

Slingsby Environmental Plan

Touring is as a major contributor to the carbon emissions output of the performing arts industry. For Slingsby, we are taking steps to address this and see this as a major opportunity to do better. Slingsby is committed to tackling the climate emergency and being active in protecting the environment by creating real, sustainable and measurable change. We will aim to reduce emissions across organisational and touring activities and continue to develop goals and targets for bold climate action. This plan includes key goals and targets for emissions reduction and sustainability.



EMISSIONS
strong and credible
net zero commitments



WASTE
landfill, recycling,
composting



TRAVEL
ground transport,
air, freight



ENERGY
industry switch to
renewables



ADVOCACY
support climate action
and environmental
campaigns



MONEY
divest from fossil fuels
and finance solutions

Green Touring Model

1. Measure emissions (remove, redesign, offset)
2. Set goals
3. Pre-tour planning
4. During tour (transport, food choices and waste, linked to methane)
5. Post-tour (set repurposing, measuring emissions, offset where/when necessary and affordable)
6. Report and set future targets

Slingsby emissions reduction and sustainability goals

Targets from 2023 – 2026 (development)

1. Emission: Roadmap towards Climate Positive Impact

- Measure emissions across organisational and touring operations
- Set emissions reduction targets across key operations (energy, waste, procurement, food, and travel)
- Offset unavoidable emissions and reach net Climate Positive position by 2040
- Set climate targets that go beyond emissions reduction, to incorporate social, political and financial factors for overall planetary health

2. Accelerate decarbonisation

- Eliminate the use of fossil fuels & pursue a low-carbon economy in all operations & partnerships
- Align targets with United Nations Sustainable Development goals
- Electrify vehicle fleet for all owned and operated cars and ground transport
- Procure 100% renewable energy under Slingsby's control
- Align financial institutions and investments with a safe climate future

3. Climate Advocacy and Circle of Influence

- Partner with organisations adopting ambitious climate action goals and emissions reduction targets
- Share resources and knowledge with other arts organisations to support sector transitions and collective emissions reductions
- Actively include works that address the climate crisis and advocate for industry change through campaigns, artists, stakeholder and audience awareness

4. Regeneration

- Include \$ donations from tickets towards emission reduction and sustainability initiatives
- Include regeneration projects and community engagement within organisational and touring activities
- Consultation with local First Nations elders where possible, and continue to work with and program works with First Nations focus

5. Zero Waste

- Office, venues and touring activities to contribute zero waste to landfill by 2026
- Work with all owned and operated venues to phase out single-use plastics by 2026
- Implement green riders and zero-waste touring policy

Guiding Principles

Catalyst for transformation - the impact on place, on audiences & participants, on the creative delivery team and on the ways of working.

NB: The following Guiding Principles were established through a workshop held at Slingsby's Hall of Possibility on July 19, 2023.

Facilitated by Angelique Edmonds.

Participants: Beck Pearce, Andy Packer, Quincy Grant, Ailsa Paterson, Wendy Todd, Karl Telfer and Dave McLean [via Zoom]. Chris Petridis [absent from workshop/contributed responses pre workshop].

A Concise Compendium of Wonder will:

1. Be inspirational

We want our work to inspire our team and all who encounter the process and performance of the work. We want the work to hold the possibility of inspiring heart led imagination.

To enable this, at each stage we will ask ourselves:

- Does this inspire us?
- Will it be inspirational to others?
- Does it ignite Agency? (Audience will have an experience of regenerative practice by engaging with the show- we want this to inspire them sufficiently to allow themselves to be vulnerable, to let go of pre-programmed assumptions and be open to different ideas/ways of being and to feel their capacity to be part of the solution)
- Does it generate value? (beyond \$ financial measurement of value)
- Does our work grow regenerative capacity?
- Does our work support the manifestation of latent potential?
- Are we seeding and leading by example to demonstrate new ways of production and delivery e.g Careful material selections considering upstream supply chain + models of circular economy?
- Are we seeding and leading by example to demonstrate new ways of engaging and transforming audiences' experiences of the value that live performance can offer (beyond \$ transaction).

2. Promote connectivity

We want our work to ignite and inspire people's remembering of their interconnectivity with nature, with one another and the story of place. Remember our collective interconnectedness.

To enable this, we commit to:

- Always follow protocol for arriving on country + seek to engage with and understand the story/stories of that place + seek to contribute to planting on country as appropriate.
- We will listen for what level of recovery the community are at- physically, emotionally, mentally or as a reflection of the nervous system of the community and respond accordingly.
- In responding to the perceived needs in community we will ask: does our proposed action/process **forge** connection. Does it **seed** connection? Does it **support** connection?, Does it work to **sustain** connection?, Does it **repair** connections?
- Appoint/nominate/invite an appropriate person as the conduit point of communications and contact in community where we will deliver the show- a role we see as the gardener/heart centre for coordination of relationships in place + ongoing custodianship of project communications.
- Offer a model of working with local Council and NGOs in community where we tour e.g present a "menu" of possible (value add) engagement projects to select from. They would need to commit \$ or in-kind resources to run these but we could support with our production process/performance and expertise subject to their commitment.
- Seek sufficient resources for a local project to continue.
- Innovating what the 'Show Program' might look like and what events/experiences it might include (e.g., connecting audience members to one another through scheduled sharing + facilitating opportunity to celebrate the stories of the places and communities we visit on tour).

- APPENDIX 3 - (cont)

3. Embody mutual benefit

We want our work and its delivery to embody mutual benefit. This is framed by recognizing exchange of energy beyond a financial transaction and listening for the value that is generated and shared. It embodies respect for the importance of relationship + reciprocity.

We will ensure delivery of this by:

- Remembering experience is always a mutual energy exchange (e.g., reserve 10% ticket base for locals who contribute to facilitating the production or engagement in community).
- Listening for where people perceive value in both the process and the outcomes.
- Listening for what elements [resources] people/ community can contribute or **give** AND what people/ community would like to **get** or experience that is of value to them.
- Asking: Is this moment nested in a greater benefit over time? For others? For broader places/community? (i.e. can the value multiply- could we try to ensure it does?)
- Since Slingsby as a theatre company can't be responsible in the longer term for all projects that are seeded as outcomes of A Concise Compendium of Wonder, we will maintain care and connection via communication with the local "gardener/heart custodians" who will ensure a support network is in place to maintain care and carriage of those projects.
- As we have on other projects, we will seek to extend networks between communities and places where possible to ensure a network of connectivity between Slingsby and a collective of gardener/heart custodians in different places- inspired by the model of mycelium's interconnection for collective nurturing.

4. Be a Catalyst for transformative momentum

We want our work to awaken creativity and possibility for ourselves and for others and be a catalyst for momentum in the transformation toward more regenerative and nourishing ways of living in this world.

To enable this, we commit to:

- Be bold and courageous with new design ideas.
- Asking of our actions:
 - Does it seize the opportunity to innovate?
 - Does it ignite agency?
 - Does it carry momentum?
 - Does it support transformation toward new ways of being, living or acting creatively in the world?

- Asking **who we want to be** as the foundation for our work, rather than leap into the 'doing' of business as usual.
- Asking, who else could it be powerful to bring with us on this journey? (to learn from our process and spread the adaptations).
- Asking ourselves if we are expanding our reach beyond normal practices?
- Asking ourselves how can we connect with the audience more deeply?
- Asking ourselves; Is the story of change we are making as a company – visible? and how can we share this part of the story to inspire + catalyse other's agency + commitment to change.

5. Nourish the Generators

Given the ambition of this project, and our desire to embody regenerative practice in our ways of working as well as by demonstration in storytelling - we will ensure we nurture the team who generate the value of A Concise Compendium of Wonder.

To enable this, we commit to:

- Family friendly scheduling
- Sharing food together + bringing our families together
- Nurturing trust, safety and support at work so people can bring their whole self to the project. We acknowledge that a new way of working will involve challenge, personal transformation + development.
- Remembering that we cannot alone hold or solve the larger issues we have identified and are seeking to address. Nonetheless, we nourish ourselves through our collective commitment to innovatively find new ways of working, connecting, and sharing the experience and wonder of theatre.
- We trust that the ripple effect of our efforts will have significant broader impact and we'll support each other to remember this inspiration to bring us full circle and ignite us with wonder when navigating difficult sections of the journey.