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IN ALLIANCE WITH DANCE/USA

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; and grow and nurture the careers of immigrant artists and cultural workers.

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 countless others working to make the metropolitan area more fair and equitable 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 and 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 foreign-born artists and communities. Spread the word and share your ideas on Facebook (facebook.com/DanceNYCorg), Twitter (twitter.com/DanceNYC), Instagram (instagram.com/dance.nyc) or by email at research@dance.nyc.

1. Considerations for Dance Makers and Companies: Lead by Example

Proactively support immigrant rights by:

- Seizing the opportunity to extend artistry's role in fostering the inclusion, integration, and human rights of immigrants—driving creativity and social progress;

- Expressly, equitably, and continuously including immigrant matters among diversity, justice, equity, and inclusion priorities to address inequities underscored through this research; and

- Achieving the goals of CreateNYC, the City's cultural plan by:
  - Participating in citywide opportunities to engage New Yorkers of all immigration status, such as IDNYC, or similar programs;
  - Learning about immigration issues as they relate to their staff, participants, artists, performers, and audiences;
  - Supporting individual artists who are from and/or work with immigrant communities.

Welcome Immigrant Audiences

- Enhance internal and external communications practices to affirmatively welcome immigrants; provide multi-language content, particularly those languages that are most commonly used by immigrants in New York (Spanish and Chinese); and regularly distribute promotional materials in multilingual media;

- Create and deliver immigrant-focused programming in locations where gaps exist (e.g., Brooklyn) according to research findings, and in nontraditional spaces, such as sacred spaces and community centers, that serve foreign-born populations;

- Improve access for dance making and presentation of integrated and disability dance artistry for immigrant audiences;

- Leverage technology to deliver dance to immigrant audiences; and

- Declare public arts, education, and meeting spaces as sanctuaries. As modeled by Art Space Sanctuary, sanctuaries provides a broad umbrella for an intersectional coalition of people, including immigrants and refugees, to join together, build networks, and create spaces of convergence. Learn more about the specific conditions for declaring sanctuary at artspacesanctuary.org.

Welcome Immigrant Workers

- Improve hiring practices to address inequities underscored by the research, in particular, the underemployment of foreign-born Black/African and Latina/o/x foreign-born New Yorkers, of foreign-born New Yorkers from specific countries and regions (e.g., Dominican Republic), and of foreign-born disabled New Yorkers;

- Learn how to address legal issues involved in hiring immigrant workers;

- Address general absence of foreign-born workers at nonprofit dance education institutions and improve pipelines into the dance workforce for foreign-born students: for example, through targeted training for teaching artists and educators; and

- Find solutions for providing sufficient compensation to eliminate economic status as a barrier and allow immigrant artists to thrive; ensure that employers of sponsored dance workers become early adopters of the City and State's commitment to a minimum wage of $15.

Foster Immigrant Leaders and Networks

- Strengthen nonprofit board recruitment and development activity to more greatly engage and advance foreign-born New Yorkers;

- Create and message volunteer opportunities for foreign-born New Yorkers;

- Employ intersectional and racially explicit frameworks while ensuring that immigrant populations are present at every stage of dance production;

- Pursue opportunities for peer learning and collaboration at multiple levels, for example:
  - between immigrant dance organizations and other dance organizations;
  - across corporate structures, between the nonprofit and sponsored groups that are the basis of this research and independent artists, informal groups, and commercial entities that may include more immigrant artists; and
  - across sectors, between dance makers and companies and immigrant service providers; and

- Actively capture and provide research data and participate in field-wide dialogue and collective advocacy necessary to generate field-wide solutions.

2. Considerations for Public Agencies and Private Funders

Invest Resources toward Immigrant Dancemaking

- First and foremost, invest in immigrant organizations, programs, and projects by:
  - 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, with a focus on addressing inequities identified in this research; for example, the underrepresentation of foreign-born Latin American and non-Hispanic Caribbean dance organizations and Black/African and Latina/o/x dance workers;
  - Integrating immigrant matters as a funding priority in existing arts portfolios;
  - 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

- Support immigrant artists and organizations in identifying and accessing funding by expanding technical assistance and training and offering materials in multi-language content;

- Train funding decision-makers in immigrant matters;

- Overhaul data-gathering practices to better understand grantees' demographics (including foreign-born status) and engagement with immigrant matters and inequities that exist in funding to drive accountability over time;

- Employ intersectional and racially explicit frameworks while ensuring that immigrant populations are present at every stage of developing, implementing, and evaluating funding initiatives impacting their work, including on funder boards and staff.

Build Collaboration

- Strengthen 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

- Leverage 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.

3. Considerations for Arts Service Providers: Helping to Achieve Scale

Discover and Address Needs

- Join in advocacy for and become better data sources on demographic and immigrant matters, and apply and extend early learning from this publication to increase the relevance and cultural competence of their research;

- Instigate and sustain constituent dialogue focused on the needs and opportunities of immigrant artists, cultural workers, students, and audiences and on the role of artistry in fostering the inclusion, integration, and human rights of immigrants;

- Evolve and create programming to meet service priorities identified in this report, from opportunities to engage immigrant audiences to rehearsal space needs;

- Explore opportunities to expand fiscal sponsorship services for immigrant artists currently working outside of the nonprofit model;

- Declare public arts, education, and meeting 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 artspacesanctuary.org.);

- Employ intersectional and racially explicit frameworks while ensuring that immigrant populations are present at every stage of service programming, including service organizations' boards and staff;

Increase Access and Build Networks

- Enhance communications practices to affirmatively welcome immigrants, provide multi-language content, and reach and support key stakeholders that are conspicuously under-represented in this research, such as foreign-born Black/African and Latina/o/x New Yorkers, independent artists, and informal groups;

- Use technology to promote immigrant artists and activity and deliver relevant information resources, such as those Dance/NYC has made available at Dance.NYC and are included in the appendix to this report;

- Deliver relevant education and training in partnership with groups or agencies such as MOIA to support the City's goals, articulated in CreateNYC, and recommendations for this research;

- Strengthen collaboration with immigrant service providers to deliver relevant resources to immigrant constituents and increase immigrant service providers' attention to artists and the role artistry in fostering immigrant rights;

- Leverage 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 co-deliver relevant services.

KEY TERMS

Disability
"Disability" and "Disabled" as used by Dance/NYC are intended as markers of identity and membership within a specific minority group connected by social, political, and cultural experiences. The use of the term disability is not intended to assign medical significance. This use of language follows movements in disability studies and disability rights, discussed in detail in Simi Linton's seminal *Claiming Disability: Knowledge and Identity* (similinton.com/about_claim.htm). Further, this formulation of disability encompasses all impairments—mobility and physical, sensory (including, but not limited to, vision and hearing), intellectual, cognitive and/or learning, and psychological, whether readily apparent or not.

Integrated and disability dance artistry
Integrated and disability dance artistry refers to dance made with and by disabled artists or combination of disabled and non-disabled dancers.

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)

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)