

General Meeting notes - July 5, 2021

DANC Announcements

- **Join the General Google Group**
 - Sarah: participate in our ongoing discussion or want to bring anything to us.
- **Fill out the membership form**
 - Mariel: please fill out our membership form! If you identify as a dancer you can become a member. Ally / interested in our work but not a dancer? Become an ally.
 - <https://danceartistsnationalcollective.org/join/>
- **Members log your hours**
 - Sarah: for members working within circles, remember to log your hours. Please fill in this form monthly.

DANC Needs

- **Communications**
 - Rebecca: Please join our comms team! No experience needed. We have fun together. If you like communicating directly with our community, if you like thinking about language and how to excite people, if you enjoy designing, any and all of that is wonderful. Approx: 2-4 hours week.
 - Get in touch with Comms/Social Media: socials.DANC@gmail.com
- **LOA**
 - Sarah: We're working a lot. Join us if you're interested in working on contract stuff, and something that will really shift our field and help our community. This is DANC's focus for the next few months.
 - [LOA Timeline and Tasks](#) - PLEASE SIGN UP!

Policy Announcements

- **PRO Act Info Session** - [YouTube link of recorded session](#)

Internal Structure Review Circle

- **Garnet:**
 - Vote!! Must be a member to vote, so please fill out the form.
 - [Read the Proposal](#)
 - In order to get us towards our letter of agreement - we decided that leadership is a priority.
 - Eventually we will set by-laws

- We are asking members to approve an official structure of the leadership body.
- Three things we are asking you to vote on:
- 1: do you agree that DANC needs a leadership committee
- 2: responsibilities - while keeping the overall direction of DANC within the membership body.
- 3: positions
- Once we vote, we will then move towards elections for the leadership body.
- Join us or email with any questions Internal Structure Review:
internalstructure.DANC@gmail.com

- **Funding Circle**

- Emily: We applied for fiscal sponsorship through fractured atlas
- Something interesting came up, some of the lobbying and advocacy we've been doing - will not align with fractured atlas.
- We have received 8K from National Performance Network - gift without any strings
- This is why we also need a leadership body in place to decide where this money goes
- We're working on applying for funding from Mertz Gilmore
- We're also getting a bank account
- Sarah: If you are knowledgeable about funding / grants - please let us know, and help us!
- [Working Budgets Doc](#)
- [application narrative for Mertz Gilmore](#)

Letter of Agreement Circle

- Sarah:
- This document has been foundation for DANC for a very long time.
- Especially as we're coming back to work as dancers, and to set a baseline for how we do our work.
- We are hoping to release this by the end of the summer.
- [LOA Timeline and Tasks](#) - PLEASE SIGN UP!
- Some things: we need more eyes on the contract language. We'll be taking it to a couple more places for legal review.
- Tech side: This is a buildable interface. We are using Afterpatter. Kate is working on that, and I'm sure she should use some help on that.
- LOA itself: We have supporting material as well, including an appendix, and DANC standard minimums and recommendations for various scenarios. Working towards enforcing our base standards in the community.
- Negotiating toolkit: Negotiated might be new for dancers, so we want to provide tools to help dancers negotiate, including a video series that can help walk people towards potential negotiating scenarios, contracts, and other aspects of

the LOA that might not be familiar for many folks. If you like making content, this is your niche.

- Information session: Setting up information sessions for our members, dancers, and employers to learn how to use this interface, and how it can be helpful.
 - This can be things like: how we can to our minimums and recommendations, to back up the work we're doing etc...
- The more we can get this out there, the better it can be for everyone.
- Mariel: Sharing how being in the LOA group - has been a benefit to her career.
- Sarah: questions are an essential part of the process.

Community Discussion:

- Sarah: Getting back to work! Contracts? Hazards? Issues?
- Megan: Because I hire dancers, and I'm still working in a 1099 scenario. Trying to change that this calendar year. We're doing all rehearsals outdoors for upcoming outdoor show. We came up with: **consistent consent** - every time we come together we talk about what each person is comfortable to do each day. Doing check ins in a way that feels productive and important. I don't always lead as the choreographer - it feels like a newer approach to how we're working. Trying to make this habitual. You can bring your shit into the room if you want. I'm concerned about bodies and health - especially outdoors. We're just keeping it an open dialogue, so I don't feel like I'm pressuring anyone to do anything unsafe.
- Ann: Question for Megan. Have you noticed how that's affected how you work now? What has changed?
- Megan: Because many of the dancers are people I've been working with for a while, it's been a focused natural evolution. It's created and even safer, braver space for people. Maybe some days, we don't get as much done.. Shaping the day towards what people need. Feels slows down, which means it's more expensive. Productive - making dance? Or productive as connecting us, which will make the dance better in the long run. Closer because we're paying more attention to each other.
- Sarah: Working with a company in SF - paid week to establish yourself in the city. Stipend to take classes, prepare yourself. It gives ppl a chance to be supported in the entry. Also, a friend who was doing a film project, has a week paid to learn the video. Love the idea of paying dancers to be prepared.

LOA discussion:

- Mariel: What do dancers need from the LOA?
- What do employers need from the LOA?
- What barriers have dancers encountered in obtaining or negotiating contracts or agreements with employers?
- Holly: expressing gratitude and excitement about the LOA and about all the voices in the room.

- Sarah: DANC's LOA has to serve dancers, but also can help serve employers. This can help them.
- You can check out the working LOA document here:
https://docs.google.com/document/d/18MEen_233-DKT9gVAaISpgsXJJCuzKVy6_egAZUDyHM/edit?usp=sharing
- Emily: what I need is for my employers to understand that this is important. I have one employer who's ready for this LOA to come out and use it. I have a couple employers who ask what I want or what the dancers want, that hasn't been effective. I don't want to say what I want if that's going to hurt someone else's needs in the class and don't know how to state everything I need. Some of my employers, I don't expect them to evolve fast enough to start implementing any kind of contract.
- Rebecca: talked something about how I'm talking to employers - who are also friends - excited about LOA but sense their fear. How can I gently
- Garnet: plugging LOA - talked about how often the ppl in our field who have the money are often large institutions, board members, etc.. How organizing and solidarity among workers can be used to pressure those at the top. Choreographers get nervous - because they feel that they don't have the money to pay. Important for us to think about how to be aggressive towards the people who deserve to be nervous, and have created the status quo. Choreographers need to pressure the people commissioning them. Choreographers have to stop having large casts if they can't afford it.
- Garnet chat uplifted
 - Alex: Yes. As a choreographer also, there is a myth that economic factors don't shape our work. They do.
 - Liz: if big institutions want to have dances will more than 3 people in them they need to provide funding for a bigger cast
 - Mike: Look up 990s to see who the highest paid employees are in a nonprofit. For institutions that are underpaying, you can get a good sense of how much the highest top 10 compensated employees make.
 - Resource: <https://wageforwork.com/home#top>
 - Look up non-profits: <https://projects.propublica.org/nonprofits/> & or GuideStar: <https://www.guidestar.org/>

• BIO BREAK

- Nick: LOA is 37 pages. It's exceptionally thorough. Comment: for useability - numbers / ways to jump between sections and pages to be able to reference what you're referring to. Notating each section under a specific thing - it will make it look more legit (though it's already on fire) but for ease of use. Because it's a checklist - how is it implemented?
- Sarah: This doc (the 37 pages one) is what we're building to then go into After Pattern. It will be guided question by question. So employers won't necessarily see this whole list. The idea is for this to be buildable. Example, online tax filing service.
- Rebecca: Talked about CADA again (always) - how can we use our relationship to funding bodies to insert our standards into grant applications? I've seen it work well in

Canada - you have to put the standard or above in the grant budget or you won't get funded.

- Liz: is the LOA free?
- Sarah: we want to put this out for free, but considering a sliding scale. It would be great for sustainability to be able to get some funds coming from it.
- Garnet: I think we could encourage the large foundations to pay
- Emily: It feels important to me that early iterations of this LOA are free for everyone, including employers, to use. If my employer isn't an avid DANC follower, then it's going to be even harder to convince them to use it if they have to pay for it.
- Liz: maybe there is an outline version that lives online for all to access and then the paywall/ donation for the nitty gritty details?
- Rebecca: if we do decide to require pay eventually, maybe there's a simplified version that's available for free, which includes our standards so that anyone that's curious can see the basics?
- ^^ Liz and Rebecca put the same thought in the chat at the same time
- Liz: Been talking with friends who are in and out of these meetings. People are down for the cause - but not sure where / how to get involved. Now that we're re focusing on the LOA I'm hoping to grab people back to focus on this.

DANC IN PERSON COMMUNITY HANG OUTS!!!

Circle Emails:

General Email: freelancedanceartists@gmail.com

Comms/Social Media: socials.DANC@gmail.com

Internal Structure Review: internalstructure.DANC@gmail.com

Funding Circle: funding.DANC@gmail.com

Letter of Agreement: letterofagreement.DANC@gmail.com

BIPOC & Disabled Group Facilitators: bipoc.disabled.danc@gmail.com

International Dancers: internationaldancers.DANC@gmail.com