

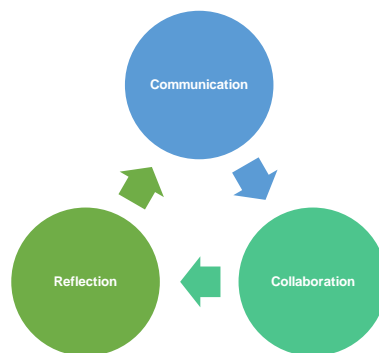
WIGS, HAIR & MAKE-UP

A PRODUCTION & DESIGN METHODOLOGY

Our Guiding Principle

This methodology has been written up to aid empowerment and sustained change for performers and WHAM teams through an increase in representation and preparedness that generates safe spaces for conversation and practice in the context of diversity, equality and inclusion.

Making it Happen: Being based on a simple 3-step cycle, the methodology can be adapted to the size and resources available to each production or organisation. The steps should be integrated into the existing production workflow and enjoy a constant stream of engagement.



COMMUNICATION

Allocate point of contact from WHAM team dedicated to performers / company for the duration of production activities. (Could be HOD, Supervisor or Dramaturg.)

WHAM HOD / Supervisor / Dramaturg to be part of model box showing and design briefings.

- Showing to include WHAM approach to design concept and aesthetic.
- This may require staff to be hired earlier than usual and be budgeted in.
- Lighting Design to ensure that WHAM has been considered, and the storytelling concept shared with consideration around effects on character design through the medium of hair & make-up.

Pre-production WHAM specific explorations.

Specific space and time to be scheduled in for sharings and discussions with:

- **Designer(s)** (Passing on design details to WHAM team is HOD / Supervisor responsibility)
- **Costume Dept** (to ensure cohesion and collaboration in terms of concept and practical connections, as well as scheduling of fittings ect)
- **Performer(s)** (could be in early WHAM fittings or built into a company team building exercise on the first day of rehearsal)

<p>Appreciative enquiry framework group activities that include performers and production staff at the beginning of a project could be a great way to build a collective safe space for mutual understanding and discussion.</p>
<p>Define structure and format for regular check-ins and place them into rehearsal and show schedules.</p> <p>This is to build an active relationship between WHAM and performers throughout the production.</p>
<p><u>COLLABORATION</u></p>
<p>Compose a framework of collaboration between designer, performer and WHAM team for each production:</p> <p>The casting team could present their hiring decisions to the full company as a way to frame their intentions. The framework shall be an outline of approach to the collaborative production process between designers, supervisors and performers.</p> <p>Allocated person(s) to research related themes to be presented to the full company. This role could be taken by a 'WHAM Dramaturg' and needs to be in collaboration with the Director.</p>
<p>List and share key themes to be researched and presented to the company and production team before rehearsals commence.</p>
<p>Company presentation of the character world and WHAM design concept that the production is set in. (Director and Designer driven)</p> <ul style="list-style-type: none"> • Relation to historical setting • Cultural context • Social context
<p>Company to create a working definition of the culture of the production itself.</p> <ul style="list-style-type: none"> • Words that can be used: (Performer and WHAM driven) • Words to avoid: (Performer and WHAM driven)
<p>Production Agreements:</p> <p>Define parameters and expectations for the designs in relation to WHAM resources, timings, techniques. The use of the Performer Profile document in the article can be used as a foundation of this step.</p> <p>(Document can be found on ABTT WHAM pages)</p>

<p>This could include conversations about:</p> <p>Use of own hair (O/H), options of colouring hair, use of facial hair and how it needs to be maintained throughout the production, if hair can be coloured or have hair added for personal requirements during the production, anticipated use of wigs/hair pieces and how they can be attached.</p>
<p><u>REFLECTION</u></p>
<p>Post-production feedback to be sought from WHAM and performers; this process shall be supported in the most appropriate format. (in person, in writing or remotely)</p>
<p>Themes to consider:</p> <ol style="list-style-type: none"> 1. What worked well and what could have been better in terms of WHAM 2. What are the lessons learnt to be taken forward 3. How can this be integrated into the production process 4. Are investments needed to effect change
<p>Content to be discussed between Artistic, Technical and Production teams for reflection and action.</p>
<p><i>Our commitment:</i></p> <ul style="list-style-type: none"> • <i>This is a living document that is intended to be updated in line with discussions and developments in industry, society and education</i> • <i>ABTT WHAM's mission is to encourage a standard practice and understanding across industry that deepens reflexivity and openness to each other's perspectives and shared knowledge</i> • <i>We will continue to develop this document in collaboration with you, as we learn how to best enable change and empowerment as an inclusive practice</i> • <i>You can find it as a downloadable resource on the ABTT WHAM pages (do check in for updates)</i>



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