



**LA MAMA**

**SUSTAINABILITY ACTION PLAN  
2021 - 2024**





## LOOKING TO THE FUTURE WITH A GREEN LENS

*As a theatre that has always stimulated both visionary conversations and practical action, La Mama is committed to reducing our environmental impact and setting an example in our community with our energy use and waste management practices.*

We have identified three key areas of action:

- \* Make our two venues more sustainable
- \* Make our office practices more sustainable
- \* Educate audience, artists and staff about environmental priorities and advocate for sustainable thinking



# 1.

## **MAKING OUR VENUES MORE SUSTAINABLE**





# LA MAMA THEATRE, 205 FARADAY ST

Following the devastation of the fire in May 2018 which completely gutted the building, La Mama Theatre is to be rebuilt with a green lens. Architect Meg White's eco-conscious plans include: double glazed windows, structurally sealed, state of the art insulation, solar panels, compost, water tanks, efficient heating and cooling. These new features will make the heritage-listed building more sustainable whilst maintaining its unique character.

The 'Responsibility' column indicates leadership roles where applicable, however all La Mama staff will embrace the responsibility of each action.

Area	Improvement	Responsibility	Required Action	Progress Update
Energy	Renewable and greener solutions	Architect and Project Manager/Company Manager, solar panel installation team	Install solar panels	In progress. Rebuild complete by 2021.
Energy	Be more energy-efficient	Architect and Project Manager	Rebuild will include double glazed windows, state of the art insulation, structurally sealed, installation of an efficient heating and cooling system.  This will significantly reduce the need for using a heater or air conditioner.	In progress. Rebuild complete by 2021.
Energy	Reduce Heating and Air Conditioner use	All staff members	Sustainability Officer and House Manager to ensure that the heater or air-con is only being used when necessary, and that it is switched off after the office working day.  FOH are in charge of this during evening performances.	To be actioned 2021 – 2024.  (In progress at La Mama Courthouse).
Energy	Combination of LED lightbulbs and conventional lightbulbs.	Technical Manager	Install combination of LED lightbulbs and conventional lightbulbs.	In progress. Rebuild complete by 2021.
Energy	Use greener energy supplier	Sustainability Officer	Switch to Powershop	To be actioned with new building 2021.
Water	Reduce water usage	Architect and Project Manager	Install water tanks.	In progress. Rebuild complete by 2021.
Recycling	Reduce waste	House Manager and Sustainability Officer	Create a clearly-labelled, comprehensive recycling station.	To be actioned with new building 2021.



Garden	Create 'green spaces' throughout the new space and courtyard	House Manager and Sustainability Officer	Plant a small vegetable patch and herbs, encourage staff and artists to use produce.  Indoor plants, window box plants.  Repurpose jars, bottles, tins etc as pots for small plants.	To be actioned with new building 2021 - 2024.
Garden	Create 'green spaces' throughout the new space and courtyard with a focus on indigenous and remedial plants	Sustainability Officer	Research indigenous plants and remedial benefits of plants.	To be actioned 2019 in preparation for planting in 2021.
Garden & Recycling	Reduce waste and create a more sustainable environment	House Manager and Sustainability Officer	Create a composting system and ensure staff, artists and audience understand the system.	To be actioned with new building 2021 - 2024.
Bar stock	Reduce waste and food miles. Support local businesses.	House Manager with support from Sustainability Officer	Continue purchasing bar stock from local, sustainably-minded businesses.  Research local and sustainable alternatives for the small number of plastic-wrapped chocolate bars we currently purchase and sell.  Cease purchasing and providing any snacks in plastic.	In progress at La Mama Courthouse. To continue with the new building's opening in 2021 – 2024.  In progress.  To be actioned 2021. To continue 2021 – 2024.
Green purchasing – launches.	Support local, sustainable businesses.	Sustainability Officer House Manager	Sustainability Officer to research options for small organic, local grocer for food for launch.  All launches to have only vegetarian food to reduce our carbon footprint, encourage sustainable food choices and be inclusive for all audience.  All launches to be plastic-free, food prepared with organic, local ingredients.	Research to be actioned 2019.  To be actioned 2020. To continue 2021 - 2024.



# LA MAMA COURTHOUSE, 349 DRUMMOND ST

Renting the Courthouse theatre on Drummond Street from Working Heritage requires additional research and creative solutions. We are deeply committed to reducing our own environmental impact and influencing the wider community to make sustainable choices and working with Working Victoria to make more sustainable structural changes where possible.

Area	Improvement	Responsibility	Required Action	Progress Update
Energy	Renewable and greener solutions	Company Manager, Working Heritage, Sustainability Officer	Company Manager and Sustainability Officer to revisit the potential of installing solar panels with Working Heritage.  Sustainability Officer to conduct further research if required.	To be actioned 2019, in preparation for the potential of installing solar panels 2021.
Energy	Reduce Heating and Air Conditioner use	All staff members	Sustainability Officer and House Manager to ensure that the heater or air-con is only being used when necessary, and that it is switched off after the office working day.  FOH are in charge of this during evening performances.	Actioned. To continue 2021 - 2024.
Energy	Combination of LED lights and conventional light bulbs.	Technical Manager	A percentage of lightbulbs replaced with LED globes when blown.	In progress. To continue 2021 - 2024.
Energy	Use greener energy supplier	Sustainability Officer	Switch to Powershop	Actioned. To continue 2021 – 2024.
Water	Reduce water usage	Company Manager, Working Heritage, Sustainability Officer	Company Manager and Sustainability Officer to discuss the potential of installing recycling-water toilets and water tanks with Working Heritage.  Sustainability Officer to conduct further research if required.	To be actioned 2019, in preparation for the potential of installing solar panels 2021.
Recycling	Reduce waste with a more clearly-labelled and comprehensive recycling station.	House Manager and Sustainability Officer	Sustainability Officer to create signs to distinguish between the bins.  Sustainability Officer and/or House Manager to continue recycling any soft plastics at Woolworths.	To be actioned 2019. To be continued 2021 – 2024.  In progress. To continue 2021 – 2024.

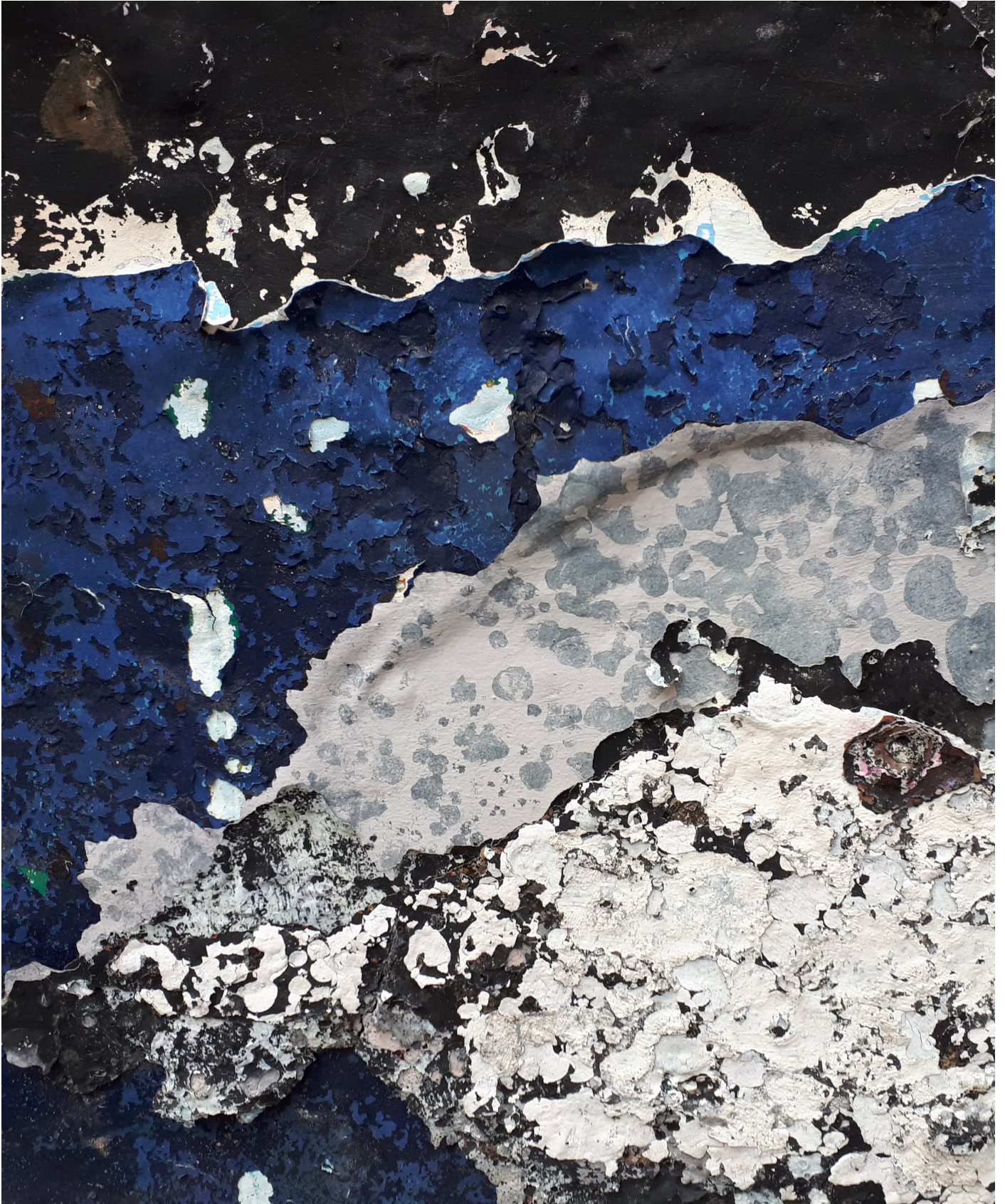


Garden + Recycling	Create 'green spaces' throughout the foyer (currently our temporary office), courtyard and artists' space. 'Green spaces' to feature indigenous and remedial plants.	House Manager and Sustainability Officer	<p>Plant a small vegetable patch and herbs, encourage staff and artists to use produce.</p> <p>Repurpose jars, bottles, tins etc as pots for small plants.</p> <p>Indoor plants, window box plants.</p> <p>Research indigenous plants and remedial benefits of plants.</p>	<p>In progress. To continue 2021 – 2024.</p> <p>In progress. To continue 2021 – 2024.</p> <p>In progress. To continue 2021 – 2024.</p> <p>To be actioned 2019. To continue 2021 – 2024.</p>
Garden	Reduce waste and create a more sustainable environment	Sustainability Officer	<p>Sustainability Officer to research possibilities of small compost.</p> <p>Compost system implemented. All staff, artists to use compost.</p>	<p>Research to be actioned 2019.</p> <p>To be actioned 2020. To continue 2021 – 2024.</p>
Bar stock	Reduce waste, food miles and support local businesses	House Manager with support from Sustainability Officer	<p>Continue purchasing bar stock from local, sustainably-minded businesses.</p> <p>Research local and sustainable alternatives for the small number of plastic-wrapped chocolate bars we currently purchase and sell.</p> <p>Cease purchasing and providing any snacks in plastic.</p>	<p>In progress. To continue 2021 – 2024.</p> <p>In progress.</p> <p>To be actioned 2021. To continue 2021 – 2024.</p>



**2.**

**MAKE OUR OFFICE PRACTICES  
MORE SUSTAINABLE**





**Since the fire, our office has been operating out of the foyer of La Mama Courthouse. Our office will return to the new space at La Mama Theatre in 2021.** Currently we use 100% recycled paper for all printing and reuse paper printed one-sided for book-keeping. Our computers and printer are second-hand. We are working towards being paper-free for all book-keeping, significantly reducing our printed collateral for shows and not buying any office materials that contain plastic 2021 – 2024.

Area	Improvement	Responsibility	Required Action	Progress Update
Energy	Reduce Heating and Air Conditioner use	All staff members	Sustainability Officer and House Manager to ensure that the heater or air-con is only being used when necessary, and that it is switched off after the office working day.  FOH are in charge of this during evening performances	In progress. To continue 2021 – 2024.
Energy	Use greener energy supplier	Sustainability Officer	Switch to Powershop	Actioned. To continue 2021 – 2024.
Paper consumption	Paper free book-keeping. Use electronic filing systems.	Company Manager, Office Coordinator/ Sustainability Officer, Off-site book-keeper	Company Manager and Office Coordinator to discuss with off-site bookkeeper.  Sustainability Officer to implement and maintain online filing system for the payment of artist invoices, venue costs.	In progress.  To be actioned 2020. To continue 2021 – 2024.
Waste	Reduce waste with reusable coffee cups and reusable containers for take away food.	Sustainability Officer	Sustainability Officer to create new signs encouraging staff and artists to use the reusable coffee cups and mugs available when purchasing coffee and to purchase food from businesses that allow customers to bring their own containers.	To be actioned 2019. To continue 2021 – 2024.
Green purchasing – office supplies.	Reduce waste. Support local, sustainable businesses.	Sustainability Officer and House Manager	House Manager to purchase eco-friendly office supplies when required, such as plastic-free refillable pens.  Sustainability Officer to research options and support House Manager.	To be actioned 2020. To continue 2021 – 2024.



**3.**

**EDUCATE AUDIENCE, ARTISTS AND STAFF ABOUT  
ENVIRONMENTAL PRIORITIES AND ADVOCATE FOR  
SUSTAINABLE THINKING**



# AWARENESS AND ADVOCACY

Producing and presenting over 800 performances, more than 40 new Australian theatre works and engaging more than 950 artists each year, La Mama has the capacity to significantly influence the sustainability of the sector. Working with artists to imbue environmental principles into each production not only ensures that works presented at La Mama are sustainable, but also contributes to the development of individual artists' eco-conscious practices. La Mama also attracts more than 20,500 audience members to our theatres each year and communicates regularly with a large cohort of loyal followers. As such we are well positioned to convey important messages and act as advocates for environmental sustainability within the broader community.

Approach/ outcome	Improvement	Responsibility	Required action	Progress update
Paper consumption	Significantly reduce printed collateral.	Marketing, Sustainability Officer	Marketing and Sustainability Officer to create an online campaign for paper-free programming, highlighting our paper-free option for season brochure and programs and to encourage audience to choose this option.  Reminder at bottom of e-news.  Reminder in Booking confirmation email.  Reminder at back of season brochure.	To be actioned 2020. To have regular reminder in e-news. To continue 2021 – 2024.
Paper consumption	Encourage artists to use e-flyers rather than printed postcards.	Marketing, Artists	Marketing team to continue encouraging artists to rely use e-flyers.	In progress. To continue 2021 - 2024.
Paper consumption	Transition to paperless system for FOH.	Sustainability Officer House Manager	Investigate and implement electronic options for FOH's audience booking sheets. E.g. second-hand iPads.  FOH training session for use of iPads.	To be researched in 2019, to be actioned 2020.  To be actioned 2020.
Reduce green-house gas emissions	Encourage audiences to travel sustainably.	Sustainability Officer, Marketing, Artists	Implement a 'green ticket' incentive, where audience members who agree to travel sustainably (by public transport, bike, or foot) receive \$5 off their ticket. Artists can elect to be part of this promotion.	To be actioned 2019 for the next program in 2020. To continue 2021 – 2024.



Education and Communication's strategy	La Mama's Sustainability Action Plan to be accessible, user-friendly on the La Mama website.	Marketing Sustainability Officer	Marketing to update website so that the Sustainability Action plan can be easily located.	To be actioned 2019.
Training	Awareness Campaign	Company Manager Sustainability Officer House Manager,	Artists' welcome email and induction meeting to include a sustainability checklist.  Actively encourage artists to source and use recycled sets and props.	To be actioned 2019 for next season in 2020.
Programming	Program more eco-conscious work to communicate environmental priorities to audiences.	Artistic Director, Company Manager, Sustainability Officer	To program at least one work per season which has distinct eco-conscious themes/elements.	To be actioned 2020 for the next program in 2021. To continue 2021 - 2024.