your project. We must plan for worst case scenarios. Be prepared. Hire an accredited third-party HR representative and make sure each person on your team knows the name and contact information to directly speak with that HR rep.

Why is HR necessary in your project? Simply, put **accountability**. Should problems arise, whom will mediate? A big question, with a simple beginning answer: the utilization of a third-party HR representative. Every business needs to have someone to report to and someone to mitigate issues of should they arise. Specifically, someone to protect those not in positions of power from potential abuses of power, which we both agree should not occur. Please, make HR a fundamental part of your business structure. It is imperative that you do so for every person on your team. Too often we read of the horrors that can go on in an un-checked environment. Horrors that we hear about after the fact. Things that should have been prevented. This can happen when there is no system of accountability. Prevent this from happening. Make sure you have a safe for all. We must all look out for one another. We must all be held accountable.

Please take **action**: hire an HR representative for your project/organization today. And for everyday thereafter. May this serve as a source of encouragement for that. We need HR.

With a system of accountability, and action in place, all can safely focus on their **art!**

Thank you,

Where is HR?

A Community Initiative

“It is time for creative spaces to be safe spaces. Accountability. Action. Art.”