

Coordinator of Equity and Inclusion Initiatives

Applications will be accepted until the position is filled.

Interviews to take place the weeks of June 19 – July 3, 2017.

Position starts upon hiring.

This position is currently approx. 10 hours per month.

Compensation is \$20/hour.

Employee receives free access to Movement Research classes and selected workshops.

To apply, please email the following materials to work@movementresearch.org with “Coordinator of Equity and Inclusion Initiatives” in the subject line:

- Resume
- Cover letter detailing your reasons for applying and suitability for this position.
- Name, title, organization, email and phone number for two to three professional references.

Movement Research continuously seeks to engage a more diverse and inclusive participant body and strives to recognize individuality and create equal opportunities for all, regardless of race, class, gender, ability, ethnicity, sexuality or age. MR is committed to maintaining a strong connection to an existing diverse community of experimental artists and audiences, while at the same time expanding its definition of experimentation to more broadly include working within and pushing the boundaries of all movement-based forms. Movement Research recognizes the incredible need to diversify the range of aesthetics, cultural and socio-economic backgrounds represented on NYC stages and strongly encourages applications from individuals aligned with this vision.

Email inquiries only, please; no phone calls.

This position facilitates all activities of the Movement Research Artist of Color Council, interfaces with Movement Research staff and the Equity and Inclusion Committee of the Board of Directors, with an eye toward the longevity and sustainability of MR’s equity and inclusion infrastructure. Current responsibilities are listed below as well as possible future responsibilities, with the expectation that the position will grow as the program grows and funding is acquired.

As one of the world's leading laboratories for the investigation of dance and movement-based forms, Movement Research values the individual artist, their creative process and their vital role within society. MR is dedicated to creating and implementing free and low-cost programs that nurture and instigate discourse and experimentation. The eleven artist-centered programs currently sponsored by MR embody the true ethos of our organization, offering support and resources for artists to experiment and challenge the boundaries of dance, performance, and discourse. Overall, MR strives to reflect the cultural, political and economic diversity of its moving community.

Movement Research is committed to providing a generative, open space for artists and community to gather, process, and take action through their work. In this regard, Movement Research is particularly focused on making visible its actions toward combating structural racism. This initiative is most deeply manifested in the public-facing work of its Artists of Color Council, a cohort of artists of color with a self-determined mandate to address cultural diversity, equity, and sustainable structural integration in MR’s operations, programming, outreach, and throughout its extended communities. The Council aspires to increase visibility, opportunities, and engagement with resources for artists of color within the field. Through this work within its organizational structure, Movement Research endeavors to hold the voices and agency of artists and administrators of color, while reaching a diverse and intergenerational public.

Formally established in 2015, the Artist of Color Council grew out of a pilot artists of color working group initiated by Trajal Harrell (MR staff member at the time) in Fall 2010. The working group invited a small group of people of color—artists and guest speakers—to participate in a series of topical conversations including mobility, navigating making culturally-specific work, defining research and artistic trajectories. In 2013, an invitation was extended to a list of nearly 70 self-identified artists of color who had some connection to MR with a goal of establishing a self-determining group that set the direction for the program and its activities. In 2015, a core group of participants underwent a mission writing and goal setting process formally establishing the Artist of Color Council.

Current Responsibilities

- Coordinate and facilitate monthly Artists of Color Council meetings, including consistent development of annual Council activities and projects in line with the AoCC mission statement. Work with AoCC members to execute public and internal events.
- Collaborate with AoCC, MR Staff, and Board Equity and Inclusion Committee to advise Staff on immediate programmatic and operational decisions supporting artists of color.
- Attend monthly Movement Research staff meetings and quarterly Board Equity and Inclusion Committee meetings as a liaison between the AoCC and MR's other organizational bodies. Support and lead efforts toward further integration of AoCC into institutional structure of MR.
- Schedule AoCC meetings and send scheduling and location reminders; take minutes, prepare summary notes, and action steps for distribution to the AoCC.
- Work with Programming, Publishing staff to implement projects spearheaded by the AoCC.
- Work with Marketing and Development staff to develop and maintain listserv of AoCC core members, general members, and broader community and update AoCC's online presence, editing and proofreading marketing materials as needed.
- Track attendance and maintain membership structure of the AoCC, including participation of general members and rotating Core Council members, as well as identifying and cultivating potential Core members.
- Maintain AoCC budget, and work with Executive Director and Operations Manager to determine pay structures for Core Council members and special activities/events for artists.
- Remain informed about MR's public events and educational programming, and artist support services, as well as dance and performance beyond MR.

Future Directions

- Facilitate development of AoCC as an artist-driven, collective, organizing body within Movement Research, with an eye toward two-way transparency and accountability between AoCC, Movement Research Staff/Board, and wider artist of color communities.
- Ensure AoCC activities include both structurally supplemental and integrational activities, supporting artists of color within MR's communities and advising MR Staff/Board on institutional decisions pertaining to the engagement of artists of color within MR programs.
- Build systems for assessing racial and cultural equity within MR's programs and events, and to research and implement long term plans for institutional change, including anti-racism trainings, structural changes to programming and outreach, and strategies for future diversity initiatives.
- Work with the Executive Director and Development staff to implement and assess demographics data collection and develop funding opportunities directly supporting artists of color within MR's communities.
- In collaboration with MR Staff, supervise an intern in the areas of meeting and event coordination, database entry, listserv maintenance, and general administrative tasks.

Qualifications

- A minimum of 3 years experience working in the professional not-for-profit field is required.
- Leadership experience in anti-racist activism, organizing for equity, organizational development, and/or diversity programming.
- Commitment to collective decision-making, building organizational structures and programming, and assessing institutional behaviors is a requirement.
- Preferred candidates may have previous experience with performance programming and curation, arts in education, and/or development and fundraising in the not-for-profit field.
- Interest and investment in working directly with dance and performance artists.
- Familiarity with Mac and Google platforms required; familiarity with FileMaker Pro and Excel preferred.
- Strong communication, writing, and organizational skills are mandatory.
- The ability to work both independently and as part of multiple organizing bodies is necessary.

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and experimentation. Movement Research strives to reflect the cultural, political and economic diversity of its moving community, including artists and audiences alike.

Founded in 1978, Movement Research has influenced the evolution of contemporary dance languages through the programmatic work it has initiated as well as the community of artists that it serves. The organization plays a critical role by providing a supportive and fertile environment for research and experimentation. Work by national and international choreographers seen on the main-stages today has been informed by the ongoing rigorous investigations that have taken place under the aegis of Movement Research platforms over the past three decades. Building on this venerable legacy, Movement Research is dedicated to the creation and implementation of free and low-cost community programs that: Bring a diverse, intergenerational community of artists and audiences together in an ongoing exploration of new dance and movement-based ideas-in-progress; Encourage and inform artists' innovative work that is later produced on larger presenting organizations' stages and in non-traditional venues, here and abroad; Stimulate and disseminate dialogue and interactions within and across new dance, other art forms and the civic community, and in the intersection of art and social engagement.

Movement Research's core programs serve over 17,000 interactions annually, providing a responsive infrastructure for support; a home for work-in- development; and hub for dialogue and artist-driven initiatives. Programs include: Classes & Workshops; Work-in- Process Performances; Dialogue Series, Publications; Festivals; Artist-in- Residence Program; Dance Makers in the Schools; International and National Exchanges; and Subsidized Rehearsal Space. MR strives to continue to evolve as an inclusive platform for all artists and audiences and is dedicated to supporting research as vital artistic work.