

OVERVIEW

As part of its commitment to fostering equity in dance and culture, Dance/NYC seeks to dismantle white supremacy* and amplify the voices and autonomy of the African, Latina/o/x, Asian, Arab, and Native American (ALAANA*) communities along the continuum of lives in dance, from the public school classroom to the stage. It recognizes generations of people and organizations engaged in this work and seeks to contribute to their efforts.

Dance/NYC's vision for a just, equitable, and inclusive dance ecology is short- and long-term and encompasses changes to policy, investments, programs, attitudes, and actions impacting ALAANA artists, cultural workers, and audiences. Dance/NYC recognizes that racial justice does not exist individually or siloed from additional equity areas and interrelated forces of oppression (e.g., disability, immigrant matters, economic justice) in its work nor in the lives of its constituents. Instead, racial justice requires an intersectional* approach that builds upon multiple areas that together create a more just, equitable, and inclusive dance ecology.

As Dance/NYC considers 2018 and beyond, it demonstrates its commitment to racial justice by:

- Examining racial impacts of organizational practices and decisions, removing and preventing racial inequities that exist, and advancing racial justice both internally and publicly;
- Collaborating with colleague arts service organizations that are mission-focused on race matters. Learn more about our Justice, Equity & Inclusion partners ([Dance.NYC/equity/equityinclusionpartners](https://www.dancenyc.org/equity/equityinclusionpartners));
- Improving and scaling up racial justice-focused programming that has been effectively piloted; and
- Developing and implementing discrete new racial justice-focused programming.

Dance/NYC recognizes that the planning and execution of racial justice work requires the investment of emotional labor*, financial resources, and time. To ensure the sustainability and well-being of the organization, its staff, and its constituents, Dance/NYC only undertakes activities for which there are sufficient resources available. Detailed in the following section are commitments that reflect confirmed funding and additional opportunities Dance/NYC has identified for 2018–2020 that cut across the organization's core programs—research, convening, promotion, and regranting—and all aspects of its operations.

The purpose of this agenda is to outline Dance/NYC's commitments to addressing racial justice within the organization and in the dance field it serves. The agenda builds on Dance/NYC's participation in Race Forward's Racial Equity in the Arts Innovation Lab (2017–2018) (raceforward.org/practice/nyc-arts) and learning from a two-year (2015–2017) funded pilot initiative that delivered field research, including *State of NYC Dance and Workforce Demographics* (Dance.NYC/StateofDance2016), to achieve new understandings of the demographics of the organization's online users (at Dance.NYC), instigate in-person dialogue focused on race, and diversify attendees at Dance/NYC convening.

This agenda is a living document and is intended to be revisited annually by Dance/NYC's staff, board, committees—57% ALAANA as of May 2018—and Justice, Equity & Inclusion partners (Dance.NYC/equity/equityinclusionpartners). Dance/NYC seeks and values feedback from ALAANA communities impacted by its work.

/ JULY 2018

*KEY TERMS

Racial Justice

Systematic fair treatment of people of all races that results in equitable opportunities and outcomes for everyone (Race Equity and Inclusion Action Guide, Annie E. Casey Foundation, aecf.org/m/resourcedoc/AECF_EmbracingEquity7Steps-2014.pdf)

White Supremacy

White supremacy is a descriptive term and useful term to capture the all-encompassing centrality and assumed superiority of people defined and perceived as white, and the practices based on this assumption. White supremacy, in this context, does not refer to individual white people and their individual intentions or actions but to an overarching political, economic, and social system of domination... While hate groups that openly proclaim white superiority do exist and this term refers to them also, the popular consciousness solely associates white supremacy with these radical groups. This reductive definition obscures the reality of the larger system at work and prevents us from addressing this system. (White Fragility, Robin DiAngelo. 2018. robindiangelo.com/publications)

ALAANA

African, Latina/o/x, Asian, Arab, and Native American. An ALAANA organization's primary intentions, practices, and mission are by, for, and about ALAANA artists, cultures, and communities. (Grantmakers in the Arts, giarts.org)

Intersectionality

The study of overlapping or intersecting social identities and related systems of oppression, domination, or discrimination (art Equity, theory first coined by Kimberlé Crenshaw, artequity.org)

Emotional Labor

Emotional labor is the exertion of energy for the purpose of addressing people's feelings, making people comfortable, or living up to social expectations. It's called "emotional labor" because it ends up using—and often draining—emotional resources. (Everyday Feminism, everydayfeminism.com/2016/08/women-femmes-emotional-labor) Dance/NYC uses this term to acknowledge the particular kind of labor individuals, often recipients of oppression, engage in for the purposes of educating, supporting, or appeasing oppressors and/or people in more privileged positions.

The definitions above are borrowed from Dance/NYC's learning with Race Forward and established leaders and experts in racial justice. 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.

PROGRAM COMMITMENTS

I. Advocacy & Action-Oriented Research

- Advocate policy, funding, and program recommendations to increase racial justice in dance and culture to government, foundation, and nonprofit sectors in the metropolitan area, with a focus on the City of New York's diversity, arts education, and cultural planning initiatives;
- Include racial and ethnic identity in all Dance/NYC demographic research, including forthcoming studies focused on immigrant artists;
- Leverage recent and forthcoming quantitative research to instigate racially explicit dialogue about inequities in the nonprofit and fiscally sponsored landscape;
- Engage and support ALAANA research partners to lead research on ALAANA communities; and
- Support the development of national standards for racial justice by sharing local models through an alliance with the national organization Dance/USA.

Additional Opportunities for which Dance/NYC May Seek Funding

- Produce qualitative research grounded in dialogue, surveys, and case studies to reveal racial inequities that exist in dance and dance education and identify bright spots and solutions;
- Prepare Dance/NYC's first-ever longitudinal assessment of the demographics of the metropolitan area nonprofit dance workforce;
- Gather demographic data on race and ethnicity and conduct analyses on unexamined field segments: for instance, unaffiliated individual artists and commercial entities;
- Conduct *State of NYC Dance* research focused on ALAANA-led dance organizations with DataArts profiles to better understand economic, activity, and workforce dynamics and develop targeted recommendations;
- Produce geography-specific reports on dance workforce demographics: for instance, each of the five boroughs of New York City, Nassau, Rockland, Suffolk, and Westchester Counties in New York State, and Bergen and Hudson Counties in New Jersey; and
- Support field engagement efforts by gathering and analyzing audience data on audience demographics and behaviors, using tools being developed by DataArts and additional data providers when they are available.

II. Technology & Visibility (Dance.NYC)

- Develop and aggregate relevant online content and resources: for instance, a directory of arts service organizations mission-focused on racial justice and affinity groups who have memberships or constituencies in the metropolitan area, including Dance/NYC's established partners: Asian American Arts Alliance, Indo-American Arts Council, International Association of Blacks in Dance, National Association for Latinos in Arts and Culture, and Women of Color in the Arts;
- Act on opportunities to increase the usability of Dance.NYC: for instance, translating content and encouraging users to post in multiple languages; continue evolving the site in response to user testimony;
- Lead by example in the use of racially explicit language; document practices in marketing and communications guide and review guidelines annually; and
- Increase racial diversity of Dance.NYC users through targeted marketing and partnerships; capture demographic information and monitor progress toward greater ALAANA representation at least annually.

Additional Opportunities for which Dance/NYC May Seek Funding

- Subsidize or underwrite ad placements on Dance/NYC platforms for members of partner organizations mission-focused on racial justice;
- Create themed NEW YORKERS FOR DANCE visibility campaigns focused on sharing the stories of ALAANA populations: for example, Black History Month and National Hispanic Heritage month campaigns; and
- Produce and promote inclusive casting protocol devised with leadership from ALAANA communities.

III. Leadership Training, Networking & Convening

- Guarantee racial diversity among planning committees and speakers (goal: majority ALAANA);
- Foster best practices for speakers by providing recommendations for using racially explicit and intersectional language;
- Engage ALAANA attendees at Dance/NYC events through targeted marketing, partnerships, and other means; capture demographic information and monitor progress toward greater representation at least annually;
- Spotlight leading national, cross-sector voices in racial justice through a discussion track during each annual Dance/NYC Symposium including an annual antiracism training at Symposium;
- Offer subsidies to the Dance/NYC Symposium for members of partner organizations mission-focused on racial justice in the arts;
- Offer the dance field responsive, real-time opportunities to generate action-oriented discussion focused on emerging developments in dance for increasing racial justice through at least two free Town Halls annually; and
- Foster racial diversity in field leadership through targeted programming for the Dance/NYC Junior Committee, including annual racial justice training; and maintain majority ALAANA representation in Junior Committee membership.

Additional Opportunities for which Dance/NYC May Seek Funding

- Offer antiracism in-person training for key segments: for example, educators, facilities managers, board members, and funders;
- Explore targeted programming with specific ALAANA populations;
- Establish and convene "learning community" of ALAANA-led dance makers;
- Capture and share learning through publication and public convening;
- Explore intersectional and interrelated forces of oppression (ex., ableism, xenophobia) that impact ALAANA dance community members; and
- Pursue activity in Nassau, Rockland, Suffolk, and Westchester Counties in New York State, and Bergen and Hudson Counties in New Jersey.

IV. Re-granting Programs

- Guarantee racial diversity on regranting panels (goal: majority ALAANA);
- Apply racial justice framework to ongoing and new regranting initiatives, prioritizing the equitable distribution of funds to ALAANA artists and organizations (goal: majority ALAANA grantees); and
- Develop complementary program to support grantees, such as centralized technology and visibility, leadership training, and research: for example, underwrite ad placements on Dance/NYC platforms for ALAANA-led grantee organizations.

V. Operations

- Recruit and retain ALAANA New Yorkers among Dance/NYC's board, committees, staff, interns, volunteers; achieve baseline goal of majority ALAANA representation among dues-paying board members and maintain majority ALAANA committee members and staff;
- Track diversity (race and ethnicity, disability, age, gender, LGBTQ identity), of board, committees, staff, and volunteers to measure progress over time;
- Make racial justice training and additional resources a priority for board, committees, staff, and volunteers; require directors undertake antiracism training in first term of service;
- Undertake to assess demographics of current Dance/NYC vendors; and
- Recruit and maintain relationships with vendors who are ALAANA-led and share Dance/NYC's priorities for advancing racial justice.

SELECT IMPACTS

Drives Policy & Investment

- Policy and funding developments attributable to Dance/NYC's research and recommendations; and
- Level and breakdown of funding and pro bono services delivered by Dance/NYC to ALAANA artists and organizations (goal: majority of funding to ALAANA organizations).

Serves ALAANA Communities

- Increased ALAANA participation year over year in Dance/NYC networking and convening, as measured by Symposium subsidies allocated annually (minimum goal: 80 each year) and demographic data collected through speaker and surveys;
- Increased ALAANA participation in community of registered users of Dance.NYC, measured through demographic data collected on new users; and active participation in posting content listings on Dance.NYC by newly registered users who identify as ALAANA; and
- Readership of organizational content focused on racial justice matters and testimony.

Creates Organizational Change

- Percent of board, staff, and committees who identify as ALAANA (goal: majority ALAANA);
- Active participation by Board and Junior Committee in antiracism training;
- The number and range of partnerships with organizations focused on ethnicity, race, disability, and/or immigrant matters for project activities (goal: 5); and
- Percent of program and operation vendors whose leadership identifies as ALAANA and share Dance/NYC's priorities for advancing racial justice (goal: majority ALAANA).

Seeds Innovation & National Activity

- Examples of comparative and national dance research using Dance/NYC benchmarks; and
- Programs adapted across disciplines and geographies.

Prepared by Dance/NYC staff and reviewed by members of its Board of Directors, Advisory Committee, Junior Committee, Disability. Dance. Artistry. Task Force, Immigrants. Dance. Arts. Task Force, Symposium Programming Committee, and Justice, Equity & Inclusion Partners.

Dance.NYC/about/people/boardcommittees