

Part I:

San Francisco Ballet

OUR MISSION

San Francisco Ballet’s Diversity, Equity, and Inclusion (DE&I) mission is to: provide individuals an opportunity to achieve their full potential; enhance and strengthen our art form; and solidify our reputation as a preeminent arts organization, embodying innovation, excellence, and inclusion. We strive to share our joy of dance, while fostering a welcoming environment—both internally and externally—that celebrates and embraces many forms of diversity.

OUR DEFINITION

At SF Ballet, this means reflecting the diverse communities we serve; creating space for a wide range of different voices to be heard; valuing and respecting both visible and invisible differences; being humble, transparent, and honest in our DE&I work; and owning responsibility for positioning ballet as an art form that is accessible to everyone. We define diversity as the appreciation and respect for the many intersections of differences in society including, but not limited to: race, gender, nationality/culture, religion, sexual orientation, gender identity, physical abilities, age, and parental status.

OUR COMMITMENT

SF Ballet will continue celebrating and respecting the intersections of our differences—it’s what makes our dancers, students, staff, community, and audiences who they are. We know this work isn’t a finite goal, but a journey that we stand committed to—both as an organization and as individuals.

<https://www.sfballet.org/discover/dei/>

Ballet Fantastique

WE VALUE INQUIRY, INFORMATION GATHERING, AND COLLABORATIVE LEARNING. A TEAM OF ARTISTS, BOARD MEMBERS, ARTISTIC LEADERSHIP AND CREATIVE TEAMS HAVE WORKED TOGETHER TO SET OUT THE VALUES, GOALS, AND OBJECTIVES DETAILED BELOW AS OF JUNE 2020. WE INVITE OUR COMMUNITY TO JOIN THE CONVERSATION HERE:

FEEDBACK@BALLETFANTASTIQUE.ORG.

<https://www.balletfantastique.org/company/diversity-inclusion>

Houston Ballet

Houston Ballet embraces inclusion, diversity, equity and access. We recognize our responsibility to be an open, welcoming and anti-racist organization where students, artists, staff, trustees and volunteers of all backgrounds collaboratively learn, work and serve. Inclusion, diversity, equity and access are instrumental in the fulfillment of our mission and values. We address the challenges of our future in a culture that honors what is unique in all of us. Join us, together we are Houston Ballet.

<https://www.houstonballet.org/about/mission/>

Part II:

Duncan Dance Conservatory is in Raleigh North Carolina. It is a dance conservatory that focuses on modern dance and the opportunities for deep storytelling through movement. We would focus on specific dance works that make statements on current issues and hold audience talkbacks at the end of each performance to discuss content and perceptions.

Mission Statement:

Duncan Dance Conservatory seeks to create and promote passionate artists within a welcoming community that celebrates diversity, equity and inclusion. We strive to provide all dancers, regardless of personal background, with opportunities to achieve their full potential, by collaboratively working to honor the individuality within each of us. We are committed to the constant pursuit of innovation and transformation of art, the story it tells, and its many forms.

Vision Statement:

To empower ALL artists to create meaningful art that challenges relevant issues, inspires change, and allows the deepest forms of self expression.

Part III:

Action Steps:

1. Eliminate terminology regarding body image and “form fitting attire” from casting calls. Not require specific attire for dance auditions.
 - a. Include a notice “Duncan Dance Conservatory is committed to creating an inclusive environment within the audition process. Please wear any attire you are comfortable moving in.”
2. Devote a significant portion of yearly funds to DEI projects.

- a. Create a budget line for 20% of yearly proceeds to go to DEI specific projects.
3. Engage the community in DEI conversations post performances.
 - a. Host specific DEI talkbacks after dance works highlighting DEI issues.
4. Significantly increase scholarship opportunities to alleviate financial barriers.
 - a. Designate 20% of yearly donor funds for scholarship opportunities.
5. Appoint a chief Diversity, Equity, and Inclusion board member to inform, assess and enforce our DEI missions.
 - a. At this week's board meeting make the motion to appoint a DEI chief member and take applications for the role.