

2021

# DIVERSITY & EQUITY SNAPSHOT

*Where we are in our commitment to improve Inclusion, Diversity, Equity, and Access (IDEA) at San Francisco Ballet*

Wei Wang // © Erik Tomasson

Ballet

SAN FRANCISCO BALLET  
HELGI TOMASSON . ARTISTIC DIRECTOR

## OUR DIVERSITY & EQUITY JOURNEY: A BRIEF OVERVIEW

2017

Board of Trustees began diversity and equity project: *Legacy of Commitment and Courage at SFB*. Hired a Diversity and Equity Consultant and SFB Diversity and Inclusion Project launched. Began planning premiere of Unbound festival and Diversity and Inclusion Symposium, designed to feature diverse choreographers and highlight SFB initiatives.

2018

Several Trustees and SFB Leadership participated in the Fortune 500™ Diversity Roundtable to join the national conversation and bring diversity-growing ideas to SFB. SF Ballet hosted *Boundless: A Symposium on Ballet's Future*, which was held in connection with the premiere of the Unbound festival. Began participation in *The Equity Project: Increasing the Presence of Blacks in Ballet*, a 3-year partnership program to support the advancement of racial equity in professional ballet companies. Began to incorporate Diversity, Equity, and Inclusion Plan into the Long-Range Strategic Plan and into all company objectives.

2019

Diversity, Equity, and Inclusion Plan implemented, which included hiring a Diversity Strategist to continue development of company-wide diversity and equity initiatives. Participation in *The Equity Project* continued, in conjunction with the Dance Theatre of Harlem, The International Association of Blacks in Dance (IABD), and Dance/USA.

2020

Diversity and Human Resources consultant hired to implement diversity and equity policies and initiatives developed throughout past years, which informed 2021 efforts and beyond. Board of Trustees formed the Board IDEA Committee. Trustee qualifications revised to prioritize recruiting those with the skillsets and backgrounds needed to support the long-range diversity and equity plan and business needs of SFB. Board of Trustees and All-Company IDEA learning sessions offered. Inclusion Advisory Group (IAG) and Employee Resource Groups (ERGs) established.

## WHY A SNAPSHOT?

In 2020, San Francisco Ballet committed to releasing its first annual diversity and equity report in 2021. Since that time, important progress has been made toward achieving that commitment, including the Board of Trustees' funding SFB's first full-time Chief Diversity Officer (CDO), thereby separating the tasks from the Human Resources role. The hiring and onboarding of the new CDO were completed on October 4 .

Available demographic data was compiled and shared with the Annual Diversity and Equity Report Taskforce, which authors this Snapshot and the Annual Diversity and Equity Report. Comprised of four Trustees, two Staff, the Interim Executive Director and CDO, the Taskforce quickly identified major holes in the data, specifically surrounding Dancers, Orchestra, and our audience. We know we have a lot of work to do, but in order to see where we need to improve, we need an accurate account of where we are regarding Inclusion, Diversity, Equity and Accessibility (IDEA) efforts. Therefore, the Taskforce committed to publish the full Annual Diversity and Equity Report by June 30, 2022.

# 2021 SNAPSHOT



## IDEA Learning Sessions

27 learning sessions were offered to SFB Staff, Dancers, Orchestra, and Trustees. These learning sessions included diversity practices, anti-racism trainings, cultural awareness, and celebration days.



48% of SFB employees (including Dancers and Orchestra) participated in at least one IDEA learning session.



## Workplace Satisfaction Survey

A workplace satisfaction survey was completed in 2021 with 160 responses. It was not used for this snapshot. A larger-scale survey is planned for 2022.



## Learning Library Created

The Learning Library serves as an internal resource and repository for recorded IDEA events.



## Key Leadership Personnel

Interim Executive Director appointed; Chief Diversity Officer and Director of Human Resources hired.



## Inclusion Advisory Group (IAG)

IAG helps to foster a diverse and inclusive workplace as advisors to the Board of Trustees IDEA Committee and SF Ballet Leadership. Plays an integral part in recruitment and retention, marketing, community outreach, HR policy, and cultural insight.



## Employee Resource Groups (ERG)

ERGs support the LGBTQIA2S+ Community, Disabled Community, and BIPOC Community.



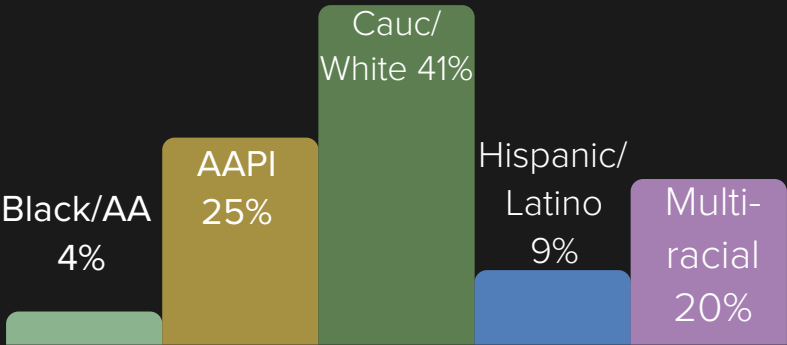
## Education & Community Engagement Programs

During the 2020-21 School Year, reached 250,000+ people through virtual educational programming, and directly served students at 30 public schools with weekly Dance in Schools and Communities (DISC) residencies.

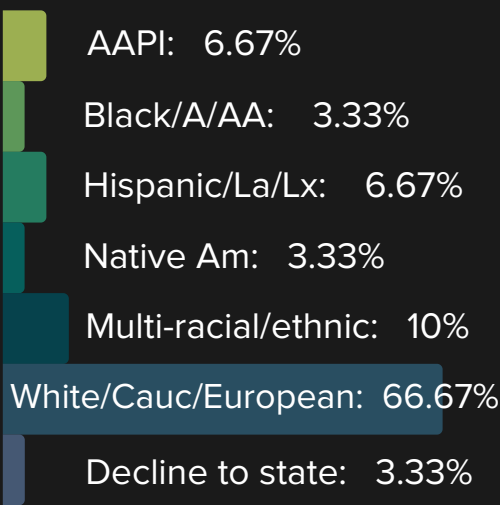


## SF Ballet School

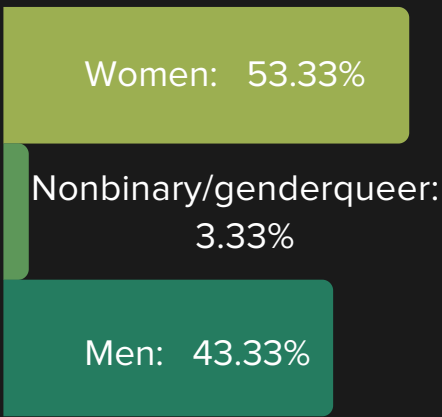
Race and ethnicity breakdown of SF Ballet School students in Levels 1-8 and the Community Scholarship Program for the 2021-2022 School Year:



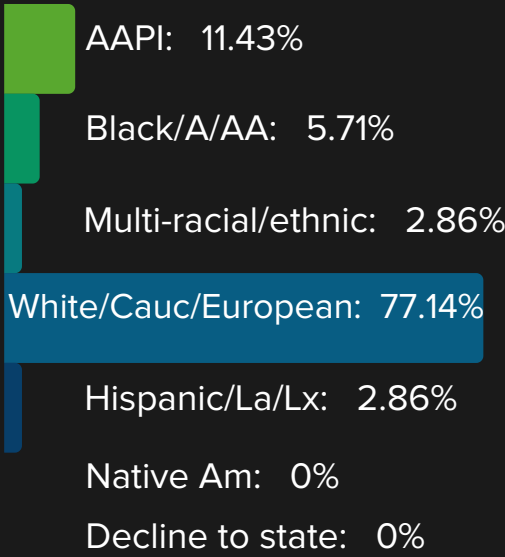
## Leadership & Management: Race/Ethnicity



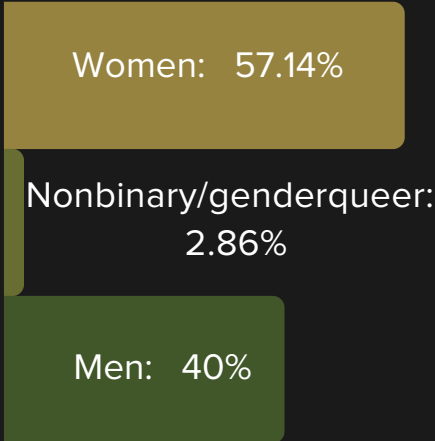
## Leadership & Management Teams: Gender



## Board of Trustees: Race/Ethnicity



## Board of Trustees: Gender



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## OUR IDEA COMMITMENT

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San Francisco Ballet is committed to cultivating Inclusion, while further developing Diversity across organizational populations, and building opportunities to ensure Equity. Through acknowledging a myriad of life experiences and abilities, we seek to enhance Accessibility. As we strive to become an organization that is representative of these values, we center the following **Inclusion, Diversity, Equity, and Accessibility (IDEA)** principles in our everyday work:

**INCLUSION:** We are conscientious about centering the experiences and interests of those who have been or feel their voices have been marginalized or excluded. In order to be inclusive, we seek to foster a community where understanding and respect are paramount.

**DIVERSITY:** We recognize that a community of diverse identities and thoughts makes our organization stronger. We recognize the barriers and advantages currently in place and commit to becoming impartial and fair, providing equal potential outcomes for all.






**EQUITY:** We commit to creating policies, programs, and practices that center the self-identified needs of those members, constituents, stakeholders, and collaborators who are impacted by the decisions or actions of others. In so doing, we recognize that our actions may not deliver the intended result. We invite our community to engage with us as we are held accountable to our commitments.

**ACCESSIBILITY:** With intention, we will continue to diversify pathways of access to our programming, education, and community events. SF Ballet strives to be an organization that is inclusive and compassionate. We seek to promote opportunities for individuals with visible and non-visible disabilities and chronic medical conditions to participate in the art form.

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## OUR TASK-LIST FOR AN ANNUAL DIVERSITY & EQUITY REPORT IN 2022

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-  Develop a Diversity and Equity Initiatives database to store all events or projects. This will make creating an annual report easier and more comprehensive.
-  Complete demographic and satisfaction surveys for members of the Orchestra, the Artistic Team, Dancers, Board of Trustees, Administrative Staff, Vendors, and Crew.
-  Complete an audience climate survey that includes demographic data questions.
-  Evaluate the success and efficiency of projects set to rollout in early 2022, including our Healing Circles and Decision Making workshops conducted by Better Organizations by Design (BOxD).
-  Complete benchmarking with peers by connecting and communicating about diversity and equity efforts at other ballet companies of similar size.

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This snapshot outlines what has been done to improve diversity and equity at SFB through December 2021, what we must do between now and June 30, 2022, to complete an accurate Annual Diversity and Equity Report, and why this process is so critical for San Francisco Ballet.

Going forward, we will publish the Annual Diversity and Equity Report at the end of each fiscal year (June 30). San Francisco Ballet is committed to being transparent in the work we are doing to address systemic issues of injustice within our organization and artform. It is our greatest hope that you join us in these efforts as accomplices and accountability partners.

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### SNAPSHOT/ANNUAL DIVERSITY & EQUITY REPORT TASKFORCE

- Alison Mauzé, Trustee, IDEA Committee Member
- Carmen Creel, Board Relations Manager, IAG Member
- Danielle St.Germain-Gordon, Interim Executive Director
- Jasmine Yep Huynh, Associate Director of Education, IAG Member
- Rob Sánchez Nelson, Chief Diversity Officer
- Robert G. Shaw, Trustee, Board Co-Chair, IDEA Committee Co-Chair
- Susan P. Diekman, Trustee, IDEA Committee Member
- Timothy C. Wu, Trustee, IDEA Committee Co-Chair

SF Ballet values individual forms of difference and identity, strives to elevate our collective voices, and seeks to provide equitable access to organizational resources and career opportunities. Our goal in practicing the tenets of IDEA is for all people in the SF Ballet community to experience psychological and physical safety while also feeling a stronger sense of personal satisfaction, belonging, and recognition. We dedicate ourselves to a practice of transparency so that we can be held accountable to these principles. Within the ballet industry, San Francisco Ballet aims to set a standard that builds a better future for our company and the artform.

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