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DANCE

INDUSTRY
CENSUS

2022 Dance Industry Census | Organized Entities



Note that not all questions in this PDF may appear in the online survey tool depending on your responses.

2022 Dance Industry Census | Organized Entities

About This Survey

Do you represent a business, non-profit organization, fiscally-sponsored group or project or other entity that works in dance?

Is your entity located in the New York City metropolitan area?

Dance/NYC requests your entity's participation in this Dance Industry Census. By sharing your experiences and contributing your data alongside other organized entities and individual dance workers, you will make an impact. Your input will shape policies and practices that will provide meaningful change for the dance industry and its many workers.

Participation is voluntary. Participation may not benefit your entity directly but it will help Dance/NYC better advocate for and provide resources to support the New York City dance industry.

If you agree to participate:

- You will go through a **series of questions** about your entity's work, activity and attendance, financials, compensation levels, workforce, and demographics as well as what your entity and the dance field need to thrive.
- The survey should take approximately **45 minutes** to complete if you have relevant information on hand.
- A **'Save and Continue'** feature is available in the survey toolbar (top of webpage starting on page 2) if you would like to save your progress and continue at a later time.
- **This survey is anonymous.** Study findings will be presented only in summary form. Please note that while Dance/NYC and Webb Mgmt (the study's research consultant) will keep your information confidential, there are some data security risks inherent in providing information via the internet. Review Dance/NYC's privacy policy and data use and protection policy for the study.

By completing this survey you are consenting to participate in this study.

If you are using a screen reader, you may need to use keyboard shortcuts to trigger choice options for questions. For more information on the census, accessibility features, or for staff support in completing the survey, please visit Dance.NYC/DanceIndustryCensus, call (212) 966-4452 (voice only), or email us at research@dance.nyc.

1. Would you like to take the survey? *

- Yes
- No

Additional Information

A downloadable PDF version of this survey is available **HERE** for reference, or if you would like to complete it on paper before entering responses into the survey tool. Note that not all questions in the PDF may appear in the survey tool depending on your responses.

This survey is for businesses, non-profit organizations, fiscally-sponsored groups or projects and other organized entities that work in dance. If you are an individual that also works in dance, please also complete **THIS SURVEY** for individual dance workers.

2. Under what financial structure(s) is your entity organized? (Select all that apply.)

- 501(c)(3) non-profit organization
- B-Corp
- Fiscal sponsorship
- Formal cooperative
- LLC, S-Corp, Corporation (C-Corp)
- Sole proprietorship (earnings are claimed as personal income)
- Decline to state
- If not listed, please specify:

3. What year was your entity established?

4. Does your entity have a Board of Directors?

- Yes
- No
- I don't know

5. How many people currently sit on your Board of Directors?

6. What, if any, term limit applies to members of your board?

Answer in number of years.

7. What is the 5-digit zip code of your entity's headquarters?

(If you prefer to decline to state, leave this blank.)

8. Does your entity rent or own its operational headquarters?

- Rent
- Own
- Not applicable
- Not listed, please specify:

9. Does your entity operate a facility or facilities?

- Yes
- No

10. Is your entity's operational headquarters also a place of residence?

- Yes
- No

11. What type of entity do you operate? (Select all that apply.)

- Education
- Facility
- Media
- Presenting
- Producing (including dance company)
- Service
- Union/management
- Not listed, please specify:

12. What kind of work does your entity do? (Select all that apply.)

- Agency/artist management
- Choreography
- Community organizing and/or advocacy
- Criticism/writing
- Dramaturgy
- Education (teaching artistry)
- Filmmaking
- Media services (videography and photography)
- Music/accompaniment
- Performance
- Presenting
- Producing
- Scholarship
- Tech/creative services (lighting, sound, set/scenery, projection)
- Services and support
- Studio, venue or other facility management
- If not listed, please specify:

13. What styles/genres/forms of dance is your entity's work most closely associated with?

If this is not applicable to you, please enter N/A.

1

2

3

4

5

14. In addition to dance, with which of the following disciplines does your entity also identify?

(Select all that apply.)

- Film/Video
- Digital Media Other Than Film/Video
- Folk/Traditional Arts
- Literary Arts
- Music
- Theater
- Visual Arts
- We do not identify with another discipline in addition to dance
- If not listed, please specify

15. Does your entity produce/present its own dance work?

- Yes, Produce (including co-produce with partners)
- Yes, Present (including co-present with partners)
- Yes, Both Produce and Present
- No

16. On average, how many projects does your entity produce or present in a given year?

17. Where is your entity's work primarily presented? (Select all that apply.)

- Community centers/organizations (senior centers, youth centers, gyms, etc.)
- Digital platforms
- Educational sites (schools, academies, colleges, universities)
- Film
- Proscenium theaters (fixed seats with stage at one end)
- Non-proscenium theaters (variable seating and stage formats)
- Museums/galleries
- Podcasts
- Public spaces and venues
- Site-specific locations
- Social media
- Studios
- If not listed, please specify:

18. Performance Activity:

If relevant, please detail your entity's new work over the last full fiscal year.

Use the categories provided. Write N/A if not applicable.

Only use whole numbers.

Count

World Premieres

National Premeires

Local Premieres

Works Commissioned

Workshops/Readings of New Work

Other

19. Through what means is your work primarily carried out?

(Select all that apply.)

- Collectives (independently organized partnership or collaborative)
- Commissions
- Community Presenters (typically in an indoor or outdoor venue)
- Conferences
- Festival Producers/Presenters
- Religious/Spiritual Presenters (typically in a religious/spiritual setting)
- Residencies
- Self-produced
- Showcases
- Touring Presenters (typically in an indoor or outdoor venue outside of NYC)
- If not listed, please specify

20. Does your entity maintain a formal diversity, equity and inclusion policy?

- Yes
- No

21. Briefly note the steps your entity has taken in the last three years to address diversity, equity, inclusion and social justice.

22. Do you provide accessibility accommodations to staff and visitors?

- Yes
- No

23. Please note the accessibility accommodations you provide to staff and visitors.

24. Is your entity affiliated with one or more unions or organized collectives?

- Yes
- No

25. What is your union affiliation? (Select all that apply.)

- Actors Equity Association (AEA)
- American Federation of Labor and Congress of Industrial Organizations (AFL-CIO)
- American Guild of Musical Artists (AGMA)
- American Guild of Variety Artists (AGVA)
- Dance Artists' National Collective (DANC)
- Freelancer's Union
- International Alliance of Theatrical Stage Employees (IATSE)
- Screen Actors Guild-American Federation of Television and Radio Artists (SAG-AFTRA)
- Service Employees International Union (SEIU)
- If not listed, please specify:

Activity & Attendance

26. Activity:

Please provide the number of program offerings your entity produced or presented in the following categories over the last full fiscal year. Use the categories provided as well as additional write-in categories if needed.

Enter N/A if not applicable.

Use whole numbers.

Number of Offerings

Public performances in NYC

Public performances on Tour

Tours

In-school programs

Live self-produced programs

Live presented programs

Public classes and workshops

Professional classes and workshops

Broadcast programs (TV, radio)

Digital programs (Classes, workshops)

Digital programs (Live performance)

Digital programs (Podcast, other)

Enter another option

Enter another option

Enter another option

Enter another option

Enter another option

27. Attendance:

Please provide program attendance figures (in-person and virtual) for the last full fiscal year.

Enter N/A if not applicable.

Use whole numbers.

Attendance

Paid, In-person

Free, In-person

Paid, Virtual

Free, Virtual

Enter another option

Enter another option

Financials

28. How do you classify the financial health of your entity?

- Very Strong
- Strong
- Average
- Weak
- Very Weak

29. What was your entity's operating budget for 2019 or the last full fiscal year prior to the start of the pandemic in March 2020?

Enter whole dollar amount in \$USD.

30. Did your entity end 2019 (or the last full fiscal year prior to start of the pandemic in March 2020) with a surplus or deficit?

- Deficit
- Surplus
- Balanced budget
- I don't know

31. Please enter the amount of the surplus or deficit for 2019 or the last full fiscal year prior to the pandemic.

Enter whole dollar amount in \$USD. Do not use the positive or negative symbol.

32. In what month and year did your last full fiscal year end?

Month

Year

33. What was your entity's operating budget for the last full fiscal year?

Enter whole dollar amount in \$USD.

34. Did your entity end your last full fiscal year with a deficit or surplus?

- Deficit
- Surplus
- Balanced budget
- I don't know

35. Please enter the amount of the surplus or deficit from your last full fiscal year.

Enter the whole dollar amount in \$USD. Do not use the positive or negative symbol.

36. Does your entity carry any debt?

- Yes
- No

37. How much is your entity's debt load?

Enter whole dollar amount in \$USD.

38. What is the nature of this debt? (e.g. mortgage, line of credit, bank loan, etc.)

39. Does your entity hold a cash reserve or savings?

- Yes
- No

40. What is the total amount of the cash reserve or savings?

Enter whole dollar amount in \$USD.

41. Does your entity hold an endowment and/or investment accounts?

- Yes
- No

42. What is the total value of your endowment and investment accounts?

Enter whole dollar amount in \$USD.

43. Income Breakdown:

Please provide your entity's breakdown of income sources for your last full fiscal year.

Use the categories provided as well as additional write-in categories if needed.

Only use whole numbers and answer in percentages. Please ensure total equals 100%.

% of Total Income

Earned Income (e.g. ticket sales, fees from commissions, classes/workshops, facility rentals)

Private Foundations (including family foundations)

Government - Federal

Government - State

Government - County

Government - City

Corporations (e.g. grants or donations)

Individual Donors (not including board members)

Board Members (if applicable)

Enter another option

Enter another option

Enter another option

Enter another option

Enter another option

44. Over the last full fiscal year, did you receive contributions via crowdfunding campaigns? (Select all that apply.)

- Yes
- No
- Not applicable

45. Briefly describe any in-kind donationsThe term 'in-kind donation' refers to any goods and services that are received directly by your entity. In-kind donations do not include gifts of money or stock. that you received (e.g. printing, rehearsal space, etc.)

46. Please estimate the financial value of these in-kind donations.

Enter whole dollar amount in \$USD.

47. Expense Breakdown:

Please provide your entity's breakdown of expenses for the last full fiscal year.

Use the categories provided as well as additional write-in categories if needed.

Only use whole numbers and answer in percentages. Total should equal 100%.

% of Total Expenses

Administrative Personnel (e.g. salaries, wages, benefits and contractor fees)

Artistic Personnel (e.g. salaries, wages, benefits and contractor fees)

Facilities & Space (e.g. facility operations, space rentals, etc.)

Programs

General (e.g. office expenses, fundraising, etc.)

Enter another option

Enter another option

Enter another option

Enter another option

Enter another option

48. Please provide base salary and total compensation for your Executive Director/Administrative Lead and Artistic Director/Administrative Lead for the last full fiscal year. Please also indicate the numbers of years each has held this position.

*Total compensation should include approximate annualized taxable compensation (including, but not limited to, base salary, bonuses, incentive payments, housing allowances, and vehicle allowances, but excluding nontaxable benefits and reimbursements)

Use whole numbers in \$USD.

| | Base Salary (\$) | Total Compensation* (\$) | Tenure (# Years in Position) |
|--|----------------------|--------------------------|------------------------------|
| Executive Director/Administrative Lead | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| Artistic Director/Artistic Lead | <input type="text"/> | <input type="text"/> | <input type="text"/> |

50. How does your entity determine compensation levels for personnel?

51. Are employees able to provide input on their wage levels?

- Yes
- No

Employment & Staffing

52. During the pandemic, did your entity experience:

- Decrease in staffing levels
- Increase in staffing levels
- No change in staffing levels
- No change in number of staff, but change in function and roles of staff

53. Has your entity returned to pre-pandemic (2019) staffing levels?

- Yes, exceeded 2019 staffing levels
- Yes, returned to 2019 staffing levels
- No

54. Since the start of the pandemic, has your entity's staffing structure, positions and/or roles changed?

- Yes
- No

55. Please list or describe these changes, noting positions that have been adjusted, eliminated and/or added since the start of the pandemic. (e.g. changes in overall staffing levels, title changes, changes in reporting relationships, etc.)

The following sections include questions about your entity's number of full-time (employment of more than 30 hours per week) and part-time (employment of less than 30 hours per week) employees as well as contract workers (gig workers, freelancers, consultants, independent contractors, etc.) and, if relevant, any benefits they are provided or eligible for.

Full-Time Employees

56. Does your entity employ full-time paid personnel?

Full-time is defined as regular employment of 30 hours or more per week.

- Yes
- No

Full-Time Employees

57. How many full-time paid personnel does your entity employ annually?

58. What roles do these full-time employees fulfill? (Select all that apply.)

- Administration/Office support
- Artist
- Company Manager
- Development/Fundraising
- Director
- Documentation (photographer, videographer)
- Finance
- Front of house (ushers, ticket takers, house managers)
- Human Resources
- Marketing/Communications/Social Media/Graphic Design
- Operations/IT
- Production
- If not listed, please specify:

59. How are payments structured for full-time employees? (Select all that apply.)

- Annual salary paid monthly
- Annual salary paid bi-weekly
- Annual salary paid weekly
- If not listed, please specify:

60. Do you believe that your entity offers a living wage to its full-time employees?

For reference, an hourly living wage calculator can be found [HERE](#).

- Yes, for all
- Yes, for some
- No
- I'm not sure

61. Has there ever been/is there currently an internal discussion around compensation changes for full-time employees?

- Yes
- No
- I'm not sure

62. What benefits does your entity offer to full-time employees? (Select all that apply.)

- Medical insurance coverage paid at 100% by employer

- Medical insurance coverage with required employee contribution
- Medical insurance subsidy
- Medical insurance access with no portion paid by employer
- Dental insurance coverage paid at 100% by employer
- Dental insurance coverage with required employer contribution
- Dental insurance subsidy
- Dental insurance access with no portion paid by employer
- Disability coverage (New York and New Jersey require most employers to provide disability insurance)
- Retirement contribution
- Retirement match
- Life insurance
- Mental health care/support
- Flexible Spending Accounts (FSA) or Health Spending Accounts (HSA)
- Childcare support
- Commuter benefits
- Paid time off - Holiday
- Paid time off - Vacation
- Paid time off - Sick
- Paid time off- Professional development/sabbatical
- Paid leave (medical or family)
- Professional development subsidy
- Professional development opportunities
- Tuition assistance
- None of the above
- Decline to state
- If not listed, please specify:

Part-Time Employees

63. Does your entity employ part-time paid personnel?

Part-time is defined as employment of less than 30 hours per week.

- Yes
- No

Part-Time Employees

64. How many part-time (regular employment of under 30 hours per week) PAID personnel does your entity employ annually?

65. What is the full-time equivalent of these part-time employees?

To calculate the full-time equivalent for a part-time employee, divide their average number of weekly hours by 40. In the blank below, please include the sum of FTE calculations for all part-time employees.

66. What roles do these part-time employees fulfill? (Select all that apply.)

- Administration/Office support
- Artist
- Company Manager
- Development/Fundraising
- Director
- Documentation (photographer, videographer)
- Finance
- Front of house (ushers, ticket takers, house managers)
- Human Resources
- Marketing/Communications/Social Media/Graphic Design
- Operations/IT
- Production
- If not listed, please specify:

67. How are payments structured for part-time employees? (Select all that apply.)

- Annual salary paid monthly
- Annual salary paid bi-weekly
- Annual salary paid weekly
- Monthly salary
- Weekly salary
- Daily rate
- Hourly wage
- Flat project fee
- Tips
- No defined payment structure
- If not listed, please specify:

68. Do you believe that your entity offers a living wage to its part-time employees? For reference, an hourly living wage calculator can be found [HERE](#).

- Yes, for all
- Yes, for some
- No
- I'm not sure

69. Has there ever been/is there currently an internal discussion surrounding compensation changes for part-time employees?

- Yes
- No
- I'm not sure

70. What benefits does your entity offer to part-time PAID employees? (Select all that apply.)

- Medical insurance coverage paid at 100% by employer
- Medical insurance coverage with required employee contribution
- Medical insurance subsidy
- Medical insurance access with no portion paid by employer
- Dental insurance coverage paid at 100% by employer
- Dental insurance coverage with required employer contribution
- Dental insurance subsidy
- Dental insurance access with no portion paid by employer
- Disability coverage (New York and New Jersey require most employers to provide disability insurance)
- Retirement contribution
- Retirement match
- Life insurance
- Mental health care/support
- Flexible Spending Accounts (FSA) or Health Spending Accounts (HSA)
- Childcare support
- Commuter benefits
- Paid time off - Holiday

- Paid time off - Vacation
- Paid time off - Sick
- Paid time off- Professional development/sabbatical
- Paid leave (medical or family)
- Professional development subsidy
- Professional development opportunities
- Tuition assistance
- None of the above
- Decline to state
- If not listed, please specify:

Contract Workers/Independent Contractors

71. Does your entity engage PAID independent contractors?

- Yes
- No

Contract Workers/Independent Contractors

72. How many contract workers/independent contractors does your entity engage annually?

Contract workers include individuals, gig workers, freelancers, consultants, independent contractors and others who are paid on a fee, project or contract basis.

**73. What roles do contract workers/independent contractors fulfill?
(Select all that apply.)**

- Administration/Office support
- Artist
- Company Manager
- Development/Fundraising
- Director
- Documentation (photographer, videographer)
- Finance
- Front of house (ushers, ticket takers, house managers)
- Human Resources
- Marketing/Communications/Social Media/Graphic Design
- Operations/IT
- Production
- If not listed, please specify:

74. How are payments structured for contract workers/independent contractors? (Select all that apply.)

- Monthly salary/retainer
- Weekly salary/retainer
- Daily rate
- Hourly rate
- Flat project fee
- No defined payment structure

If not listed, please specify:

75. Do you believe that your entity offers a living wage to its independent contractors? For reference, an hourly living wage calculator can be found [HERE](#).

- Yes, for all
- Yes, for some
- No
- I'm not sure

76. Has there ever been/is there currently an internal discussion surrounding compensation changes for independent contractors?

- Yes
- No
- I'm not sure

**77. What benefits does your entity offer to independent contractors?
(Select all that apply.)**

- Medical insurance subsidy
- Dental insurance subsidy
- Disability coverage
- Life insurance
- Mental health care/support
- Childcare support
- Commuter benefits
- Professional development subsidy
- Professional development opportunities
- Tuition assistance
- None of the above
- Decline to state
- If not listed, please specify:

Interns

78. Does your entity engage interns?

- Yes, full time
- Yes, part time
- Yes, on a project basis
- No

Interns

79. How many interns does your entity engage annually?

80. Do you provide financial compensation to your interns?

- Yes
- No

81. Do you believe that your entity offers a living wage to its interns? For reference, an hourly living wage calculator can be found [HERE](#).

- Yes, for all
- Yes, for some
- No
- I'm not sure

**82. Do you provide any other types of compensation to interns?
(Select all that apply.)**

- Educational credit
- Transportation
- Space to create or work
- No other types of compensation
- Decline to state
- If not listed, please specify:

83. Are your entity's interns enrolled in an educational program?

- Yes - all
- Yes - some
- No

Unpaid Workers & Volunteers

84. Does your entity engage UNPAID workers and/or volunteers?

- Yes
- No

Unpaid Workers & Volunteers

85. About how many unpaid workers and/or volunteers does your entity engage annually?

86. About how many hours of work are performed by unpaid workers and/or volunteers in an average year?

87. What roles do unpaid workers/volunteers fulfill? (Select all that apply.)

- Administration/Office support
- Artist
- Company Manager
- Development/Fundraising
- Director
- Documentation (photographer, videographer)
- Finance
- Front of house (ushers, ticket takers, house managers)
- Human Resources
- Marketing/Communications/Social Media/Graphic Design
- Operations/IT
- Production
- If not listed, please specify:

88. In the last year, has your entity provided a training program for volunteers?

- Yes
- No

89. Do you provide any of these benefits to unpaid workers/volunteers? (Select all that apply.)

- Space to create or work
- Transportation
- Tickets/admission at no cost
- T-shirt or other merchandise
- We don't provide non-monetary benefits
- Decline to state
- If not listed, please specify:

Demographics

90. If you collect and maintain demographics for PAID STAFF, please indicate the proportion that falls into the following identity categories.

If you do not have this information, leave this question (or portions) blank.

The term ALAANA refers to race/ethnicity, including African, Latinx, Asian, Arab, and Native American.

The term LGBTQ+ refers to lesbian, gay, bisexual, transgender, and queer. The + recognizes all non-straight, non-cisgender identities.

Use whole numbers in %.

%
ALAANA

%
Disabled

% Immigrant

% LGBTQ+

91. If you collect and maintain demographics for your Board of Directors, please indicate the proportion that falls into the following identity categories.

If you do not have this information, leave this question (or portions) blank. The term ALAANA refers to African, Latinx, Asian, Arab, and Native American. The term LGBTQ+ refers to lesbian, gay, bisexual, transgender, and queer. The + recognizes all non-straight, non-cisgender identities.

Use whole numbers in %.

% ALAANA

% Disabled

% Immigrant

% LGBTQ+

Leadership Demographics: Executive Director or Administrative Lead

92. Does your entity have an Executive Director or administrative lead?

Yes

No

Leadership Demographics: Executive Director or Administrative Lead

93. Age:

Of what generation is your Executive Director or administrative lead?

- Generation Z (born 1999-2010)
- Millennial (born 1982-1999)
- Generation X (born 1965-1981)
- Baby Boomer (born 1946-1964)
- Silent/Greatest Generation (born before 1945)
- Decline to state

94. Gender Identity: Gender identity is defined as one's innermost self-perception along or outside of the gender spectrum. One's gender identity can be the same or different from their sex assigned at birth.

What is your Executive Director or administrative lead's current gender identity?

(Select all that apply.)

- Agender
- Bigender
- Cisgender man (a person who identifies as a man who was assigned male at birth)
- Cisgender woman (a person who identifies as a female who was assigned female at birth)
- Gender fluid
- Gender non-conforming
- Genderqueer
- Intersex
- Man
- Nonbinary
- Queer

- Questioning
- Transgender man (a person who identifies as a man who was assigned female at birth)
- Transgender woman (a person who identifies as a woman who was assigned male at birth)
- Transgender
- Two spirit
- Woman
- Decline to state
- If not listed, please specify:

95. Sexual Identity: Sexual identity reflects an individual's sexual self-concept. Sexual identity can change throughout an individual's life, and may or may not align with sexual behavior or actual sexual orientation.

What is your Executive Director or administrative lead's current sexual identity?

(Select all that apply.)

- Asexual
- Bi+
- Biromantic
- Bisexual
- Demiromantic
- Demisexual
- Gay Man
- Gay Woman
- Lesbian
- Panromantic
- Pansexual
- Queer
- Questioning
- Same-gender loving
- Straight or heterosexual
- Decline to state
- If not listed, please specify:

96. Ethnic and/or Racial Identity: "Race" is typically associated with biology and linked with heritable traits and physical characteristics such as skin color or

hair texture. “Ethnicity” is linked with cultural expression and identification, including national, tribal, religious, linguistic, and/or cultural origin. Dance/NYC acknowledges that both are social constructs and many individuals identify with several racial and/or ethnic backgrounds. The categories offered below represent Dance/NYC’s efforts to be inclusive of the multiplicities of individual self-identification.

How does your Executive Director or administrative lead identify in terms of ethnic and/or racial identity? (Please select all that apply.)

Asian

- Asian
- Asian-American
- Chinese
- Indian
- Filipino
- Vietnamese
- Korean
- Japanese
- Taiwanese
- Sri Lankan
- Pakistani
- Bangladeshi
- Any additional Asian background

Black

- African
- African-American
- Black
- Caribbean
- Any additional Black background

Hispanic//Latine

- Central American
- Cuban
- Hispanic/Latine and/or Latina/o/x
- Mexican/Xicanx and/or Chicanx/a/o
- Puerto Rican
- South American
- Any additional Hispanic/Latine background

Middle Eastern/North African

- Middle Eastern/North African
- Armenian
- Azerbaijani
- Egyptian
- Georgian
- Kurdish
- Persian
- Turkish
- Any additional Middle Eastern/North African background

Native American/American Indian/Alaska Native

- Apache
- Arapaho
- Blackfeet
- Canadian & French American Indian

- Central American Indian
- Cherokee
- Cheyenne (Northern and Southern)
- Chickasaw
- Chippewa
- Choctaw F
- Colville
- Comanche
- Cree
- Creek
- Crow
- Delaware (Lenape)
- Hopi
- Houma
- Iroquois
- Kiowa
- Lumbee
- Menomine
- Mexican American Indian
- Navajo
- Osage
- Ottawa
- Paiute
- Pima
- Potawatome
- Pueblo

- Puget Sound Salish
- Seminole
- Shoshone
- Sioux
- South American Indian
- Spanish American Indian
- Tohono O'odham
- Ute
- Yakama
- Yaqui
- Yuman
- Alaskan Athabaskans
- Aleut
- Inupiat
- Tlingit-Haida
- Tsimshian
- Yup'i
- Any additional Native American/American Indian/Alaska Native background

Native Hawaiian/Pacific Islander

- Native Hawaiian
- Pacific Islander
- Samoan
- Chamorro
- Fijian
- Palauan

Tongan

Tahitian

Any additional Native Hawaiian/Pacific Islander background

White

Caucasian

European

Any additional White background

Multi-racial or multi-ethnic

Multi-racial or multi-ethnic

Prefer to self-identify

Prefer to self-identify

Decline to state

Decline to state

97. Disability Identity: “Disability” and “Disabled” as used by Dance/NYC are intended as markers of identity and membership within a specific minority group. The use of the term disability is not intended to assign medical significance. This use of language follows movements in disability studies and disability rights, discussed in detail in Simi Linton’s *Claiming Disability: Knowledge and Identity* (similinton.com/about_claim.htm). The term disability encompasses a set of experiences, including mobility and physical, sensory, intellectual, cognitive/learning, and psychological, whether readily apparent or not.

Does your Executive Director or administrative lead identify as disabled?

- Yes
- No
- Decline to state

98. (Select all that apply.)

The Executive Director or administrative lead identifies as a:

- Person with a communication disorder, who is unable to speak, or who uses a device to speak
- Person with an emotional or behavioral disability
- Person who is deaf or hard of hearing
- Person who is blind or has limited or low vision
- Person with an intellectual, cognitive, or developmental disability
- Person with a learning disability
- Person with a physical disability or who requires mobility assistance
- My disability is not listed here
- Decline to state
- If you did not find the disability in the list above, you may indicate it here

99. Immigrant Identity: Dance/NYC embraces a wide understanding of the term “immigrant” in this research and its recommendations—one that allows individuals to self-identify as immigrants regardless of their legal classification and includes foreign-born people in the United States and their descendants, inclusive of first, second, and third generation immigrants. Dance/NYC recognizes the term as a marker for identification and membership within specific minority groups connected by social, political, and cultural experiences.

Does your Executive Director or administrative lead identify as an immigrant?

- Yes
- No
- Decline to state

Leadership Demographics: Artistic Director or Artistic Lead

100. **Does your entity have an Artistic Director or artistic lead who is different from your Executive Director or administrative lead?**

- Yes
- No

Leadership Demographics: Artistic Director or Artistic Lead

101. Age:

Of what generation is your Artistic Director or artistic lead?

- Generation Z (born 1999-2010)
- Millennial (born 1982-1999)
- Generation X (born 1965-1981)
- Baby Boomer (born 1946-1964)
- Silent/Greatest Generation (born before 1945)
- Decline to state

102. Gender Identity: Gender identity is defined as one's innermost self-perception along or outside of the gender spectrum. One's gender identity can be the same or different from their sex assigned at birth.

What is your Artistic Director or artistic lead's current gender identity (Select all that apply.)

- Agender
- Bigender
- Cisgender man (a person who identifies as a man who was assigned male at birth)
- Cisgender woman (a person who identifies as a female who was assigned female at birth)
- Gender fluid
- Gender non-conforming
- Genderqueer
- Intersex
- Man
- Nonbinary
- Queer
- Questioning
- Transgender man (a person who identifies as a man who was assigned female at birth)
- Transgender woman (a person who identifies as a woman who was assigned male at birth)
- Transgender
- Two spirit
- Woman
- Decline to state
- If not listed, please specify:

103. Sexual Identity: Sexual identity reflects an individual's sexual self-concept. Sexual identity can change throughout an individual's life, and may or may not align with sexual behavior or actual sexual orientation.

**What is your Artistic Director or artistic lead's current sexual identity?
(Select all that apply.)**

- Asexual
- Bi+
- Biromantic
- Bisexual
- Demiromantic
- Demisexual
- Gay Man
- Gay Woman
- Lesbian
- Panromantic
- Pansexual
- Queer
- Questioning
- Same-gender loving
- Straight or heterosexual
- Decline to state
- If not listed, please specify:

104. Ethnic and/or Racial Identity: "Race" is typically associated with biology and linked with heritable traits and physical characteristics such as skin color

or hair texture. “Ethnicity” is linked with cultural expression and identification, including national, tribal, religious, linguistic, and/or cultural origin. Dance/NYC acknowledges that both are social constructs and many individuals identify with several racial and/or ethnic backgrounds. The categories offered below represent Dance/NYC’s efforts to be inclusive of the multiplicities of individual self-identification.

How does your Artistic Director or artistic lead identify in terms of ethnic and/or racial identity? (Select all that apply.)

Asian

- Asian
- Asian-American
- Chinese
- Indian
- Filipino
- Vietnamese
- Korean
- Japanese
- Taiwanese
- Sri Lankan
- Pakistani
- Bangladeshi
- Any additional Asian background

Black

- African
- African-American
- Black
- Caribbean
- Any additional Black background

Hispanic//Latine

- Central American
- Cuban
- Hispanic/Latine and/or Latina/o/x
- Mexican/Xicanx and/or Chicanx/a/o
- Puerto Rican
- South American
- Any additional Hispanic/Latine background

Middle Eastern/North African

- Middle Eastern/North African
- Armenian
- Azerbaijani
- Egyptian
- Georgian
- Kurdish
- Persian
- Turkish
- Any additional Middle Eastern/North African background

Native American/American Indian/Alaska Native

- Apache
- Arapaho
- Blackfeet
- Canadian & French American Indian

- Central American Indian
- Cherokee
- Cheyenne (Northern and Southern)
- Chickasaw
- Chippewa
- Choctaw F
- Colville
- Comanche
- Cree
- Creek
- Crow
- Delaware (Lenape)
- Hopi
- Houma
- Iroquois
- Kiowa
- Lumbee
- Menomine
- Mexican American Indian
- Navajo
- Osage
- Ottawa
- Paiute
- Pima
- Potawatome
- Pueblo

- Puget Sound Salish
- Seminole
- Shoshone
- Sioux
- South American Indian
- Spanish American Indian
- Tohono O'odham
- Ute
- Yakama
- Yaqui
- Yuman
- Alaskan Athabaskans
- Aleut
- Inupiat
- Tlingit-Haida
- Tsimshian
- Yup'i
- Any additional Native American/American Indian/Alaska Native background

Native Hawaiian/Pacific Islander

- Native Hawaiian
- Pacific Islander
- Samoan
- Chamorro
- Fijian
- Palauan

Tongan

Tahitian

Any additional Native Hawaiian/Pacific Islander background

White

Caucasian

European

Any additional White background

Multi-racial or multi-ethnic

Multi-racial or multi-ethnic

Prefer to self-identify

Prefer to self-identify

Decline to state

Decline to state

105. Disability Identity: “Disability” and “Disabled” as used by Dance/NYC are intended as markers of identity and membership within a specific minority group. The use of the term disability is not intended to assign medical significance. This use of language follows movements in disability studies and disability rights, discussed in detail in Simi Linton’s *Claiming Disability: Knowledge and Identity* (similinton.com/about_claim.htm). The term disability encompasses a set of experiences, including mobility and physical, sensory, intellectual, cognitive/learning, and psychological, whether readily apparent or not.

Does your Artistic Director or other artistic lead identify as disabled?

- Yes
- No
- Decline to state

106. (Select all that apply.)

The Artistic Director or artistic lead identifies as a:

- Person with a communication disorder, who is unable to speak, or who uses a device to speak
- Person with an emotional or behavioral disability
- Person who is deaf or hard of hearing
- Person who is blind or has limited or low vision
- Person with an intellectual, cognitive, or developmental disability
- Person with a learning disability
- Person with a physical disability or who requires mobility assistance
- My disability is not listed here
- Decline to state
- If you did not find the disability in the list above, you may indicate it here

107. Immigrant Identity: Dance/NYC embraces a wide understanding of the term “immigrant” in this research and its recommendations—one that allows individuals to self-identify as immigrants regardless of their legal classification and includes foreign-born people in the United States and their descendants, inclusive of first, second, and third generation immigrants. Dance/NYC recognizes the term as a marker for identification and membership within specific minority groups connected by social, political, and cultural experiences.

Does your Artistic Director or artistic lead identify as an immigrant?

- Yes
- No
- Decline to state

Leadership Demographics: Board Chair/President

108. Does your entity have a Board Chair/President who is different from your Executive Director/administrative lead and/or Artistic Director/artistic lead?

- Yes
- No

Leadership Demographics/Board President

**109. Age:
Of what generation is your Board Chair/President?**

- Generation Z (born 1999-2010)
- Millennial (born 1982-1999)
- Generation X (born 1965-1981)
- Baby Boomer (born 1946-1964)
- Silent/Greatest Generation (born before 1945)
- Decline to state

110. Gender Identity: Gender identity is defined as one's innermost self-perception along or outside of the gender spectrum. One's gender identity can be the same or different from their sex assigned at birth.

What is your Board Chair/President's current gender identity?

(Select all that apply.)

- Agender
- Bigender
- Cisgender man (a person who identifies as a man who was assigned male at birth)
- Cisgender woman (a person who identifies as a female who was assigned female at birth)
- Gender fluid
- Gender non-conforming
- Genderqueer
- Intersex
- Man
- Nonbinary
- Queer
- Questioning
- Transgender man (a person who identifies as a man who was assigned female at birth)
- Transgender woman (a person who identifies as a woman who was assigned male at birth)
- Transgender
- Two spirit
- Woman
- Decline to state
- If not listed, please specify:

111. Sexual Identity: Sexual identity reflects an individual's sexual self-concept. Sexual identity can change throughout an individual's life, and may or may not align with sexual behavior or actual sexual orientation.

What is your Board Chair/President's current sexual identity?

(Select all that apply.)

- Asexual
- Bi+
- Biromantic
- Bisexual
- Demiromantic
- Demisexual
- Gay Man
- Gay Woman
- Lesbian
- Panromantic
- Pansexual
- Queer
- Questioning
- Same-gender loving
- Straight or heterosexual
- Decline to state
- If not listed, please specify:

112. Ethnic and/or Racial Identity: "Race" is typically associated with biology and linked with heritable traits and physical characteristics such as skin color

or hair texture. “Ethnicity” is linked with cultural expression and identification, including national, tribal, religious, linguistic, and/or cultural origin. Dance/NYC acknowledges that both are social constructs and many individuals identify with several racial and/or ethnic backgrounds. The categories offered below represent Dance/NYC’s efforts to be inclusive of the multiplicities of individual self-identification.

How does your Board Chair/President identify in terms of ethnic and/or racial identity? (Please select all that apply.)

Asian

- Asian
- Asian-American
- Chinese
- Indian
- Filipino
- Vietnamese
- Korean
- Japanese
- Taiwanese
- Sri Lankan
- Pakistani
- Bangladeshi
- Any additional Asian background

Black

- African
- African-American
- Black
- Caribbean
- Any additional Black background

Hispanic//Latine

- Central American
- Cuban
- Hispanic/Latine and/or Latina/o/x
- Mexican/Xicanx and/or Chicanx/a/o
- Puerto Rican
- South American
- Any additional Hispanic/Latine background

Middle Eastern/North African

- Middle Eastern/North African
- Armenian
- Azerbaijani
- Egyptian
- Georgian
- Kurdish
- Persian
- Turkish
- Any additional Middle Eastern/North African background

Native American/American Indian/Alaska Native

- Apache
- Arapaho
- Blackfeet
- Canadian & French American Indian

- Central American Indian
- Cherokee
- Cheyenne (Northern and Southern)
- Chickasaw
- Chippewa
- Choctaw F
- Colville
- Comanche
- Cree
- Creek
- Crow
- Delaware (Lenape)
- Hopi
- Houma
- Iroquois
- Kiowa
- Lumbee
- Menomine
- Mexican American Indian
- Navajo
- Osage
- Ottawa
- Paiute
- Pima
- Potawatome
- Pueblo

- Puget Sound Salish
- Seminole
- Shoshone
- Sioux
- South American Indian
- Spanish American Indian
- Tohono O'odham
- Ute
- Yakama
- Yaqui
- Yuman
- Alaskan Athabaskans
- Aleut
- Inupiat
- Tlingit-Haida
- Tsimshian
- Yup'i
- Any additional Native American/American Indian/Alaska Native background

Native Hawaiian/Pacific Islander

- Native Hawaiian
- Pacific Islander
- Samoan
- Chamorro
- Fijian
- Palauan

Tongan

Tahitian

Any additional Native Hawaiian/Pacific Islander background

White

Caucasian

European

Any additional White background

Multi-racial or multi-ethnic

Multi-racial or multi-ethnic

Prefer to self-identify

Prefer to self-identify

Decline to state

Decline to state

113. Disability Identity:Disability” and “Disabled” as used by Dance/NYC are intended as markers of identity and membership within a specific minority group. The use of the term disability is not intended to assign medical significance. This use of language follows movements in disability studies and disability rights, discussed in detail in Simi Linton’s Claiming Disability: Knowledge and Identity (similinton.com/about_claim.htm). The term disability encompasses a set of experiences, including mobility and physical, sensory, intellectual, cognitive/learning, and psychological, whether readily apparent or not.

Does your Board Chair/President identify as disabled?

- Yes
- No
- Decline to state

114. (Select all that apply.)

The Board Chair/President identifies as a:

- Person with a communication disorder, who is unable to speak, or who uses a device to speak
- Person with an emotional or behavioral disability
- Person who is deaf or hard of hearing
- Person who is blind or has limited or low vision
- Person with an intellectual, cognitive, or developmental disability
- Person with a learning disability
- Person with a physical disability or who requires mobility assistance
- My disability is not listed here
- Decline to state
- If you did not find the disability in the list above, you may indicate it here

115. Immigrant Identity: Dance/NYC embraces a wide understanding of the term “immigrant” in this research and its recommendations—one that allows individuals to self-identify as immigrants regardless of their legal classification and includes foreign-born people in the United States and their descendants, inclusive of first, second, and third generation immigrants. Dance/NYC recognizes the term as a marker for identification and membership within specific minority groups connected by social, political, and cultural experiences.

Does your Board Chair/President identify as an immigrant?

- Yes
- No
- Decline to state

116. What are the critical issues facing the dance industry in New York City?

117. What are the key issues facing your entity and its ability to effectively do its work and fulfill its goals?

118. What resources does your entity need to support its work?

119. What new or different skills, training or technical assistance does your entity need to support its work and contribution to the field?

120. Is there anything else you want to share here?

Thank You!

Thank you for completing the Dance Industry Census. We are grateful for the time and input you have provided and we are committed to ensuring that your labor and insights are honored through our work to influence meaningful change for the industry and its workers.

Please complete **THIS FORM** for updates and to participate further in Dance/NYC's Dance. Workforce. Resilience. Initiative and this study. Contact information will NOT be connected to your answers to this survey.

Please encourage individual dance workers to complete **THIS SURVEY** as well.

This study is funded by a coalition of public and private funders. For a full list visit <https://www.dance.nyc/DanceWorkforceResilience/About>.