

“If the Constitution and Declaration of Independence are “promissory notes to which every American was to fall heir” (Martin L. King), then I am asking myself what can I do to insure all aspects of my dance spaces (training, education, outreach, research, performance, etc.) are fully inclusive and actively anti-racist?”

- Clarence Brooks

ADDRESSING BIPOC INITIATIVES

Goals

Expanding and Diversifying FDEO Membership

Expanding Reach to Students and Diversity within the State

Increased Access Within Private Sector for BIPOC Students

Increased Support and Access Within Public Education for BIPOC Students and Educators

Reduction of Fees for Membership, Conference, Applications for BIPOC Teachers and Students

A Focused Review of Best Practices and Educational Tools

How can we build toward an inspiring, hopeful, celebratory community of dance?

1. Decolonize curriculum and dismantle oppressive structures deeply rooted in our education system:
 - a. Examine, assess and revise course materials to include a diverse representation of voices and perspectives
 - b. Evolve and adapt curriculum to include a diversity of styles and cultures. (Examine historical significance of Jazz, Tap, Hip-hop, etc. highlighting BIPOC forms.)
 - c. Evaluate assessment in course work to affirm fair and equitable practices and representation
2. Continue to invite guest artists, choreographers and teachers who represent a wide diversity of cultures and aesthetics
 - a. Prioritize diversity on our Board of Directors
 - b. Conference programming to reflect social justice issues and BIPOC diversity
3. Continue to hold a safe space for all voices in our classes, concerts, conferences, and other events celebrating diversity and promoting access and inclusion
4. Continue to educate ourselves, pay attention, listen and stay engaged

- a. We will respond by adjusting and revising our pedagogy and practices, as necessary
 - b. We will lead by example
5. Continue to hold ourselves and our students, colleagues, and institutional leaders accountable in our efforts as advocates for inclusion and equity:
 - a. We will identify, acknowledge, and examine our inherent weaknesses and hold ourselves to a standard that does not accept that the work is ever done
 - b. We will call out behavior that undermines quiet and inclusion and perpetuates racism
 - c. We can use accountability as a powerful tool for education

Looking Ahead:

Are dance departments appropriately supporting and championing diversity efforts of equity and inclusion?

Can we create a living Google document that we will continue to add to, and make available to our members: a list of readings and resources that address and examine race, diversity and equity in the dance?

Are there appropriate and updated harassment and discrimination policies in place?

Are our members aware of approved vendors, such as [Teaching Tolerance](#) and the [Anti-Defamation League](#) to guide their best practices. Can we invite presenters from these two organizations to our Conference?

As FDEO, we commit to social justice, anti-racist, and undoing racism bias training.