



Template

Mental Health Tour Rider

This rider serves as a general template. Consultation with legal and mental health professionals is advised to customize it according to your tour's specific needs and regulations. We appreciate that these items may seem utopian and unrealistic for current touring reality. This is an example of an IDEAL starting place. Amend and adjust as you see fit. Brainstorm other ideas with your teams and management. Share generously and steal shamelessly. We're all in this together.

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1. Purpose and Intent (Our Commitment)

This Mental Health Rider is an integral part of our commitment to prioritizing the well-being of all individuals participating in the live music tour. It outlines the provisions, resources, and support designed to uphold positive mental health throughout the tour. The show's success relies on the health and well-being of artists, crew members, and support staff. By implementing this Mental Health Rider, we reaffirm our dedication to fostering a tour environment that prioritizes mental health, promotes a supportive atmosphere, and acknowledges the significance of everyone's well-being.

Set the tone and expectations for all tour members through clearly stating the intention of the rider.

2. Mental Health Support

a. Designated Contact: A designated individual will be available to address mental health concerns during the tour, maintaining confidentiality and guiding individuals toward available resources. This contact is trained in Mental Health First Aid.

b. Counselling Services: Access to licensed mental health professionals will be provided for artists, crew members, and staff needing confidential counselling and support. For extensive tours, having an on-tour counsellor or medical doctor is recommended. Additional support may be arranged for mental health concerns, grief, or addiction recovery.

c. Every tour should have a copy of [Touring and Mental Health: The Music Industry Manual](#) in catering and production offices.

Make it easier to reach out when help is needed by identifying a trained contact and other local professionals.



3. Work Environment

a. Reasonable Workload: Efforts will be made to ensure manageable work schedules for sufficient rest and recovery time.

- Maximum of five show days per week
- Artists: maximum 8-10-hour workday
- Crew: minimum 7-hour sleep/24 hours
- Travel and press days are considered working days, not days off.

b. Wellness Spaces: Dedicated areas will be provided for relaxation, meditation, and mental rejuvenation to encourage self-care during the tour.

- Healthier green rooms with non-alcoholic beverages and healthy eating choices
 - » E.g. 2 6-pack Corona 0%; various flavours of kombucha; 2 bottles of Elderflower seltzer; fresh fruit and vegetables; nuts and seeds; hard-boiled eggs and chicken wraps (tailor to artist/crew preferences).
- Improved lighting and seating options.
- Presence of live plants (or even good fake ones).
- In-room amenities like vocal steamers, aromatherapy diffusers, board games, ping pong table, and books.
- Access to massage, physiotherapy, acupuncture, and reiki.
- Encouragement to spend 20 minutes outdoors for fresh air daily.
- Access to exercise equipment or gym.
- Information for local 12-step meetings and other support services.
- Ensure local access to medications and ad hoc clinical care.

c. Open Communication: Foster a culture of open communication, encouraging team members to express concerns or stressors they might face. Develop these skills for all people managers.

d. Flexible Breaks: Schedule adequate breaks to prevent exhaustion and support mental well-being (refer to 'a' above).

- Emphasize the importance of sleep and rest as non-negotiable human needs.

Be specific about what will make a healthier work environment, especially rest and wellness spaces. This includes food, drink, activities, and materials. Ask members what they want or ask a mental health consultant for ideas.

Provide learning and development opportunities to learn constructive communication skills, including giving feedback and direction, and conflict resolution.

Ensure breaks are built into the schedule and stick to it! Errors, accidents and illness are more costly.



4. Education and Awareness

a. Workshops and Seminars: Conduct interactive sessions covering mental health topics such as stress management, self-care practices, identifying signs of distress, and transitioning on and off tour. Consider Mental Health First Aid training as mandatory for crew leaders and managers and provisional for anyone interested.

b. Resource Materials: Provide information on mental health for tour participants to reference.

- Display crisis hotline numbers prominently.
- Share on-site injury prevention tips.
- Display breathing exercises to manage stress and anxiety during work hours.
- Display Mental Health Continuum and Mental Health First Aid steps prominently.

People need to learn new ways of working. Invest in training, development, and practice on the job.

Mental Health First Aid helps mitigate worsening of concerns and triages to necessary professional care.

5. Confidentiality and Non-Discrimination

a. Confidentiality: All discussions related to mental health will be treated with the utmost confidentiality and respect.

b. Non-Discrimination: No individual will face discrimination or adverse consequences for seeking mental health support or disclosing their mental health status.

Earning and maintaining trust and respect is critical to the program's success.

6. Emergency Protocol

An emergency protocol will be in place to provide immediate access to appropriate assistance and intervention during a mental health crisis or emergency.

Ensure you are able to provide help when needed most with clear direction and contact information.

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If you or your team have any questions, please reach out [here](#). We are here to support all members of the Canadian music industry as we work towards healthier tours for all.

