

## **Dance/NYC Board of Directors Job**

### **Job Description**

*Revised as of 02.02.21*

#### **Mission of Dance/NYC**

Dance/NYC's mission is to promote the knowledge, appreciation, practice, and performance of dance in the metropolitan New York City area. It embeds values of [justice, equity, and inclusion \(Dance.nyc/equity/values\)](#) into all aspects of the organization. Dance/NYC achieves this mission by executing on five core programs: advocacy, research, convening, technological resources through Dance.NYC, and regranting.

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.

#### **Purpose of the Board of Directors**

To exercise fiduciary and strategic oversight of Dance/NYC in furtherance of its mission; to provide effective representation in the wider nonprofit, public and private sectors; and to actively contribute to the development of Dance/NYC's financial and human resources.

#### **Relationship with the Advisory Committee**

Dance/NYC has also chartered an advisory committee to represent the diversity of needs and resources of the many New York City dance communities and to reflect these needs in advising and assisting Dance/NYC's program development and advocacy role; and working with management in developing resources to extend mission reach and impact. The advisory committee is an ad hoc committee and holds no fiduciary or strategic oversight of the organization, but often serves as a development space for Director recruitment.

#### **Statement on Justice, Equity and Inclusion**

Dance/NYC values justice, equity, inclusion, and diversity at all levels of its organization, including its Board, committees, task forces, and staff. Diversity in this context refers to groups and individuals identified by, for instance, race, color, sex, gender, sexual orientation, age, disability, status, religion, national origin, marital or partnership status, ancestry, political belief or activity, or status as a veteran. To foster the values of justice, equity, inclusion, and diversity, Dance/NYC seeks participation on its Board, committees, task forces, and staff from individuals who share and hold these values and reflect the diversity of the metropolitan New York City area, with a focus on majority African, Latina/o/x, Asian, Arab, and Native American (ALAANA) participation and disability and immigrant representation. (According to Census data, the New York City population is approximately 77% ALAANA, 10% disabled, and 37% foreign-born. Source: US Census Bureau American FactFinder 2011–2015 American Community Survey 5-Year Estimates.) For a full overview of Dance/NYC's values on justice, equity, and inclusion and the agendas that inform this work, please refer to [Dance.NYC/equity/values](#).

As of January 2021, Dance/NYC's board of directors has 9/17 ALAANA membership and includes immigrant and disability representation.

## Primary Roles and Responsibilities

Directors shall set Board policy and:

- *Fundraise*: **make a minimum personal contribution of \$5,000 annually to Dance/NYC**, and actively offer support in expanding opportunities to attract funding. In its recruitment, Dance/NYC will encourage candidates who indicate they are able to give at \$10,000 or more.
- *Participate*: attend quarterly meetings of the board and participate in justice, equity, and inclusion trainings (race, disability, and immigration) during first term of service.
- *Recruit*: provide a minimum of three leads annually for consideration as potential candidates for board members, with a focus on majority ALAANA participation, and inclusive of immigrant and disability representation.
- *Provide Financial Oversight*: work with the Board and staff to develop budgets and fundraising strategies; annually review and approve organization's financial plans.
- *Provide Board Oversight*: review compliance with relevant material laws; annually review performance of the Board and take steps to improve its function; elect officers and fill vacancies; determine eligibility for and participate on Board Committees as appropriate.
- *Provide Organizational Oversight*: work with staff to support ongoing, iterative organizational planning; hire and review the results achieved by Executive Director; fix compensation; and provide counsel as needed.
- *Execute duties of care, loyalty and adherence to the mission and values of the organization and the policies and procedures outlined in the ByLaws.*

## Criteria

Priority will be given to candidates who are:

- Passionate about service to the dance and arts sector, its organizations, businesses and workers;
- Share the organization's values of Justice, Equity, and Inclusion (<https://www.dance.nyc/equity/values>) with a commitment to continued learning in those areas;
- Based or otherwise active in the metropolitan New York City area; Dance/NYC defines the NY metropolitan area as the five boroughs of New York City (Brooklyn, Manhattan, Queens, Staten Island, and The Bronx), as well as Hudson and Bergen Counties in NJ State and Rockland, Westchester, Suffolk and Nassau in NY State;
- Bring business expertise: e.g., Law, Finance, Marketing/PR, Real Estate, Technology, to name a few;
- Willing to make annual gifts of \$5,000 without limiting other dance community support and to consider higher gifts;
- Prepared to continually network and identify candidates to serve on Board committees and/or the Board;
- Willing to leverage additional financial and in-kind resources to expand the organization's mission and impact, where possible;
- Willing to think fresh, act quickly, and support the work of the organization's staff; and
- Experienced in Board service and leading organizational change a plus but not required.