

I believe that care in general is very important and is particularly important in performance-making. Unfortunately it's not something that is regularly practiced

here and I am involved (in a tiny way) at CITRUS because the group has like-minded, caring people involved who are trying to improve on the scene

care is important to me because i've seen the impact of a lack of care and how long-lasting and devastating it can be on people - rosie

There was a period of time where I felt very unsafe and afraid about working in the arts, having experienced harm, and witnessing the lack of any safeguards or support.

Joining CITRUS practices has been both empowering and enlightening for me, and I'm so thankful to be a part of it. 'Care' to me is about recognising how our well-being is not secondary to the work we do.

We need each other to thrive, and we can support one another. There's just no other way forward/to move through the world to me as extreme as that may sound~ :) - Jac

Prior to the "Making Performances with Care" workshop (Sept 2020), I had already been collaborating extensively with Gua Khee and Bernice on other adjacent artistic projects,

and together we had many convos about care and intimacy practices and their intersection with our work. This felt closely aligned with my own research that examines criticism as care work, as well as...

my roles of facilitator, educator and dramaturg, where I am heavily influenced by Joan Tronto's ethical elements of care: attentiveness, responsiveness, responsibility and competence.

To me, care extends beyond the support & attention we offer to local networks to think about regional and international solidarities with marginal/overlooked communities resisting injustice. (Corrie)

I was excited to join CITRUS practices because up until previously it had been difficult to understand why I felt like my field was 'toxic', and once I learned about care and began practicing

it with the other members of CITRUS, I learned many more concrete ways to assume and judge less and support myself and others more - eli

Why did you choose to be part of CITRUS practices / Why are you in CITRUS practices? Why is 'care' important to you?

I believe in working in feminist and queer ways. More than just delivering outcomes, care for my collaborators, care for the creative process and attentive care to all aspects of an arts project is important to me. -KC

I'm in CITRUS because I care (haha) about sustaining and growing these conversations around care to the point that

caring about care within the artmaking process is normalised (and hopefully the same goes for our personal lives as well), for the sake of everyone's wellbeing! - gk



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I feel less afraid about articulating my anxieties and boundaries for the work I do here. In other contexts, it is hard to know how your concerns and refusals might be received. (Corrie)

When I know that I can express my struggles without fear of judgement, and because I feel excited and supported even when things get hectic or busy. - Jac

I know that my opinions and suggestions are taken seriously by my fellow team members.

I believe that I've much agency in contributing towards CITRUS, and not merely to fulfill a certain role or scope. -KC

How do you think/feel/know care is practised in CITRUS's work processes?

the way the emails are worded, the respect that each practitioner in CITRUS has for each other, for others, and for their art form, that I am "allowed" to participate as much as I am able to - rosie

Asking for help is encouraged, regular check ins happen and people are always asking if each other has too much work to handle. There is a constant attention to how the work is shared. -eli

having it explicitly articulated that we are welcome to show up in conversations and meetings as we are, and then seeing how people take this up

+ how other people respond in turn with empathy and understanding (including making offers to e.g. hold space after the meeting ends if helpful etc.) - gk





I really love how we've tried to balance having clear meeting agendas but also are okay with having moments of silent thinking within them. I also love it when people express that they're not

doing super well and there is no awkward non-response but rather, a genuine concern and an understanding that its normal and okay to be not functioning at 100% all the time. -eli

I think it's the simple things like taking the time to check in on people, even through emails!

And what's really surprising for me is that we've managed to keep things going even despite the fact that most of us have day jobs/busy schedules

I love how we communicate with lots of mutual encouragement, well wishes--and emojis! We make an effort to create a genuinely friendly and positive atmosphere to work in. -KC

What has been most exciting or energising for you about the way we work / interact with each other at CITRUS practices?

Has anything surprised you about the way we work / interact with each other at CITRUS practices? Why was it surprising?



I'm really enjoying how everyone is very vocal about their thoughts, concerns and perspectives at our meetings, which to me suggests that people feel safe at CITRUS practices?

I also really love how different people quite organically step up and run with things for various 'to-dos' as needed, which makes me as part of CITRUS practices feel v. well cared for (:

The meticulous attention paid to each and every detail of the LoC workshops. -KC



Another thing I also deeply enjoy is that woww there's such a diversity of ways of working and communicating in the group, so I'm learning a lot as a practitioner, which is very personally fulfilling for me! - gk



I think at the beginning it felt a lot more tough for me to do things like voice out confusion, discomfort and differing opinions just because I generally had issues with those in life.

The times that felt the hardest was when I sensed that there was some tension or confusion but no one was raising any questions or needs. When people started asking about what others needed,

it felt like a gate had opened and we were happy to do the work to find the best ways of communicating and organising things.
-eli

The beginning was difficult for me because it felt like anything and everything was possible, and this degree of openness can sometimes be a bit paralyzing for me?

So I think it was v helpful when we decided to embark on the Library of Care project, because it helped to focus our energy and also organically led us to formalising some working structures
~* - gk

What has been most difficult or challenging for you about the way we work / interact with each other at CITRUS practices?

What's been challenging for me is that we've had to work mostly online/remotely, which makes it hard to really sense/feel each other, and also make time for adjacent/tangential conversations.

I second this! Because the group is quite large, we've just not really tried to organise in-person gatherings for everyone's safety, but in retrospect I wonder if we could have tried organising smaller socials / online hangouts - gk

To be honest, it took several weeks for me to figure out the digital tools like Discord, Google Jamboard and that productivity/task platform (forgot the name) which we trialled and eventually gave up on.

Even till now, I sometimes struggle with the small font size on Jamboard and Discord. I can feel my age! -KC



I think I try and do collective care practices for every project that I have an organising role in now. It doesn't always turn out very effectively, but I think it matters to people that their wellbeing is a priority.

I've also learned the importance of giving enough context, and how helpful access guides are for everyone. -eli



I now give myself more time to craft up more thoughtful + sensitive emails. I've also grown more conscious of giving the recipient a degree of agency in how I phrase things. - ky

I think the deep exploration and experimenting with care practices in CITRUS is something that has expanded my thinking around 'ways to care' - apart from care practices during rehearsals, meetings etc.

+ across various other aspects of working together, I'm now also thinking about how to approach/reframe social media or 'marketing' etc. as spaces where we can extend care - gk

Have your experiences with CITRUS practices shifted/started to shift anything for you? (e.g. the way you work / interact in other projects etc.)

Yes, I've applied CITRUS' ways of working to my 'dayjob' in an arts institution. I've learnt to prioritise well-being throughout the stages of a project.

And to constantly express appreciation towards my colleagues' labour, especially when we are all working remotely under the difficult conditions of covid. -KC

Through this, I have become much more interested & invested in disability & access structures! This began as a passion for documenting and led to training as a speech-to-text interpreter...

and gaining much more knowledge about the D/deaf community and disability in SG. I've been incorporating these practices in my own projects I organise, and it's exciting to see...

the people involved in these projects take up some of these care ethics & approaches to implement in their own work. Like a veritable mushrooming of care practices! (Corrie)

These practices include: attention to multilingual environments & interpretation, clear contracts and timelines, regular check-ins and decompression, fair remuneration for work done.



Oh my, I wish we were able to create something big enough to impact the way the major stakeholders run their policies, like a policy campaign or a care-auditing org haha

But on a more practical note, I hope CITRUS is able to sustain as a community of people who can do and talk about care in the arts and beyond. -eli

What desires/dreams do you have for CITRUS practices in the near or far future?

I hope care is not dismissed as something that shortchanges or dilutes the experience of art, but something powerful that can underscore and enrich difficult and challenging work. (Corrie)

I would love it if there were processes in place to avoid or address the "whisper networks" we have in the Singapore arts scene,

an invisible, whispered list of people to avoid working with because of toxicity, power imbalance, abuse, harm done, etc. (Corrie)

gk: that we find ways to keep engaging with each other in the working group and also the wider community, in ways that are pleasurable and generative and expansive for us!

this could look like doing projects, but it could also just look like dream-read-chit-chat sessions (from which projects could emerge), but what ultimately feels most important to me is that we are in relationship together!

Become a registered arts company with regular and stable sources of funding.

I believe that would enable us to advocate for care in the arts in the long scheme of things, rather than a project that expires when our passions and energies run dry. -KC



I want to write and collate another chapter on environmental justice or intersectional environmentalism for the Library of Care hahaha but at my own slow sloth pace hurhur

I want to bring people who find care rare in their life to come together and do something fun and nourishing on a regular basis. I've heard from therapist friends that for some people, there is just a lack of care in their

lives and its hard to make friends who are knowledgeable about deep listening and excellent at empathy. If there was a way to teach people these skills through play or practice, that would be so cool. -eli

I really want to find ways to introduce the porosity that I enjoy about CITRUS practices into other spaces and communities I'm in -

how do we reshape conditions in these spaces so that people feel welcome to show up in all the different ways they want to / can? - gk

What desires/dreams do you have for yourself in the near or far future? (this can be in relation to the working group, your own care practices, or something else altogether!)

I like to learn how to be more bold, confident and articulate in voicing my opinions; against the status quo and powers that be who are directing/regulating the Singapore arts sector. -KC



How can we work towards producing something like Safe Sport SG for the arts? -eli

<https://www.safesport.sg/>

gk: What do we need to support ourselves as we engage in care practices? What do we need to support other people to engage in care practices?

Also, here's what Augusto Boal said in reply to being asked 'what do you still hope to accomplish?'

I hope so many things. I hope so many things. I always say that we are always looking after a dream. And we know that a dream is a dream. But that's the function of a dream, is to be a dream. It's not to be – not to get there.

You have to have always a dream.

[...] There is a poet, a Spanish poet, Antonio Machado, who says, "The path does not exist. The path, you make by treading on it. By walking, you make the path."

So we don't know where the path leads, but we know the direction of the path that we want to take. That's what I want, and not to accomplish, but to follow, until I can't.

^ this! (B) how to institutionalise some care practices and/or make institutional change

Is there anything else you'd like to add? (e.g. questions you'd like to offer to the working group or the audience reading this?)



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