

PROGRAMS

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Monday, August 29, 2022

City

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Updated April 5, 2024

Arts Workforce

[New York's minimum wage has increased](#) for three years with subsequent increases tied to inflation. On January 1, 2024, the minimum wage increased to \$16 in New York City and the counties of Nassau, Suffolk and Westchester, and to \$15 in all other parts of the State.

- [Review press release on historic agreement to raise NY minimum wage.](#)
- [Learn more about New York State's minimum wage](#)
- [Check out the history of New York State minimum wage](#)

In 2022, The New York City Council voted to adopt [Int. 1208](#), which mandates employers to include in job listings the minimum and maximum salary offered for any position located within New York City. The law went into effect September 2023. Violations constitute an unlawful and discriminatory practice and can be reported to the [NYC Human Rights Commission](#).

- [Learn more about the law](#) and [its effects on bridging inequities](#).

In 2017, NYC enacted the [Freelance isn't Free Act](#), which establishes freelance workers' rights to a written contract, timely and full payment, and protection from retaliation. (In 2023, a [statewide version](#) of this legislation was also passed.)

- [Review your rights](#) as a freelance worker in NYC.
- Read The Freelancers Union [guide to filing a nonpayment claim](#) with the NYC Department of Consumer Affairs.
- Read the city's [5-Year Report](#) on the effectiveness of the legislation.

Arts Organizations

The Adams administration implemented [5% cuts across city agencies](#) last November, and on January 16, 2024. An additional 5% cut planned for April 2024 [was recently canceled](#) following extensive advocacy. The [administration cut funding](#) for arts and cultural institutions by an additional \$15.5 million for FY25.

- Sign the Cultural Equity Coalition's [open letter to Mayor Adams](#) highlighting the need to restore funds for the Cultural Development Fund program groups.
- Review the Mayor's "[Program to Eliminate Gap \(PEG\)](#)" plan
- Sign [Nonprofit New York's open letter](#) calling for budget transparency.
- Read Dance' NYC's [Testimony to the Cultural Affairs Committee Preliminary Budget Hearing](#).

The New York City Council voted to adopt [Int 0590-2022](#) and make Open Culture a permanent City program. The Open Culture program allows the City to issue permits for eligible arts and cultural organizations to use outdoor spaces for cultural performances.

- The NYC Open Culture Program Resources page is [here](#), from the Mayor's Office of Media & Entertainment, but has not been updated as yet to reflect the recent legislation.
- Learn more about the past accomplishments in the program [and changes](#) from the pandemic era legislation.

Nonprofit Organizations

Review this [statement](#) from the Office of the Mayor promising an easier process for nonprofits to be paid on time.

- Review a [letter from the Task Force Co-chairs](#).
- [Learn more about the most burdensome admin processes on NYC nonprofits](#)
- Visit the [Mayor's Office of Nonprofits](#).

Arts Education

Review NYC Arts Education Roundtable's [It Starts with The Arts Campaign](#) to get updated on their proposal and advocacy tools for advancing arts education in NYC.

Zoning

Last fall, the Mayor proposed the [City of Yes initiative](#), which contains suggested reforms to city zoning that would "[legalize dance](#)"—permitting dancing and live entertainment at venues where music is allowed and effectively completing the full repeal of the [Cabaret Law](#). Currently, zoning allows dancing only in high-density districts and large venues—disregarding smaller venues that largely serve marginalized

communities.

- Read Dance/NYC's [Testimony to City Planning Commission Public Hearing on Zoning for Economic Opportunity](#) on January 24, 2024
- Support ending the prohibition on dancing by signing the [Legalize Dance petition](#).

Racial Justice

BALLOT PROPOSALS PASSED

The [New York City Racial Justice Commission](#) submitted three ballot proposals for the November 2022 general election. Each of the ballot proposals passed.

1. The City Charter was amended to begin, for the first time in city history, with a preamble that includes an acknowledgment that NYC is built upon the land belonging to the Lanape tribe, and acknowledgment of the country's history of slavery, systemic inequity, and colonialism, and a statement of values and vision aspiring toward "a just and equitable city for all" New Yorkers. Review the new [Preamble](#).
2. Approval to create an [Office of Racial Equity](#), to require Racial Equity Plans every two years, and to form a Commission on Racial Equity, all to reduce or eliminate racial disparity. Review the [page](#) on the Advisory Board for the Implementation of Racial Justice Charter Amendments
3. The Charter was amended to require the City to create a True Cost of Living metric to track the actual cost in New York City of meeting essential needs. Review the Charter [Amendment](#).

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