



# Equity Update!

Dear Dancewave Community,

We believe that transparency is important - among staff, with our students, and of course with our wider community. As an accountability measure, we want to continue to **illuminate the equity work** we are participating in as an organization. The non-profit sector comes with its inherited challenges, however, we as a staff have come together to move the needle in a direction that *redistributes power, prioritizes feedback, and evolves with the ever-shifting needs* of our community.

Since we last wrote we've been hard at work prioritizing the following initiatives:

- We have developed organizational **Anti-Discrimination Policies** to support equity and inclusion. These policies outline a process for addressing the incident through a restorative justice lens geared towards community repair
- We have deepened and expanded our **Dancewave Culture Model** to include educational resources and rubrics on: *Social Emotional Learning, restorative practices, cultural responsiveness and trauma-informed teaching*
- We have **actively engaged youth voice** to inform the direction of our programs; holding space for collective and interpersonal processing we let our programs grow and evolve with the students in them
  - [Hear directly from one of our students featured on the CBS news hour talking about her experience at Dancewave!](#)
- We have **developed a responsive structure** to help support the individual professional development of our teaching artists both for new teaching artists and seasoned teaching artists alike
- We **raised over \$35,000** through our Stand with Dancewave campaign to allocate towards free and flexible Dancewave Company program tuition. Last year *we supported 25 students with free and flexible tuition* access
- We have prioritized accessibility throughout all of our programs, working with each individual family to meet their unique needs
- We have **developed a "pay it forward" option** on all of our ticketed events to ensure that no one is turned away due to their financial position
- Our **website readability score has improved 23%** to ensure that all information we are sharing is available to everyone in our community
- Through our Class-Share program, we have **partnered with The Movement** to provide *subsidized rental opportunities* for Teaching Artists to share their craft and reach a wider network of class takers
- We have developed an **organization-wide equity assessment tool** that we monitor quarterly to improve our impact. Over the past 6 months we have increased our score in every department

As this is ongoing and ever-evolving work, we acknowledge that there is always work to deepen and are looking forward to ways that we can continue to transform as an organization into the future! If you ever have feedback to share about any of our programs or your experience in our space please fill out the following form: [Visitor Feedback Form](#).

As always we are so lucky to be part of a vibrant network of advocates for the arts and social change. Thank you!

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