

7/13/2020 DANC CR Meeting

Action Items for dancers~

1. [WAGES GROUP SURVEY](#)
2. [EDI WORKPLACE ASSESSMENT](#)
3. [EQUITY LANGUAGE SURVEY](#)
4. [REAL DANCER WAGES SPREADSHEET/SURVEY](#) - we're collecting real wage data from dance artists, it is anonymous but potentially identifying, only fill out what you are comfortable sharing publicly
5. [PROCESS OBSERVER SIGNUP](#) - This position is open for sign ups to give feedback to the steering committee after the monday meeting
6. [SOCIAL EVENT SPEARHEAD SIGNUP](#) - help us run a social, non-agenda'd event
7. [BUDGET](#) DANC money transparency - have a look!

Announcements~

1. This time next week, July 20th, will be an anti-racist workshop session, it is open to all dancers, please invite them to this session. Same zoom as all community response meetings. We are collecting donations from dancers, specifically white dancers, to cover the costs: <https://www.paypal.com/pools/c/8qH591u4LN>

FULL MEETING AGENDA: Community Response Meeting + Solidarity Shares

1. Pre-meeting: New Members' Orientation (DANC Basics and FAQ) (12:45-1:00)
2. DANC Mission, Tenets, and introductions (1:00-1:10)
3. Benefits Focus Group update (1:10-1:20)
4. Solidarity Shares! (1:20-2:15)
Share your suggestions for anti-racist, pro-labor, social-justice-loving movements, organizations, and policies you want DANC to express solidarity with. Sign up for a time slot here.
5. Action items and call for volunteers (2:15-2:25)
6. How to stay in touch (2:25-2:28)
7. Solidarity selfie (optional) (2:28-2:30)

Benefits Focus Group update

- We have been talking about the best way to make an LOA useful for benefits.
- Advocating for Universal Healthcare for example would be the most useful, but we are attempting to put these things in the LOA.
- We are trying to determine what a reasonable payment might be, similar to Met Opera, in lieu of health care.
- Try to get a comprehensive understanding about where people are getting health insurance, what percentage of their overall expenses go towards health insurance - might help determine a reasonable percentage
- Does this include both retirement and health care?
- Should the individual dancer decide/have a choice about what they use
- Financial literacy and retirement/financial planning
- Invite people in for a financial literacy talk or smaller one with notes
- Create an initial draft of the LOA decide if there is time or interest in generating some educational materials to be shared as broadly as possible
- A tiered system, different projects/more established companies should have more overall benefits, scale up from there - room to grow with a baseline - allow for multiple options so that choreographers can be held accountable but also understanding the circumstances
- Make sure the floor is not - nothing - that there will be some contribution to benefits rather than 0.
- Benefits that are not retirement and health insurance, warm-up time etc non-financial, classes - might intersect with working conditions
- Doing awesome work!

Q: Love building off the Met health insurance, what does it look like?

A: They got rid of their health insurance, in lieu of benefits, you receive 9% of your yearly salary on top of the yearly salary (9% bonus to gross earnings - lump sum and taxed). Can it come per paycheck rather than at the end of the year - the way health insurance is purchased and maintained. ~*~Charged monthly? Paid monthly.~*~.

Q: Have you been looking at the exchange/marketplace and how that fits into the benefits and LOA?

A: We've done some research - tried to figure out how small companies could provide health insurance? This however makes it employer-based, allowing certain employers off the hook. Trying to separate those two concerns, considering the practicality of attempting to navigate the exchange market for dancers.

In order to keep the LOA concise, the negotiating toolkit could provide educational resources to help them craft the LOA they want to bring to the employer.

Solidarity Shares

We are a member-led org and we're looking to find movements that DANC will be in solidarity with so that our membership can support the movements that support dancers in all of our intersectional identities.

Previously:

Ann - Advocating for Healthcare Now

Evvie - [#MeToo](#)

Tara - Be An Arts Hero - <https://www.instagram.com/beanartshero>

Antuan - [American Descendants of Slavery](#)

Shelly - Disability Visibility project - <https://disabilityvisibilityproject.com>

Troy - Creating New Futures and also Whistle While You Work? - <http://www.nobody100.com/>

Today:

Mikaela - <https://www.weseeyouwat.com> (@weseeyouwat) - We See You White American Theatre +

- As the calls for long overdue change sweep every aspect of our society, we as Black, Indigenous, and People of Color theatre workers are meeting the moment, developing a new social contract for our work environments that cares for and sustains our artistry and lives.

- [Full Demands](#)

- 82,000+ signatures in petition -

<https://www.change.org/p/white-american-theater-demand-change-for-bipoc-theatremakers>

- NYT article about their work:

<https://www.nytimes.com/2020/07/10/theater/we-see-you-theater-demands.html>

- They don't have a single leader or spokesperson, they act as a collective

- Member Thoughts:

- super important work and fill in a lot of the gaps in our knowledge, help us build a stronger LOA. They are organizing off the same strategy that we are.

- "Their demands are what needs to happen in ALL of US companies and institutions. I am amazed by the depth and breadth of this and how quickly those involved in this brought all of this together as a solid proposal"

- <https://fortheculture2020.com/> + @_fortheculture2020

- Seems more NYC based, is there a national movement?

- <https://artsgo.black>

- Tara - from what I know, Arts Go Black is being attributed to Melody Capote (of the Caribbean Cultural Center)

- There's also Black Artists for Freedom: <https://blackartistsforfreedom.com>

- twitter.com/AMtransparencyArt + Museum Transparency

Amanda - Fair Housing Justice - [Fair Housing Justice Center: Home](#)

- Hire actors of different racial identities to go to open houses and investigate claims of discrimination

- Member Thoughts:

- Great for dancers who deal with housing precarity

Clarissa - Can I add the orgs i'm doing research on?

-Yes! We could also probably use a focus group to better understand the process and define what solidarity looks like and stays powerful.

Dalton - structure/process for on-going solidarity

Megan

- Domestic Workers Alliance - <https://www.domesticworkers.org/about-us>
- Bringing people into the labor conversation that are not in the conversation, similar to what we are doing
- Black Lives Matter - <https://blacklivesmatter.com/about/>
- Be careful, there is Black Lives Matter Foundation ← not affiliated with the blacklivesmatter.com movement
- We should be aware of any large foundation that arises from a movement, but departs from it.
- Or the ways in which movements and apparent names of movements are hijacked in order to harm them.

Cat

- <https://kanyonconsulting.com/coyotewoman> - climate change

Minga

- [Artists of Color Emergency Fund](#) was made in support of BIPOC (Black, Indigenous, People of Color) artists AND administrators (consultants, facilitators, box office staff, seasonal/temporary employees, etc.) who have been financially impacted due to COVID-19.
- [Broadway for Racial Justice](#) - this new organization fights for racial equity on Broadway and amongst the entire theater community. Helps them foster a space for Black, Indigenous, people of color and donate.
- [The Bail Project](#) is "designed to combat mass incarceration by disrupting the money bail system — one person at a time." Supporting this nonprofit will help the protesters getting arrested every night and also combat the ongoing issue of mass incarceration, especially for people of color.
- The [NAACP Legal Defense Fund](#) fights for racial injustice through litigation, advocacy, and public education. The NAACP Legal Defense Fund works to create structural change, protect voters, and achieve racial justice for all Americans.

Ann

- Whistle While You Work - <http://www.nobody100.com/>
- Gathering resources for dancers who have experienced discrimination or gender-based violence and abuse in the dance world.
- A place where people can talk about what they have experienced.
- Has led several forums for people to come together to speak with other dancers about these things - a space where people feel okay to share about what happened.

Garnet

- Women's March (complicated organization that I'm not necessarily suggesting we stand in solidarity with) has a good example of position stands that are not necessarily tied to particular organizations in their "unity principles": <https://womensmarch.com/mission-and-principles>
- That's the sort of thing I meant last time when I said we might consider an approach that's more like a policy platform, More organized around principles than individual orgs

Antuan

- <https://www.freelancersunion.org/get-involved/freelance-isnt-free/>
- 30 day payments
- Mandatory contracts
- Payment agreement protections
- Legal assistance