

INTIMACY DIRECTORS AND
COORDINATORS PRESENTS

THE IDC RESOURCE GUIDE

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Compiled by Marie C. Percy

Introduction

Intimacy Direction and Intimacy Coordination are truly interdisciplinary practices. The ID or IC performs several major functions on any creative project. They serve as an important part of the creative team, collaborating with the actors and the director to create the physical choreography that will tell the story of the intimate moment. No less important than their creative role, is their role as an advocate for the actors and guide for the production on creating protocols that ensure a consent based work space. The ID/IC is simultaneously an artist and an advocate within a process. Because the role is multifaceted, the pioneers who shaped it and continue to shape it pull information and research from a variety of sources and theories. In this document you'll find resources on many of the interdisciplinary subjects that a working ID/IC must be familiar with. These bodies of knowledge form the pool from which best practices have been created and continue to evolve.

This resource list is intended to be used as a guide for your own self-led research and education. The best way to use this resource document is to follow your curiosity and lean into your blind spots. The section titled "Intimacy Specific Resources" contains information that is specifically related to the fields of Intimacy Coordination and Intimacy Direction. The remaining sections contain resources that don't directly address Intimacy in entertainment. Instead they are full of articles, books to read, and links to organizations that specialize in one of the sub-topics that has shaped best practices for intimacy professionals. When working your way through these resources it will be necessary to think critically about how the ideas presented support your understanding of how to build consent based and dynamic work spaces where actors are free to do their bravest work. If you find that you are unsure how a specific section or resource connects to Intimacy Direction, don't fret. Dive into the resources where you do see a connection, and wait until further along in your research and training to come back to the topic that didn't seem to fit. It's a complex interdisciplinary field. Have patience with yourself.

This list is by no means exhaustive. It represents a cache of research materials that certified intimacy professionals and intimacy professionals in training have found

helpful along their learning journey. Anyone with an interest in creating more inclusive, effective, and consent based work spaces will benefit from these resources.

This list is not designed to teach you how to perform the role of Intimacy Coordinator or Intimacy Director. It will familiarize you with the field and the contributing fields, but reading and theory alone will not prepare you for the high pressure realities of diplomatically advocating for an actor in a difficult creative process. All of these resources will help you become better prepared to attend trainings that seamlessly integrate all of the information found in these resources into clear practices and skills.

When we know better, we do better. Enjoy your journey!

- Marie C. Percy, Director of Training and Education

Disclaimers

All views expressed in these resources are the opinions of the authors and speakers, and do not represent the official views, policies, or position of IDC.

IDC is not responsible or liable for any actions you may take based on the information in this resource packet. It is intended solely for research purposes, and does not, in any way, prepare you to perform the role of Intimacy Director or Intimacy Coordinator without extensive in-person training.

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Intimacy Specific Resources

Handouts

- Intimacy Directors International (IDI) was a non-profit organization that existed from 2016 to 2020, founded by Tonia Sina, Alicia Rodis, and Siobhan Richardson. Their foundational document broke down the process of Intimacy Direction into 5 key components. These core pillars remain in the public domain for the betterment of artists everywhere.

THE PILLARS

REHEARSAL AND PERFORMANCE PRACTICE

A NOTE ON THE ROLE OF INTIMACY DIRECTOR: Intimacy Directors with IDI are highly skilled collaborators trained in movement pedagogy, acting theory, directing, body language, consent, sexual harassment, Title IX, mental health first aid, and, of course, our best practices for Intimacy Direction. The Intimacy Director takes responsibility for the emotional safety of the actors and anyone else in the rehearsal hall while they are present. For this reason, we recommend seeking out a certified Intimacy Director with Intimacy Directors International.

CONTEXT

Before any choreography can be considered, there must first be an understanding of the story and the given circumstances surrounding a scene of intimacy. All parties must be aware of how the scene of intimacy meets the needs of the story and must also understand the story within the intimacy itself. This not only creates sense of safety, but also eliminates the unexpected and ensures that the intimacy is always in service of the story.

CONSENT

Before any scene of intimacy can be addressed, consent must be established between the actors. Permission may be given by a director, script, or choreographer; however, consent can only be given from the person receiving the action. Starting choreography from a place of understanding consent ensures that all parties are clear about to which actions they are consenting, and it provides actors with the agency to remove consent at any time.

COMMUNICATION

There must be open and continuous communication between the director, intimacy director, stage management and the actors. This communication includes but is not limited to, discussion of the scene, understanding of the choreography, continued discussion throughout the rehearsal period, frequent check ins during the run, and an openness to dissent any actions in the process. Avenues for reporting harassment must be made available to the entire ensemble.

CHOREOGRAPHY

Each scene of intimacy must be choreographed, and that choreography will be adhered to for the entire production. Any changes to the choreography must first be approved by the intimacy choreographer. It is the job of stage management to ensure that the choreography is performed as intended. Stage management must also address any discrepancies that may appear in the rehearsal process and all performances.

CLOSURE

At the end of every rehearsal or scene of intimacy, actors are encouraged to develop a closing moment between them to signify the ending of the work. This small moment or simple ritual can be used between takes or runs of the scene, and/or upon the close of rehearsal. We encourage this as a moment to leave our characters, relationships, and actions from the work behind, and walk back into our lives. Likewise, we suggest all parties (including outside eyes) exercise proper self-care during and after the run or filming of intimate projects.

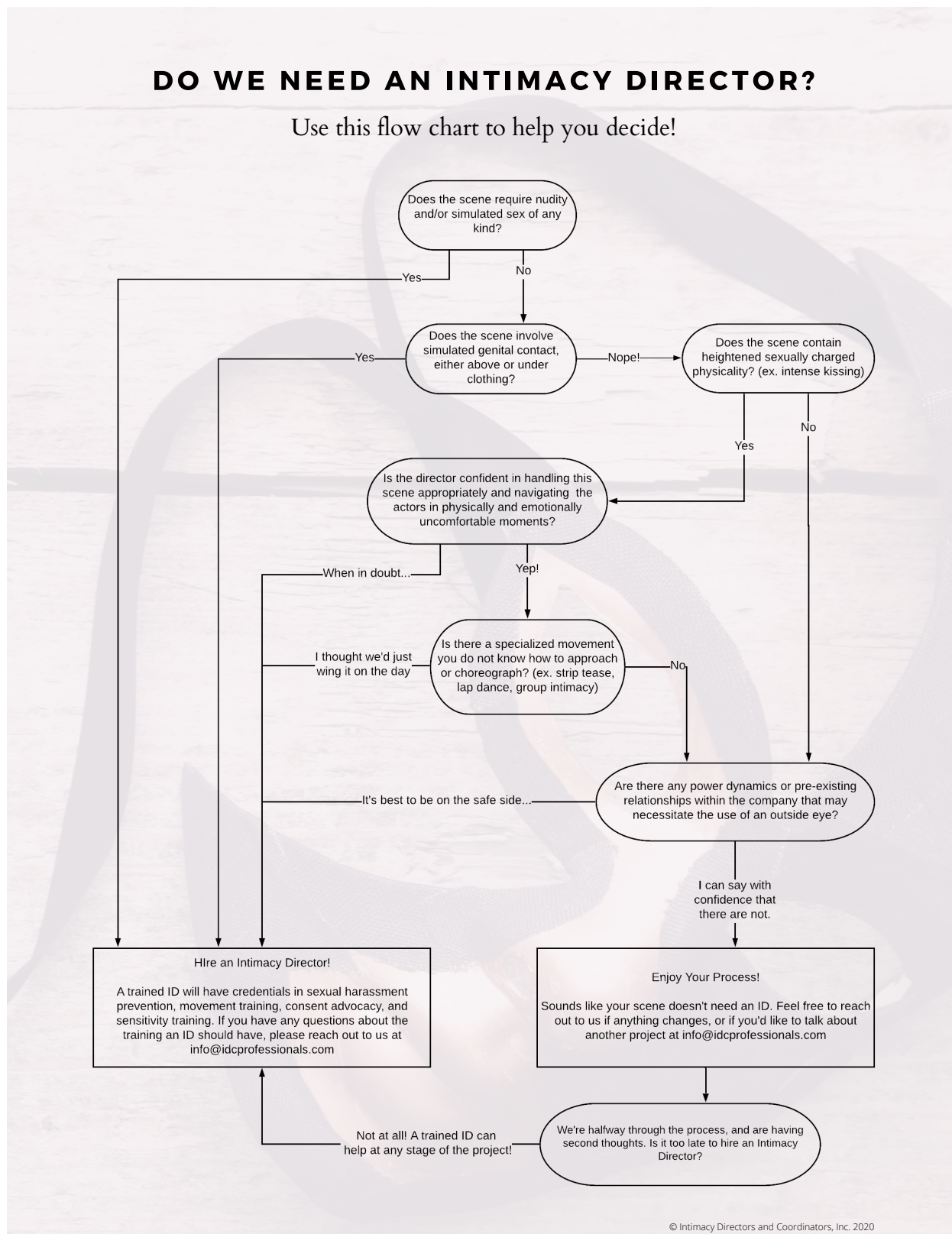


**INTIMACY DIRECTORS
INTERNATIONAL**

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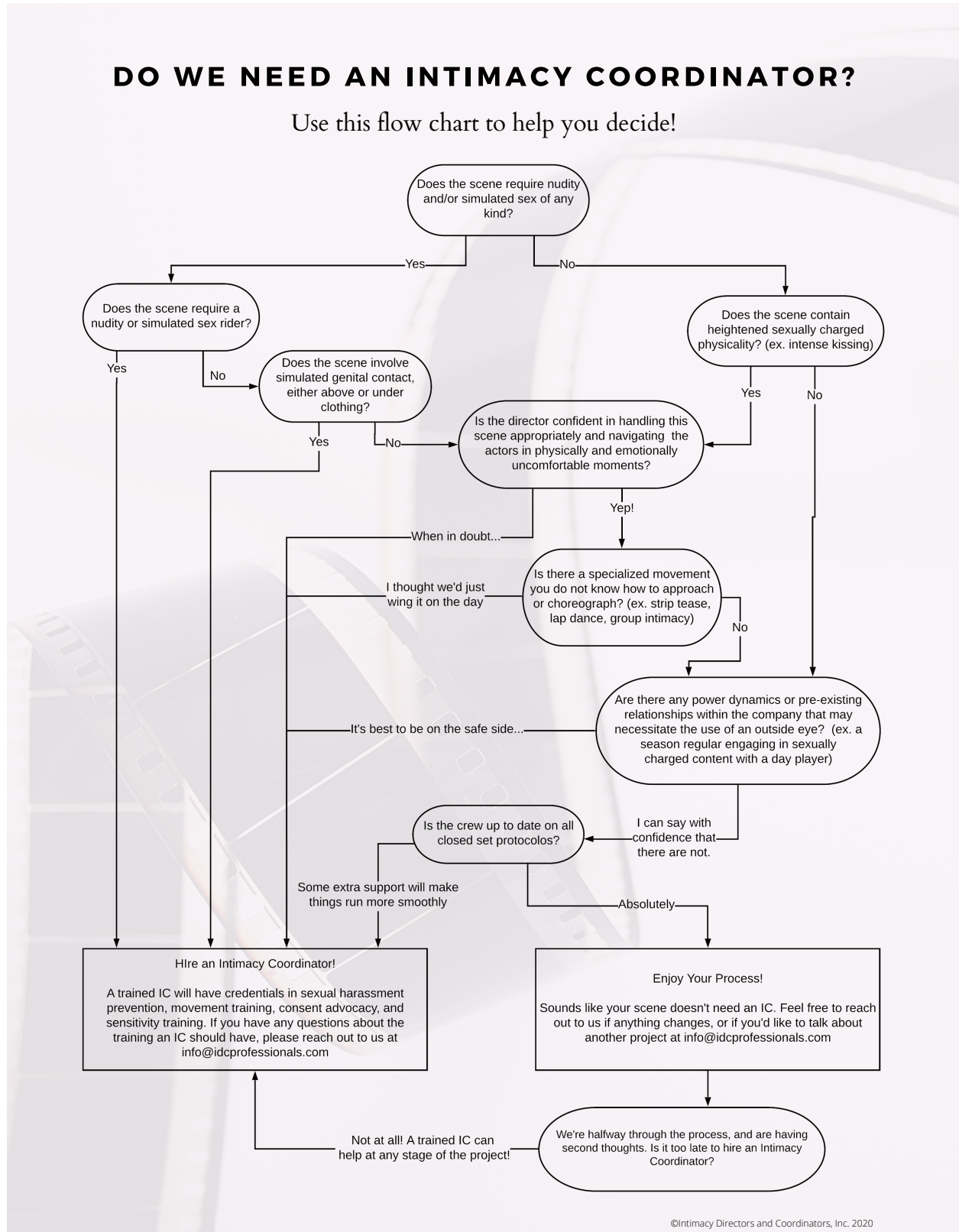
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• IDC's "Do We Need an Intimacy Director?" Flowchart



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• IDC's "Do We need an Intimacy Coordinator?" Flowchart



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Articles and Interviews

This sub-section contains press on major achievements in the evolution of the roles of ID and IC. You'll also find relevant academic articles and interviews with some of the major players. These articles and interviews give the reader a sense of what an ID or IC is and does, how the roles have evolved over a short period of time, and what it's like to work with one.

- 2006 [Tonia's Thesis: Intimate Encounters; Staging Intimacy and Sensuality](#)
- Spring 2014 [Tonia's article "Safe Sex: A Look at the Intimacy Choreographer"](#)
- May 4, 2016 [Now Toronto "The Ins and Outs of Onstage Intimacy"](#)
- Jan 19, 2016 [American Theater "Not In our Theater: The Fight Against Sexual Harassment"](#)
- June 15, 2017 [New York Times "Need to Fake an Orgasm? There's an 'Intimacy Choreographer' for That."](#)
- Aug 24, 2018 [New York Times "How Do You Play a Porn Star in the #MeToo Era? With Help from an Intimacy Director"](#)
- Oct 23, 2018 [American Theater "Intimate Exchanges"](#)
- Oct 24, 2018 [Rolling Stone "How HBO is Changing Sex Scenes Forever"](#)
- Fall 2018 [HBO "How Emily Meade Started a Conversation and Brought Change to Set"](#)
- Jan 1, 2019 [Entrance Podcast interview with Tonia Sina](#)
- April 10, 2019 [Huffpost "Meet the Women Changing the Future of TV Sex Scenes"](#)
- May 29, 2019 [Variety Magazine "HBO Intimacy Coordinator Alicia Rodis on Importance of Consent Beginning in Casting"](#)

- June 3, 2019 [Datebook "Intimacy Choreography Maya Herbsman Makes Staged Sex Safe Sex"](#)
- June 2019 [Datebook Theater with Lily Janiak Podcast Interview "Maya Herbsman - Intimacy Choreographer"](#)
- June 10, 2019 [Wall Street Journal "To Stage Sex Scenes, Theaters Turn to Intimacy Directors"](#)
- June 15, 2019 [Entrance Podcast interview with Claire Warden](#)
- June 26, 2019 [New York Times "How Audra McDonald and Michael Shannon Got Intimate"](#)
- Oct 24, 2019 [NPR Actor Kathryn Hahn speaks about working with an Intimacy Coordinator in an Interview](#)
- Dec 8, 2019 [The Wrap "HBO's 'Mrs. Fletcher' Finale: Owen Teague Talks Filming His First Sex Scene with an Intimacy Coordinator"](#)
- Jan 3, 2020 [Hollywood Reporter "Time's Up Reveals Safety Guide for Entertainment Industry Employees"](#)
- Jan 7, 2020 [Datebook "A Case for Not Talking About Actors' Sex Appeal" featuring Maya Herbsman](#)
- Jan 23, 2020 [Broadway World "Oregon Shakespeare Festival Hires First Resident Intimacy Director, Sarah Lozoff"](#)
- Jan 24, 2020 [New York Times "Oregon Shakespeare Festival Hires a Resident Intimacy Director"](#)
- Jan 29, 2020 [Deadline "SAG-AFTRA Establishes New Protocols for Intimacy Coordinators"](#)

- Jan 29, 2020 [SAG-AFTRA “SAG-AFTRA Unveils Landmark Industry Standards and Protocols for the Use of Intimacy Coordinators”](#)
- Feb 1, 2020 [Local with Laura Ekstrand Podcast interview with Nicole Callendar “Nicole Callendar: Mind, Heart, and Body”](#)
- Spring 2020 [Provokr “Creating Intimacy: Interview with Intimacy Coordinator Teniece Divya Johnson”](#)
- May 20, 2020 [New York Theater Workshop Fireside Chat with Claire Warden and Teniece Divya Johnson](#)
- June 22, 2020 [Alicia Rodis named Indie Wire Influencer “Alicia Rodis Leads Production into Its Post - #MeToo Future”](#)

Protocols

This section contains links to suggested protocols for handling intimacy that have been created by a number of professional organizations internationally.

- Dec 11, 2017 [Chicago Theater Standards - Not In Our House: The Standards](#)
- [Not in Our Space: Canadian Equity’s Respectful Workplace Collaboration Campaign](#)
- Feb 2018 [SAG-AFTRA Call to Action](#)
- Dec 2019 [Times Up Foundation “The Time’s Up Guide to Working in Entertainment”](#)
- Jan 2020 [SAG-AFTRA “Standards and Protocols for the Use of Intimacy Coordinators”](#)
- March 5, 2020 [ACTRA Toronto “Best Practices for Scenes involving Nudity, Intimacy, Simulated Sex and Sexual Violence”](#)
- June 2020 [Intimacy for the Stage and Screen in the UK Guidelines on Engaging Professionals for Live Performance, Film/TV, and Advice for Performers](#)

On Consent and Power

Books

- “Ask: Building Consent Culture” by Kitty Stryker
- “Not That Bad: Dispatches from Rape Culture” by Roxane Gay
- “Screw Consent: A Better Politics of Sexual Justice” by Joseph Fischel
- “The Ethics of Touch” by Ben E. Benjamin and Cherie Sohnen-Moe
- “Yes Means Yes!: Visions of Female Sexual Power and A World Without Rape” by Jaclyn Friedman

Academic Resources

- The Bases of Social Power by John R.P. French, Jr. and Bertram Raven
- The Power Matrix by Valeri Miller, Lisa Veniclausen

Articles

- Fatherly “How to Teach Young Kids About Consent”
- Edutopia “Teaching Consent to Elementary Students”
- Planned Parenthood “Sexual Consent”

On Mental Health

Numbers to Call for Help

- 911 - In the event of a mental health emergency please call 911
- 1-800-273-8255 National Suicide Prevention Lifeline
- 1-800-799-7233 National Domestic Violence Hotline
- 1-855-845-7415 - California's Statewide Mental Health Line that provides non-emergency emotional support for those struggling with mental and emotional well-being.

Trainings/Organizations

- Mental Health First Aid
- The Institute of Trauma and Trauma Informed Care - Online Trauma Informed Organization Certificate Program. This training is geared toward mental health professionals, and has a lot of good information for training IDs/ICs
- International Society for the Study of Trauma and Dissociation

Books

- "The Body Keeps the Score" by Bessel van der Kolk
 - *Content Warning: This book contains first hand accounts of traumatic events including child abuse, sexual abuse, traumatic injury, and other potentially upsetting content. Please take care of yourself while reading.
- "Trauma Stewardship; An Everyday Guide to Caring for Self While Caring for Others" by Laura van Dernoot Lipsky and Connie Burk

Articles

- Rest for Resistance “Dissociating When Triggered by Intimacy: A Guide to Check In, When Checking Out”
 - *Content Warning: This article describes an individual’s personal experience of sexual trauma and dissociation

Apps

- “Calm Harm” - A mental health app designed to support people who struggle with self harm
- “Clear Fear” - A mental health app designed to help people cope with anxiety

On Anti-Racism and Decolonizing

Books

- “Ain’t I a Woman” by Bell Hooks
- “Decolonizing Trauma Work: Indigenous Stories and Strategies” by Renee Linklater
- “Excluded: Making Feminist and Queer Movements More Inclusive” by Julia Serano
- “How to be an Anti-Racist” by Ibram X. Kendi
- “ I’m Still Here: Black Dignity in a World Made for Whiteness” by Austin Channing Brown
- “Me and White Supremacy” by Layla F. Saad
- “The New Jim Crow: Mass Incarceration in the Age of Colorblindness” by Michelle Alexander
- “White Fragility” by Robin DiAngello

Organizations providing mental health support to BIPOC

- The Boris Lawrence Henson Foundation
- Sista Afya Community Mental Wellness

Trainings

- DiversityEdu.com
- Racial Equity Institute, REI
- Art Equity
- Conscientious Theatre Training, Nicole Brewer A.R.T
- Story Based Strategy “Diversity, Equity, and Inclusion Training”

Other

- Harvard Implicit Bias Project
- Rooted and Embodied Resources: Anti-Racism and Somatic Abolitionism Work

On Sexual Harassment

Organizations

- Me Too Movement
- Times Up Organization
- RAINN (Rape, Abuse & Incest National Network)

Articles on the Law

- U.S. Equal Employment Opportunity Commission "Sexual Harassment"
- U.S. Equal Employment Opportunity Commission "Facts About Sexual Harassment"
- National Conference of State Legislatures "Sexual Harassment in the Workplace"
- National Partnership for Women and Families "Know Your Rights: Experiencing Sexual Harassment at Work"

Articles on Abuse in the Industry

- Oct 4, 2013 Independent "Blue is the Warmest Colour Actresses on Their Lesbian Sex Scenes: 'We Felt Like Prostitutes'"
- Mar 15, 2015 New York Times "Sex and Violence, Beyond the Script"
- Dec 30, 2015 Vulture "A Timeline of Abuse Charges Against Bill Cosby"
- Apr 18, 2016 The Sydney Morning Herald "Game of Thrones Star Emilia Clarke Was Plied with Vodka for Sexy Esquire Cover"
- Jun 8, 2016 Chicago Reader "At Profiles Theatre the Drama - and Abuse - is Real"

- Dec 6, 2016 [The Washington Post "Why the 'Last Tango in Paris' Rape Scene is Generating Such an Outcry Now"](#)
- Oct 5, 2017 [The New York Times "Harvey Weinstein Paid Off Sexual Harassment Accusers for Decades"](#)
- Oct 17, 2017 [The New York Times "Roy Price Quits Amazon Studios After Sexual Harassment Claim"](#)
- Nov 9, 2017 [The New York Times "Louis C.K. is Accused by 5 Women of Sexual Misconduct"](#)
- Nov 30, 2017 [Variety "Broadway Casting Director Fired for Sexual Misconduct"](#)
- Nov 30, 2017 [The New York Times "Russell Simmons Steps Down From Businesses After Sexual Misconduct Report"](#)
- Nov 30, 2017 [The New York Times "Nine Women Accuse Israel Horovitz, Playwright and Mentor, of Sexual Misconduct"](#)
- Dec 3, 2017 [The Daily Beast "Met Opera Suspends Conductor James Levine After Sex Abuse Allegations"](#)
- Jan 3, 2018 [The Globe and Mail "Soulpepper Theater's Albert Schultz Steps Down Amid Allegations of Sexual Harassment and Sexual Assault"](#)
- Jan 11, 2018 [Los Angeles Times "Five Women Accuse Actor James Franco of Inappropriate or Sexually Exploitative Behavior"](#)
- Jan 12, 2018 [Houston Chronicle "Actors Describe Toxic, Bullying Atmosphere During Alley Productions"](#)
- Jan 23, 2018 [The New York Times "Long Wharf Theater's Artistic Director Fired Over Sexual Misconduct Accusations"](#)
- Feb 3, 2018 [The New York Times "This is Why Uma Thurman is Angry"](#)
- Feb 21, 2018 [Fox News "Jennifer Lawrence Says She Made 'Everyone Else Uncomfortable' During Film's Nude Scene"](#)

- Oct 31, 2018 [ABC News "Police Are Investigating Actor Sarah Scott's Sexual Misconduct Allegations"](#)
- Dec 18, 2018 [Fox News " 'SMILF' Actress Samara Weaving Leaving Series After Sex Scene Complaint, Mishandling"](#)
- Dec 21, 2018 [Vanity Fair "Does peak TV Have a Sex-Scene Problem?"](#)
- Dec 24, 2018 [Vox "The Sexual Assault Allegations Against Kevin Spacey Span Decades. Here's What We Know."](#)
- Mar 9, 2019 [Huffpost "Showtime Cancels 'SMILF' After Reports of On-Set Misconduct"](#)
- Mar 26, 2019 [IndieWire "'Mektoub': On-Set Witness Alleges Pressure on Actors to Perform Unsimulated Sex, Alcohol Given"](#)
- May 18, 2019 [Glamour "Post-Weinstein, These Are the Powerful Men Facing Sexual Harrasment Allegations"](#)
- Jun 23, 2020 [DC Metro "Why a Whisper Network Turned into a Tornado at Flying V"](#)

On Advocacy, Sensitivity, and Diplomacy

Books

- “Dare to Lead” by Brené Brown
- “Emergent Strategy” by adrienne maree brown
- “Non-Violent Communication: A Language of Life” by Marshall B. Rosenberg
- “Say What You Mean: A Mindful Approach to Nonviolent Communication” by Oren J. Sofer

Training

- [Hollaback](#) offers trainings and resources on Bystander Intervention and Harassment prevention
- [Coursera.com](#) offers trainings on conflict resolution and mediation

Articles

- [Emotional Labor - The MetaFilter Thread Condensed](#)
- [The Chicago Inclusion Project “Rehearsal Brave and Safe Spaces”](#)

On Gender

Training

- The Transgender Training Institute
- The Safe Zone

Website

- Xploring Gender

App

- Solace - An App Developed to help transgender people achieve their goals

Article

- Howlround "Gendered Violence on the Contemporary Stage"

On Human Sexuality

Books

- "Come As You Are" by Emily Nagoski
- Good Vibes' Recommended Reading List
- "Pleasure Activism" by Adrienne Maree Brown
- "The Science of Kissing" by Sheril Kirshenbaum
- "The Ethical Slut" by Dossie Easton and Janet Hardy

Organization

- The Kinsey Institute <https://kinseyinstitute.org/>

On Theatrical Movement and Choreography

Most pioneering ID/IC professionals have some background in a movement pedagogy. If you have little or no movement training, consider studying one of these disciplines to build your ability to tell story through movement.

Movement Pedagogies

- Laban/Bartenieff Movement Systems
 - Laban/Bartenieff Institute for Movement Studies
 - Integrated Movement Studies
- Modern and Classical Dance
- Contact Improvisation
- Stage Combat - specifically basic unarmed techniques
 - Society of American Fight Directors
 - Fight Directors Canada
 - Galhalla
 - British Academy of Stage and Screen Combat
- Mask Work
- Devised Theater Work

Books

- "An Acrobat of the Heart" by Stephen Wang
- "Figures of Touch" by Mika Elo and Kiika Luoto
- "Laban for All" by Jean Newlove
- "The Body Speaks" by Lorna Marshall
- "The Frantic Assembly Book of Devising Theater" by Scott Graham and Steven Hoggett
- "The Lucid Body" by Faye Simpson
- "The Viewpoints Books" by Anne Bogart and Tina Landau