

Dance Artists' National Collective

General Membership Meeting Notes

11/7/22

[11/7/22 MEETING AGENDA](#)

Notetaker: Ann Chiaverini

Document of Links:  [11/7 General Meeting Links](#)

Welcome

- Access services announcement & access needs check-in
- Facilitators Alex & Emily introduce themselves, overview of community agreements & meeting protocols, summary of DANC mission, guiding principles and structure

Updates

- Funding Circle -
 - Applied for 3rd Wave Mobilizing Power Fund
 - Hope to fund our #StopDisabilityErasure initiative
 - Applied for NY State Seed Fund Grant for DANC as a micro-business
- DanceNYC Meeting with DANC Leadership Committee Members regarding #StopDisabilityErasure, to address DANC's demands for repair after incidences of ableism

Discussion

- **Salary Transparency Law passed in New York City, took effect November 1st**
 - Requires employers with 4 + employees or at least 1 domestic worker to include a salary range in all job postings, as long as at least one of those employees works in New York City
 - Review of main points of this Salary Transparency Law Factsheet:
<https://www1.nyc.gov/assets/cchr/downloads/pdf/publications/Salary-Transparency-Factsheet.pdf>

Discussion Prompt #1

- If this law were in effect where you live, how do you imagine it impacting your life?
- Are there other things you wish this law (or a similar one) could do?
- What's missing? What else do you wish a law could do?

Open Discussion Part 1

- Molly:

- transparency with job listings would bring awareness between dancers, since people don't talk about pay at all
- I've gone an entire process without knowing what I was gonna get paid till the end; in my experience some people are given pay info ahead of time but not others
- Interesting wondering how much dancers in large orgs are getting paid, does that increase competition to attract people?
- Sarah:
 - For Indianapolis: just moved from London, much more like a NYC environment, raises questions about how effective this would be in dance sector. What happens if its a fixed amount? Is it on the employer to break that down to hourly? It's one thing to know the money, but not as meaningful if amount of hours specified
 - What if the pay is zero? Do you have to sat that this is an unpaid job?
- Alex
 - No answer to that: would a stipend be needed to be broken down to hourly?
- Emily
 - Does this cover Independent contractors? The factsheet seems to point to not having to follow this law if only have independent cotractors
- Réka
 - Garnet, former advocacy coordinator, seemed to think the law did cover jobs posted for independent contractors
- Sarah:
 - Maybe don't have to follow if they don't already have 4 employees
 - Wish a law like this included specifying how many jobs in this role are available, like filling a cast of dancers, how many dancers? NNice to have an org have to say how many contracts available.
 - Enhance competition, but also give dancers opportunity to forego jobs that don't pay enough; QAlso questions about "pay increases with experience" postings
 - Have seen remote positions in other field now excluding applicants in areas that have these salary or employment laws that they do not want comply with

Discussion Prompt #2

- How does the current global inflation trend affect your current wages and the standards that we set?
- What are the pros and cons of setting wage and other standards in the dance field?

Discussion Part 2

- Réka:

- Clarification that if hiring 4+ people law would apply, but not if only hiring 2 people
 - This is a new law and probably a lot will still be up to interpretation
- Sarah
 - Standards, if mins, could be used to justify paying bare minimum
 - With inflation, how local do you get with minimum standard rates? Considering different costs of living in different locales? How often do you re-evaluate the mins? How local do you get with mins? Important to set a min, but how do you do it?
- Emily
 - What is the potential harm in naming a min? Scaling is needed to different work environments, org or project budgets? Can we name the lowest acceptable wage for the smallest project
 - Feel like min wage in general helps (fed, local min wages); so feel it would help with dancers' wages
- Alex
 - Transparency law passed that targeted CEO's pay, but an unfortunate effect was to drive wage up for CEO's was to drive wages up for them, so might be beneficial in pushing dancer pay up for regular people because of competition
 - Tying standards to inflation: seems focus is on tamping down wages to control inflation, but that doesn't fly with me
 - If zero dollar posting, for example on DanceNYC, they require listing it as a Volunteer opportunity
- Shelly
 - 2 q's
 - Compensation in context of rehearsals and production. How does this need to be stated? How transparent do they have to be if there are different fees for different aspects of a job?
 - A lot of people do work with temp agencies: temp agencies don't have to post range, but employers have to communicate range to temp agency supplying the workers
- Alex
 - In terms of inflation, in NYC rent and living expenses are high, don't know how that feels for people living in other places
- Molly:
 - Rent much cheaper, but continuing to rise and that's challenging
 - Worked in a coffee shop and unionized, in working on contract had to ask for a wage, considered livable wage, how much housing should cost in relation to income, used calculation that pay should be enough so that it rent ends up being no more than 1/3 of total pay. Tricky to create an ideal wage
- Réka (in Chat):
 - We could also write up a bunch of these questions, and we could reach out to labor lawyers and the human rights commission to find out
 - unless the pro act passes 😊
- Alex:

- Part of what DANC started as, and may still want to be, is a union or some union like org, but haven't yet tied it directly to rent
- Shelly:
 - Entertainment Community Fund has guidance for figuring out how much you can afford in rent based on your income, may be a good collaborator on figuring wages in relation to actual rent costs regionally

Action items

- Join DANC if not already a member! <https://danceartistsnationalcollective.org/join>
- Join the DANC General Google Group <https://groups.google.com/g/danc-general>

Meeting Closing