



DANCE PLACE

3225 8TH STREET NE WASHINGTON, DC 20017 P 202.269.1600 F 202.249.7727 W DANCEPLACE.ORG

1/22/2020

To the DC-area dance community + local audience infiltrators for Let 'im Move You: This is a Formation:

Dance Place is happy to co-commission and present jumata tu m. poe and Jermone Donte Beacham's work Let 'im Move You: This is a Formation. As part of this project, jumata tu and Donte will select seven artists based in the Washington, DC region as collaborators and performers for the ensemble's Dance Place presentation.

As part of our budgeting process for this project, Dance Place and jumata tu + collaborator arrived at a pay scale for local audience infiltrators that is less than the project's template tour budget, available to the public through jumata tu's website [here](#).

The template tour budget suggests local audience infiltrator fees as follows: 7 local audience infiltrators @ **\$750 each** (considering a run of three performances - 2 theatrical, 1 sidewalk intervention); 15 hours of rehearsal x \$25/hr + 3 performances x \$125/performance

The negotiated fee for Washington, DC-based audience infiltrators is as follows: 7 local audience infiltrators @ **\$650 each**; 2 theatrical performances: 10 rehearsal hours at \$25/rehearsal hour, and \$125/performance & 2 sidewalk interventions: 2-3 hours' rehearsal during pre-performance call; \$75 stipend/rehearsal + performance

Dance Place's financial investment in this project surpasses our income for the project by over \$5,000 (not including overhead such as space and administration); our expenses and income for this project can be viewed [here](#). However, beyond the financial implications of reducing the DC audience infiltrator fees from the touring template, Dance Place felt that it was important for the rates offered to the DC-based audience infiltrators to more closely reflect rates we are able to offer artists/ makers in the community in other contexts. The following email from Dance Place Executive Artistic Director Christopher K. Morgan to jumata tu, pasted below, outlines Christopher's vision for increasing pay equity and shares a bit about where we are at in that process:

Dance Place is in the midst of a multi-year effort to improve how we remunerate our employees and artists. This incredible institution has served a broad swath of the DC area and national community by stretching its resources far beyond its capacity for decades, which is wonderful! And challenging. Dance Place has trained multiple generations of arts administrators and supported artists of all types with that stretched capacity.

A big part of my work my first two years as Executive Artistic Director has been to try and raise the pay of our staff, add staff positions to make for a more sustainable work environment, and increase artist fees. Towards that long term vision of better pay, Dance Place saw over \$40,000 in raises in the 2019 fiscal year, the addition of two new staff positions, an increase to the baseline artist fees for our presentation series, the end of our subsidized rental series to make space for an increase in fully paid presentations, and an increase in our short works festival artist fees. We still have further to go, despite more staff pay increases in the 2020 fiscal year, the addition of a much needed staff position to our theater crew, increasing some existing staff hours to become full time, transitioning former independent contractors to employee status, and further stabilizing our artists fees. As we move forward with this



● DANCE PLACE

3225 8TH STREET NE WASHINGTON, DC 20017 P 202.269.1600 F 202.249.7727 W DANCEPLACE.ORG

negotiation with this project, I also must be mindful what other artists in the DC dance community earn and what the Dance Place staff earn.

With that context from Dance Place's perspective, I ask that we proceed with \$650 as a maximum honorarium, including the two intervention performances.

Thank you so much for your deep thought and care in this regard. Please know we take this matter seriously and are balancing our goals with our capacity.

Dance Place has extraordinary respect for jumatatu and his collaborators, as well as for our own DC-area dance community. We appreciate the invitation for openness in this process, led by jumatatu's own extraordinary work around transparent budgeting.

We welcome feedback and questions about this process. from our DC-area community members. Please reach out to Associate Curator sarahg@danceplace.org to begin a conversation.

We hope you will come out for the BIG BODY Workshop + open call for Audience Infiltrators, the Intervention sidewalk performances, and the Dance Place [presentations](#) of Let 'im Move You: This is a Formation.

Respectfully,

Christopher K. Morgan
Executive Artistic Director

Sarah Greenbaum
Associate Curator