



new yorkers for dance.

## J U S T I C E

Values

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## VALUES OF JUSTICE, EQUITY &amp; INCLUSION

Dance/NYC believes the dance ecology must itself be just, equitable, and inclusive to meaningfully contribute to social progress and envisions a dance ecology wherein power, funding, opportunities, conduct, and impacts are fair for all artists, cultural workers, and audiences. It seeks to advance policies, investments, programs, mindsets, and actions that remove and prevent inequities that exist along the continuum of lives in dance, from the public school classroom to the stage.

Dance/NYC's approach cuts across its public programs—advocacy and research; leadership training, networking and convening; technology and visibility; and regranting—and all aspects of its operations. Its approach is intersectional, building upon multiple issue areas that together create a more just, equitable, and inclusive dance ecology. Dance/NYC's approach is also grounded in collaboration. It recognizes generations of people and organizations working to advance justice, equity, and inclusion in the arts and culture and strives to contribute to their efforts. It has established formal partnerships with colleague arts service organizations. Learn more about our partners on our website: [Dance.NYC/equity/equityinclusionpartners](https://Dance.NYC/equity/equityinclusionpartners).

Dance/NYC is currently focused on three main issue areas:

## RACIAL JUSTICE AGENDA

Dance/NYC seeks to dismantle white supremacy in dance and amplify the voices and autonomy of the African, Latina/o/x, Asian, Arab, and Native American (ALAANA) community. Please refer to Dance/NYC's Racial Justice Agenda to learn more about our work.

Agenda: [Dance.NYC/RacialJusticeAgenda](https://Dance.NYC/RacialJusticeAgenda)

## DISABILITY. DANCE. ARTISTRY. AGENDA

Dance/NYC aims to dismantle ableism in dance and amplify the voices and autonomy of disabled people. It seeks to advance a cultural ecosystem that expressly includes disabled artists and disability communities. In doing so, it puts disability front and center as a positive artistic and generative force. Dance/NYC launched its Disability. Dance. Artistry. initiative on the occasion of the 25th anniversary of the Americans with Disabilities Act ([Dance.NYC/equity/disability/disability-initiative](https://Dance.NYC/equity/disability/disability-initiative)). Please refer to Dance/NYC's Disability. Dance. Artistry. Agenda to learn more about our work.

Agenda: [Dance.NYC/DDAagenda](https://Dance.NYC/DDAagenda)

## IMMIGRANTS. DANCE. ARTS. AGENDA

Dance/NYC seeks to dismantle xenophobia in dance and extend the role of dance artistry in fostering the inclusion, integration, and human rights of more than three million immigrants in the New York City area. Dance/NYC launched a multi-year Immigrants. Dance. Arts. initiative in 2018 ([Dance.NYC/equity/immigrant-artists/immigrant-initiative](https://Dance.NYC/equity/immigrant-artists/immigrant-initiative)).

Agenda in formation.

Dance/NYC's use of terms builds on learning with Race Forward and established leaders and experts in justice, equity and inclusion. Dance/NYC recognizes that language is constantly in flux and that words might have different meanings depending on their context and use. Please refer to a full glossary and resource directory: [Dance.NYC/JEIdirectory](https://Dance.NYC/JEIdirectory).

## DANCE/USA STATEMENT ON EQUITY AND INCLUSION

Committed to dance in the metropolitan New York City area, Dance/NYC has adopted Dance/USA's national statement on and core values of equity and inclusion ([danceusa.org/core-values-of-equity-inclusion](https://danceusa.org/core-values-of-equity-inclusion)), as adapted for Dance/NYC. Dance/NYC works in alliance with Dance/USA, the national service organization for professional dance.

Dance as an art form provides expression, celebration, exploration, and transformation for all people. Inclusion and equal treatment of all members of the dance community in the metropolitan New York City area are core values of Dance/NYC and central to its mission. In achieving core values of equity and inclusion, Dance/NYC is committed to diversity in every

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Diversity in this context refers to groups, communities, and individuals identified by dance genre or form, race, ethnicity, national origin, gender, sexual orientation, socio-economic status, religion, age, or disability status. Dance/NYC is committed to honoring, nurturing, and advancing dance through the lens of diversity, inclusion, and equal opportunity in all aspects of its programming, services, and organization. Inclusion means a commitment to making all members of the dance community feel welcome and comfortable at Dance/NYC.

## Actions

Dance/NYC demonstrates its commitment to the core values of equity and inclusion by:

- Recruiting and retaining leadership and staff who reflect the diversity of the communities in which it serves;
- Providing educational and professional development programs, research, publications, and policy positions that are relevant and culturally competent;
- Acting as a leading voice in the dance and greater arts community for the recognition of the challenges to diversity, equity, and inclusion; and providing a platform for the honest and open exploration of paths towards a truly inclusive dance community in the metropolitan area; and
- Supporting Dance/USA's development of national standards, in conjunction with Dance/USA's overall mission that promotes and encourages the dance community to be knowledgeable and sensitive to issues of diversity, equity, and inclusion.

Dance/NYC acknowledges the acute need to remove barriers to the recruitment, retention, and advancement of dance groups, dancers, choreographers, and administrative/management staff from historically excluded populations who are currently underrepresented in the dance field.

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