

RECOMMENDATIONS

The value of this research will be demonstrated by the deeper inquiry and action it generates to catalyze change.

The recommended actions offered here—for dance makers and companies, public agencies and institutional funders, and the service sector—are neither comprehensive nor absolute, but harness key opportunities to strengthen dance making by immigrant artists and organizations; build dance education programs for immigrant students, particularly in the public schools; engage immigrant audiences and audiences for immigrant artists, organizations, and programs; grow and nurture the careers of immigrant artists and cultural workers; and showcase dance artistry that illuminates the immigrant experience.

Organized by stakeholder type for presentation purposes only, the recommendations seek to foster collaboration among and across stakeholders and involve immigrant New Yorkers at every level. For all, it is an invitation to join in cultural advocacy that supports and extends the commitments of New York City's Mayoral administration and of countless people and organizations working to make the metropolitan area more just, equitable, and inclusive for every resident, regardless of immigration status, and to advance the role of artistry in fostering immigrant rights.

Finally, while discipline-, community-, and geography-specific in their focus, the recommendations also invite arts- and culture-wide national activity. It is only within a shared framework of responsibility that real change may be achieved.

Dance/NYC invites you to weigh in with your recommendations for how to best turn the data into action and ensure that dance becomes truly inclusive of all of New York City's immigrant artists and communities. Spread the word and share your ideas on Facebook (facebook.com/DanceNYCorg), Twitter (twitter.com/DanceNYC), Instagram (@dance.nyc or instagram.com/dance.nyc), or by email at research@dance.nyc.

Considerations for the Dance Field

Proactively support immigrant dance artists and workers by:

- Seizing the opportunity to extend artistry's role in fostering the inclusion, integration, and human rights of immigrants, and driving creativity and social progress;
- Apply intersectional and racially explicit frameworks while ensuring immigrant artists are present at every stage of developing, implementing, and evaluating initiatives impacting their work;
- Pursuing opportunities for peer learning and collaboration between immigrant dance artists, their communities, and programs that facilitate community development through the arts;
- Receiving training and education on immigrant rights matters and implicit bias in partnership with groups or agencies such as the Mayor's Office of Immigrant Affairs; and
- Participating in fieldwide dialogue and collective advocacy necessary to generate field-wide solutions.

Welcome immigrant workers and audiences by:

- Enhancing communications practices by, for example, providing multilingual content and regularly distributing promotional materials in multilingual media; and
- Finding solutions for providing living wages to eliminate economic status as a barrier and allow immigrant artists to thrive, and ensure that employers become adopters of the City and State's commitment to a minimum wage of \$15/hour.

Address need for affordable space by:

- Improving access to nontraditional spaces, such as sacred spaces, community centers, senior centers, libraries, and retail and office space for short- and long-term use;
- Strengthening and expanding dance rehearsal space subsidy programs for immigrant dance artists by adapting programs led by New York State Council on the Arts, The Andrew W. Mellon Foundation, and Mertz Gilmore Foundation;
- Ensuring that needs of immigrant dance artists are expressly and equitably considered as part of arts-wide efforts to develop affordable workspace, in particular the implementation of the CreateNYC, the City's cultural plan; and
- Fostering collaboration by connecting developers to immigrant dance workers, to local residents, and to borough arts councils to ensure that dance spaces reflect community interests, with a strong emphasis on geographies where majority of immigrant dance workers are located.

Considerations for Dance Artists & Companies

Building on considerations for the dance field, create networks and foster community by:

- Pursuing opportunities to create collaborative spaces for creating work and sharing resources among immigrant dance artists. Companies that have implemented this practice include: BAAD! (The Bronx Academy of Music & Dance) with their Sanctuary Series, El Puente Bushwick's region(es) and NYFA's (New York Foundation for The Arts) Immigrant Artist Mentoring Program.
- Extending the role of dance artistry and storytelling to advance healing in immigrant communities and magnify understanding of the immigrant experience; and
- Engage wider dance community to practice immigrant-inclusive practices at venues, such as sanctuary spaces and multilingual signage, by developing and utilizing inclusion riders.

Considerations for Presenters

Building on considerations for the dance field, transform internal practices by:

- Learning about the cultural context for the artistry of immigrant dance artists and offering culturally competent marketing and experience to immigrant audiences;
- Declaring presenting spaces as sanctuaries. As modeled by Art Space Sanctuary, sanctuary provides a broad umbrella for an intersectional coalition of people, including immigrants and refugees, to join together, build networks, and create spaces of convergence (More information available at artspace sanctuary.org);
- Inviting immigrant community members to be embedded into the process of curatorial process decision-making, and codesigning processes that align with existing practice and culture; and
- Leveraging presenter affinity organizations, such as the Association of Performing Arts Professionals and the Presenter League of the New York Dance and Performance Awards (the "Bessies") to foster mentorship and shared learning among presenters, locally, nationally, and internationally.

Advance immigrant artists by:

- Offering technical assistance for immigrant dance artists that need support for producing cultural events;
- Strengthening relationships with immigrant dance artists by, for example, developing contract riders prioritizing immigrant-inclusive practices;
- Highlighting immigrant dance artists without an established following by presenting their work on weekends when working-class audiences can attend; and
- Supporting the work of immigrant artists who are seeking an O-1 visa.

Considerations for Public Agencies & Private Funders

Building on considerations for the dance field, Invest in immigrant dancemaking by:

First and foremost, investing in immigrant organizations, programs, and projects:

- Developing immigrant-specific programs by both arts funding initiatives and project funding initiatives: for example, production support for dance addressing immigrant rights, and general support initiatives;
 - Integrating immigrant matters as a funding priority in existing arts portfolios; and
 - Expanding purview of funding to ensure small-budget groups, fiscally sponsored projects, independent artists, and unincorporated groups that are immigrant-led or are meaningfully integrating immigrants are served.
- Secondarily, invest in the wider ecosystem, from presenters to service providers, with an emphasis on education and audience engagement activity.

Transform internal practices by:

- Training funding decision-makers in immigrant matters, including grant review panelists;
- Removing restrictions to funding sources based on immigrant status and, if not possible, provide transparent information on eligibility of noncitizen applicants;
- Supporting immigrant artists and organizations in identifying and accessing funding by expanding technical assistance and training and offering materials in multilingual content;
- Strengthening collaboration among funders traditionally focused on the arts and funders focused on immigrant rights, racial justice, and broader equity matters to increase resources available and to define and achieve common objectives; and
- Leveraging funder affinity organizations, particularly Grantmakers in the Arts (giarts.org), which can do more to move the needle with respect to funding by demonstrating best practices to their members, cultivating partnerships, and delivering relevant field advocacy, research, communications, training, and convening with a focus on immigrant matters.

Considerations for Educational Institutions

Building on considerations for the dance field, advance immigrant dance students by:

- Expanding dance education opportunities for immigrant children, particularly in public schools;
- Addressing compliance and access issues in public school buildings and the quality of their dance facilities;
- Growing partnerships between immigrant dance artists and companies and schools; and
- Training, certifying, employing, and investing in immigrant dance educators.

Expand opportunities for higher education and continued professional and artistic development for working immigrant dance artists by:

- Building education structures that reflect real career opportunities in the field now;
- Meaningfully integrating immigrant students into conservatory and university dance departments, including graduate programs; and
- Expanding instructional offerings for immigrant artists outside of school settings, from choreographic centers to dance studios.

Enhance service delivery by:

- Exploring dance education spaces as sites for delivering information on social services to immigrant parents and students; and
- Promoting awareness of existing services provided by the Department of Education and other educational institutions.

Expand mentorship opportunities and shared learning locally and nationally by:

- Supporting complementary training initiatives: for example, New York Foundation for the Arts Immigrant Artist Program;
- Pairing the artistic leadership of emerging groups with that of midcareer or established groups, as may tie to history in the field and budget size; and
- Fostering dialogue among presenters, educators, and immigrant artists at and across every level about training and development.

Considerations for Arts Service Providers

Building on considerations for the dance field, increase access and networks by:

- Facilitating collaborative efforts among immigrant dance artists and dance workers across sectors, between arts service organizations, immigrant service providers, and/or dance companies and groups;
- Following leadership of existing immigrant rights and arts advocacy organizations to build relationships and trust with immigrant dance artists, communities, and organizations;

Build capacity to support immigrant artists by:

- Employing intersectional and racially explicit frameworks while ensuring that immigrant populations are present at every stage of service programming, including service organizations' boards and staff;
- Evolving and creating programming to meet service priorities identified in this report, from opportunities to engage immigrant audiences to rehearsal space needs
- Exploring place-based strategies that address needs and opportunities of local immigrant communities;
- Advocating for enhanced service delivery to immigrant dance artists who require legal assistance as they seek documented immigration status or address the negative effects of anti-immigrant policies such as the travel ban; and
- Leveraging existing affinity groups, such as the Association of Performing Arts Service Organizations, Performing Arts Alliance, and Dance/USA's Service Organization Council, to share learning and codeliver relevant services.

KEY TERMS

Immigrant

Broadly defined by the Immigration and Nationality Act (INA) as "any alien in the United States, except one legally admitted under specific nonimmigrant categories" and is the common referent for permanent resident alien ([dhs.gov/immigration-statistics/data-standardsand-definitions/definition-terms#permanent_resident_alien](https://www.dhs.gov/immigration-statistics/data-standardsand-definitions/definition-terms#permanent_resident_alien)). Dance/NYC follows leadership in immigrant rights by embracing a wider understanding of the term "immigrant," one that allows individuals to self-identify as immigrants regardless of their classification by U.S. Citizenship and Immigration Services, and includes people who are foreign-born and their descendants. Dance/NYC also recognizes the term as a marker for identification and membership within specific minority groups connected by social, political, and cultural experiences.

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)

