

# NEW YORK CITY'S FOREIGN-BORN DANCE WORKFORCE DEMOGRAPHICS REPORT HIGHLIGHTS



- People born outside the United States are underrepresented in the dance workforce studied. Only 13% of nonprofit respondents and 17% of fiscally sponsored respondents indicate a country of origin outside the United States, compared to 37% of the City's population.
- The most common countries of origin for the dance workforce studied (Canada and Japan) differ from those of the City's population (Dominican Republic and China).
- As is the case with the wider dance workforce, while the concentration of foreign-born workers studied is highest in Manhattan, the majority of foreign-born respondents (51% of nonprofit respondents and 62% of sponsored respondents) is based outside the borough.
- The foreign-born dance workforce studied is more ethnically and racially diverse than the wider dance sample (with 37% of nonprofit respondents and 54% of sponsored respondents identifying as white non-Hispanic), yet less diverse than the wider foreign-born population (20% white non-Hispanic), underscoring patterns of exclusion.
- 5% of foreign-born nonprofit respondents and 8% of the foreign-born sponsored respondents identify as disabled, which are smaller percentages than for respondents born in the United States, and out of step with the overall percentage (11%) of foreign-born disabled New Yorkers.
- The foreign-born workforce studied skews young, with 72% of nonprofit respondents and 85% of sponsored respondents born in 1965 and after. The data suggest opportunity to better engage aging populations born before 1945.
- The foreign-born workforce studied skews female, outpacing the wider dance workforce, with 72% of nonprofit respondents and 84% of sponsored respondents identifying as female.
- The percentages of foreign-born dance workers identifying as LGBTQ are substantial, at 14% for nonprofit respondents and 19% for sponsored respondents.

- There is a conspicuous scarcity of foreign-born respondents indicating an affiliation with nonprofit dance education organizations, encouraging research and action focused on the landscape of dance education.
- Foreign-born respondents represent a significantly reduced share of dance workers at the largest nonprofit dance organizations, those with budgets of \$5 million and more, compared to organizations in every other budget category, urging attention to this segment's practices.
- Foreign-born respondents are underrepresented on nonprofit dance boards and volunteer programs, inviting new strategies for cultivation and development.
- The foreign-born sponsored dance workforce studied ranks affordable artistic development space and affordable presentation space as their highest needs, followed by living wages, affordable healthcare, supplies and material, affordable living space, and affordable training.
- Only a slim percentage of the foreign-born sponsored dance respondents (4%) report being able to identify and access all the resources necessary to fulfill its needs.
- The foreign-born sponsored dance workforce studied is disproportionately challenged in accessing individual donations and earned income. Under half (48%) of foreign-born respondents report any earned income, compared to 68% percent of respondents born in the United States.

*These findings are based on data collected for two recent Dance/NYC publications, State of NYC Dance & Workforce Demographics (2016) ([Dance.NYC/StateofDance2016](#)) and Advancing Fiscally Sponsored Dance Artists & Projects (2017) ([Dance.NYC/DanceFiscalSponsors2017](#)). The nonprofit dance findings are based on the responses to a pilot version of the DataArts Dance Workers Demographic Survey, out of a total of 571 people from 115 dance organizations. Analyses for the fiscal sponsored dance workforce were commissioned by Dance/NYC and prepared by Webb Management Services Incorporated, in partnership with Fractured Atlas. These findings are based on sample of 151 sponsored dance workers.*

