OUR MISSION, VALUES, AND HISTORY

OUR MISSION
The New York City Arts in Education Roundtable improves, advances, and advocates for arts education. We are a community of organizations and practitioners that shares information, provides professional development, and communicates with the public to promote our work in schools and beyond.

Our core purpose is to elevate, enhance, and sustain the work of the arts education community in New York City's schools and communities.

OUR HISTORY
The Roundtable was created in 1992 by and for a small group of education directors at Manhattan-based cultural organizations to share best practices in the then-new work of fostering arts experiences and teaching artistry in public school classrooms. Twenty-eight years later, the Roundtable now includes every arts discipline, organizations and practitioners in all five boroughs, and teaching artists as well as administrators. Our members range from large-scale citywide institutions to community-based and culturally specific organizations, independent teaching artists, and consultants.

The Face to Face conference, instituted in the Roundtable's first year, has grown to become the largest arts education gathering in the region. The Roundtable has also become a go-to hub for information, advocacy, and community among arts education professionals in New York City. As a true grassroots service organization, the Roundtable’s vision and reach continues to evolve along with the arts education field in New York City.

OUR COMMITMENTS TO EQUITY, DIVERSITY, AND INCLUSION
The New York City Arts in Education Roundtable is committed to equity, inclusion, and justice. We acknowledge our complicity in the long history of systemic racism within our country and the institutions of power in our city. We will continue to work to dismantle white supremacy within our organizations, schools, and communities. Our work here is just beginning, but we know that this has been a fight for centuries. The Roundtable has been using this set of Equity and Inclusion Values as guiding principles for our work. We plan to evaluate and make annual commitments related to these values each year going forward.

- The Roundtable is committed to eliminating barriers and revealing pathways to cultural equity and inclusion in arts education, through our programming and our membership.
- The Roundtable is committed to eliminating barriers to advancement for professionals from underrepresented communities.
- The Roundtable is committed to responsive listening and transparency so that not only are we sharing our “best practices” but our challenges and questions as well.
- The Roundtable is committed to advocating for professional wages, employment benefits and fair working conditions for arts education practitioners’ quality and standard of living.

OUR VALUES
- Continual learning and improvement through the exchange of ideas, skills, and knowledge
- The mutual support and shared aspirations of our diverse community
- The power of the arts to activate learning and change lives
OUR COMMUNITY: WHAT WE LEARNED

To prepare this strategic plan, we surveyed our members and the broader arts education community, held town hall discussions, and reached out to experts in the field. Here are some of the data points that informed the priorities we’ve identified in this plan.

OUR REACH

108 ORGANIZATIONAL MEMBERS including more than 1,500 individuals at those organizations

139 INDIVIDUAL MEMBERS

29 EVENTS HOSTED THIS FISCAL YEAR serving 3,025 people

1,032 REGISTRANTS FOR FACE TO FACE 2020 including members and nonmembers

68% of event attendees surveyed reported attending more than one event in FY19*

WHAT THE ARTS EDUCATION COMMUNITY VALUES MOST ABOUT THE ROUNDTABLE

WHAT MAKES THE ROUNDTABLE UNIQUE?†

88% Face to Face Conference

54% Current Info on Arts Education

50% Networking

40% Advocacy

TOP CATEGORIES OF THE ROUNDTABLE’S WORK that respondents found Important or Very Important†

Helping Practitioners Become More Effective in Their Own Work 83%

Advocacy on Issues Impacting the Arts Education Community 84%

Introducing Practitioners to Leaders in the Field 85%

Teaching Best Practices in Equity, Diversity, and Inclusion 85%

Modeling Best Practices in Arts Education 86%

Professional Development 87%

Providing Networking and Mentorship Opportunities 88%

THE NEED FOR GREATER EQUITY AND INCLUSION

The need for action on equity and inclusion is most striking with respect to racial representation and borough representation.

ROUNDTABLE MEMBERS†

0.00% American Indian or Alaskan Native

0.77% Native Hawaiian or other Pacific Islander

5.83% Asian or Asian American

8.46% Other (please specify)

9.23% Hispanic or Latino

12.31% Black or African American

White or Caucasian 63.85%

HOW NYC’S CULTURAL WORKFORCE IDENTIFIES THEMSELVES‡

White (non-Hispanic) 66%

Black or African American 10%

Hispanic 11%

Asian 6%
NYC Arts in Education Roundtable

THE NEED FOR GREATER EQUITY AND INCLUSION (CONT.)

TOTAL NYC POPULATION: EST. 8,336,817 *
- Brooklyn: 30.71% (est. 2,559,903)
- Bronx: 17.01% (est. 1,418,207)
- Manhattan: 19.54% (est. 1,628,706)
- Staten Island: 5.71% (est. 476,143)
- Queens: 27.03% (est. 2,253,858)

MEMBER ORGANIZATION LOCATION

NEW YORK CITY *
- White, alone: 42.7%
- Black or African American, alone: 24.3%
- American Indian and Alaska Native, alone: 13.9%
- Asian, alone: 1%
- Native Hawaiian and other Pacific Islander, alone: 1%
- Two or more races: 3.5%
- Hispanic or Latino: 29.10%
- White, not Hispanic or Latino: 32.10%

HOW COVID-19 HAS IMPACTED OUR WORK

PRE – COVID-19 FREQUENCY OF PROGRAMMING
July 2019–February 2020
9 TOTAL EVENTS
average 1.13 events per month

COVID-19 FREQUENCY OF PROGRAMMING
March 2020–June 2020
20 TOTAL EVENTS
average 5 events per month

INCREASED DIGITAL REACH OVERALL
1,260 TOTAL VIEWS OF VIDEO RECORDINGS
(Vimeo and YouTube)

MEASURES OF DISRUPTION FOR THE FIELD
From COVID-19 Impact Survey administered in March/April 2020

86.49% of organizations reported they would experience financial hardship if all outstanding invoices were not honored (inclusive of programs partially completed and programs canceled)**

75.68% of respondents reported that a loss in payment from the DOE would impact their ability to employ all or part of their staff (inclusive of teaching artists)**

ACCELERATED ADVOCACY EFFORTS FOR ARTS EDUCATION

Since the formal announcement that NYC public schools would shift to remote learning due to COVID-19, the Roundtable has taken an active role in advocating for clear guidelines and preserved funding for arts in education. Some highlights include:

- Launched #ArtsAreEssential Campaign (a coalition of teachers, artists, cultural workers, celebrities, parents, students, and the Arts Committee to the Panel on Educational Policy to advocate for preserved funding for arts education in the 2020–2021 budget)
- Delivered live testimony before the NY City Council and submitted several written testimonies to hearings of the committees on Finance, Education, and Cultural Affairs
- Advocated directly to the Chancellor and to City Council Members’ offices
- Featured on panels and in the media, including WNYC/NPR, Page Six of NY Post, NY1, Art Net News, WBAI, Grantmakers in the Arts’ Panel series, Dance/NYC’s #ArtistsAreNecessaryWorkers series, and Teaching Artistry with Courtney J. Boddie podcast

* Face to Face 2019 Participant Evaluation, April 2019
† NYC Arts in Education Roundtable Survey, February 2019
‡ New York City Department of Cultural Affairs Workforce Demographics Pilot Study Results, July 2019
* U.S. Census Bureau, 2019
** NYC Arts in Education Roundtable Member COVID-19 Impact Survey, April 2020
STRATEGIC PRIORITIES

CONSTRUCTING A FRAMEWORK FOR COLLECTIVE IMPACT

Enhancing arts education through PROFESSIONAL DEVELOPMENT for administrators and teaching artists

Strengthening the community of arts educators — to share challenges and lessons learned, ensuring the SUSTAINABILITY OF ARTS EDUCATION and its ability to thrive

Advocating for arts education professionals and organizations and empowering our members to be ADVOCATES FOR ARTS EDUCATION

The Roundtable believes equity, access, and inclusion should be embedded throughout every facet of the organization. With this in mind, Impact Goals and Measures of Success related to these core values are listed within the context of the other three sections and marked with an asterisk (*).
IMPACT GOALS

PROFESSIONAL DEVELOPMENT

IMPACT GOALS
• Roundtable programming increases arts education professionals’ capacities and confidence in carrying out their work
• Roundtable programming models best practices for culturally responsive and sustaining pedagogy, enhancing the effectiveness and making arts education more accessible to students across New York City
• Roundtable programming and membership eliminate barriers to advancement for professionals from BIPOC communities through an intersectional lens

MEASURES OF SUCCESS
• Survey responses from arts education professionals regarding the impact of Roundtable programming on preparedness, capacities, and confidence
• Development of pledges for member organizations to commit to eliminating barriers within their policy and organizational structures

SUSTAINABILITY FOR ARTS EDUCATION

IMPACT GOALS
• *Roundtable forums and affinity groups, both online and in person, create effective opportunities to share professional insights and best practices, including strategies for advancing equity and inclusion
• Roundtable forums and affinity groups, both online and in person, provide meaningful opportunities to develop relationships and build networks of support
• *Roundtable programming and membership eliminate barriers and reveal pathways to cultural equity and inclusion in arts education

MEASURES OF SUCCESS
• *Development of online resource center with impact measure focused on number of people who download EDI content from website
• Number of arts education professionals engaged in Roundtable forums and affinity groups, and level of repeat engagement
• Survey responses from arts education professionals regarding their experience with Roundtable events and forums, including how well the Roundtable is adapting to changing circumstances
• *Program audit to assess whether programming and network reflect our commitment to cultural equity
IMPACT GOALS

- Roundtable members’ work collectively to build a strong impact on the arts sector and on education that is clearly communicated to policymakers and the broader community
- Funders better understand the needs of member organizations and their constituents
- Roundtable members are connected with available opportunities through city, state, and other government agencies
- Roundtable staff and committees are able to build strategic partnerships with other service and advocacy-based organizations related to the field
- Through regular field surveys on pay and benefits, the Roundtable provides tools for individuals and organizations to advocate for more equitable compensation
- *The Roundtable documents and educates our members about the need for professional wages, employment benefits, fair working conditions, and an equitable quality and standard of living
- Roundtable members and the arts education community are able to proactively address disruption and challenges that affect our community through our visibility to and access to decision-making entities

MEASURES OF SUCCESS

- Clear mapping of financial contributions by member organizations to public education
- Build narrative of contributions by cultural organizations, young people, and our community
- Ongoing, timely, open communication with public and private funders on behalf of members
- Ongoing Roundtable relationships with other policy makers and stakeholders that provide multiple resource opportunities for members
- Members achieve advocacy success using tools and resources developed by the Roundtable
- *Participation in Town Halls, Hearings, sending letters of support on behalf of the field; receiving endorsements from elected officials
- *Use of newsletters and social platforms to communicate opportunities
- *Commission teaching artist and arts administrators pay reports
- Partnerships with a diverse range of arts- and advocacy-based organizations and funders

ADVOCATES FOR ARTS EDUCATION

IMPACT GOALS

• ADVOCATES FOR ARTS EDUCATION

• Roundtable members’ work collectively to build a strong impact on the arts sector and on education that is clearly communicated to policymakers and the broader community
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HOW WE GET THERE

To achieve our Impact Goals, the Board of Directors, staff, and community partners will work together to meet the following operational goals to support the objectives listed on pages 7-8:

**IMMEDIATE** (1 YEAR)

- Build staff capacity
  - Promote Managing Director to an Executive Director position that focuses more on fundraising and program oversight, with competitive salary and benefits
  - Hire dedicated part-time Program Manager (to ensure consistency in programming, shifting away from mostly volunteer model)
- Develop hiring systems and human resources infrastructure that support EDI-focused values
- Find dedicated co-working space that allows team to work together and has meeting- and event-hosting capacity
- Invest in technology infrastructure and build capacity to manage it to allow staff to work efficiently both in the office and at home and to make our virtual offerings more robust
- Develop event policies that adapt to COVID-19 restrictions
- Ensure asset-based language is reflected in all Roundtable publications
- Ensure values of Diversity, Equity, and Inclusion are reflected in all aspects of Roundtable programming

**SHORT-TERM** (2–3 YEARS)

- Continue to build staff capacity
  - Hire dedicated part-time development staff to allow more time for relationship building and oversight of work by Executive Director
  - Engage interns to support programming and growth
- Build operations and finance infrastructure to support transparent reporting around Roundtable’s finances and decision-making process.

**MEDIUM-TERM** (3–5 YEARS)

- Continue to build staff capacity
  - Add additional communications/outreach support within an existing position or by creating a new one
  - Hire Internship and Training Coordinator (could initially be a split position with communications and outreach or programming)
  - Hire part-time advocacy staff (could initially be a split position with communications and outreach or programming)
  - Engage fellows to support programming and growth
- Prioritize diverse representation in the Roundtable’s board, staff, guest speakers, and membership
BEHIND THE SCENES

ROUNDTABLE BOARD OF DIRECTORS 2020-2021

SOBHA KAVANAKUDIYIL, Graduate Program in Educational Theatre, The City College of New York, Co-Chair
JENNIFER DIBELLA, Roundabout Theatre Company, Co-Chair
GARY PADMORE, New York Philharmonic, Vice Chair
ERIKA AKINS, Bloomingdale School of Music, Secretary
THEODORE WIPRUD, Composer and Educator, Chair Emeritus

PHILIP ALEXANDER, Independent Arts Consultant
RONALD ALEXANDER, Independent Arts Consultant, Dance Educator, and Choreographer
PIPER ANDERSON, Create Forward
JUSTIN DANIEL, Opening Act
KATHLEEN DORMAN, Theatre for a New Audience
STEPHANIE GRIFFIN, Lokavant
AMY HARRIS, Independent Arts Educator and Administrator
DAVID KING, Community-Word Project
KATI KOERNER, Lincoln Center Theater
TRACI LESTER, National Dance Institute
TOYA LILLARD, viBe Theater Experience

LISA MITCHELL, Disney Theatrical Group
KERIANNE MURPHY, 321 Theatrical Management
AYO OTI, Gartner
BRYAN POWELL, Montclair State University
JUAN CARLOS SALINAS, Jamaica Center for Arts and Learning
DAVID SHOOKHOFF, Manhattan Theatre Club
MI RYUNG SONG, Independent Non-Profit Consultant
JEFF VOCKRODT, Climate Jobs
RACHEL WATTS, ArtsConnection
HELEN WHEELOCK, CUNY Creative Arts Team
MICHAEL WIGGINS, Little Island
EVE WOLFF, Dancing Classrooms

ROUNDTABLE STAFF

KIMBERLY OLSEN, Executive Director
KINSEY KECK, Programming & Membership Manager
MOLAUNDO JONES, Communications & Resources Manager

STRATEGIC PLANNING COMMITTEE (2018-2020)

CO-CHAIRS
JEFF VOCKRODT, Climate Jobs NY
ERIKA ATKINS, Bloomingdale School of Music

COMMITTEE MEMBERS
PIPER ANDERSON, Create Forward
JENNIFER DIBELLA, Roundabout Theatre Company
SOBHA KAVANAKUDIYIL, Graduate Program in Educational Theatre, The City College of New York
POLLY KAHN, PK Art Solutions
KATI KOERNER, Lincoln Center Theater
TRACI LESTER, National Dance Institute
AYODELE OTI, Gartner
GARY PADMORE, NY Philharmonic
MI RYUNG SONG, Independent Non-Profit Consultant
THEODORE WIPRUD, Composer and Educator

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Photos by FRANK BERNAL JR and BOWEN FERNIE
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OUR MEMBERS

ORGANIZATIONS

92nd Street Y
Alvin Ailey Dance Foundation
Apollo Theater Foundation
Arthur Miller Foundation
ArtistYear
ArtsConnection
Arts for All Abilities Consortium
ArtWorks
Bethel Woods Center for the Arts
Bitty City Players
Bloomingdale School of Music
Boys & Girls Club of Newburgh
Bringing Education & Art Together (BEAT)
Broadway Bound Kids
Bronx Arts Ensemble
Brooklyn Arts Council
Brooklyn Arts Exchange
Brooklyn Children’s Museum
Brooklyn Conservatory of Music
Brooklyn Youth Music Project, Inc.
Carnegie Hall
CEI-PEA
Center for Traditional Music and Dance
Chickenshed NYC
Children’s Arts Guild
Children’s Museum of the Arts
City Lore, Inc.
CO/LAB Theater Group
Community Word Project
Creative Art Works
Creative Stages NYC
CUNY Creative Arts Team
Dance Theatre of Harlem
Dance Vectors, Inc.
(The Phyllis Rose Dance Co.)
Dancing Classrooms
Dia Art Foundation
Disney Theatrical Group
DreamYard Project
Education in Dance & the Related Arts
Educational Alliance Art School at Manny Cantor Center
Exploring the Arts, Inc.
Flushing Council on Culture and the Arts
Free Arts NYC
Girl Be Heard
Hispanic Culture Arts LEAP
Lincoln Center Theater
Little Kids Rock
Louis Armstrong House Museum and Archives
Lower Manhattan Cultural Council
Magic Box Productions
Manhattan Theatre Club
Mark Morris Dance Group
Marquis Studios
MCC Theater
Mexico Beyond Mariachi
Midori & Friends
Movement Research
Music and Brain-Building for the Arts
Nassau Performing Arts
National Dance Institute (NDI)
National Guild for Community Arts Education
New York City Ballet
New York City Center
New York Philharmonic
New York Theatre Workshop
NYC Children’s Theater
NYC Kids Project
Orchestra of St. Luke’s
Park Avenue Armory
Parsons Scholars Program
Pentacle
People’s Theatre Project
Ping Chong + Company
Poster House
Red Bull Theater
Roundabout Theatre Company
Sing for Hope
Statement Arts
Strike Anywhere Performance Ensemble
Studio in a School
Sundog Theatre
Symphony Space
TADA! Youth Theater
Teachers & Writers Collaborative
The Boys’ Club of New York
The Broadway League
The Harnisch Foundation
The Joyce Theater
The Metropolitan Opera
The New Victory Theater
The Open Eye Theater
The Rock and Roll Forever Foundation
The Touchstone Center for Children
The Town Hall
Theatre Development Fund
Theatre for a New Audience
Third Street Music School
Together in Dance
viBe Theater Experience
Wingspan Arts
YMCA of Greater New York
Yo Re Mi
INDIVIDUALS (CONT.)

Pamela Lawton
Cindy Leacock
Kathleen Leary
Eunsung Lee
Songhee Lee
Yaminah Legohn
Vladimir Lepisko
Arkadiusz Lesniak
Arielle Lever
Daniel Levy
Marco Lienhard
Corey Lima
Andrew Linn
Lily Lipman
Simone Liu
Erika Lively
Ivan Llanes Montejo
Asim Logan
Fatima Logan Alston
Robert Lok
Sarah Katharine Long
Ling Lopez
Gabriela Lopez Dena
Reuben Lorch-Miller
Jessica Lorenz
Sara Lucas
Jennifer Luna
Lindsay Lupi
Nicolette Lynch
Brett Macias
Mecca Madyun
Matthew Mahler
Vartan Mailiantz
Carlos Maldonado
Spandita Malik
Maura Malloy
Dylan Marcheschi
Rishuana Mari
Stefan Maris Alarcon
Christina Marks
Allie Marotta
Austin Marquez
Silvana Marquina
Danielle Martin
Monica Martin
Anthony Michael Martinez
Srilyn Martinez Cora
Clifton Matias
Jo Matos
Lynne Mathos
Taryn Matusik
Toomy Mavra
Elise May
Eva Mayhabal
Jocelyn McBride
Shameyka McCalman
Megan McCormick
Mitchell McCoy
Amanda McDowall
Anne-Marie McIntyre
Stephanie McKay
Dexter McKinney Jr.
Jessica McRoberts
Mary McSweeney
Steven Meeker Jr.
Bianca Megaro
Yuan Mei
Alexander Meisner
Carla Mejia
Gyana Mella
Fermin Mendoza
Clement Mensah
Annastasia Mercedes Confrey
Thea Mesirow
Kevin Metzger-Timson
Carmen Meyers
George Miles
Liza Miller
Patricia Miranda
Elizabeth Mislion
Shelley Mitchell
Shevaun Aysa Mizrahi
Mtambuzi Mlwimwengu
Patrick Mohundro
Ravish Momin
Georgia Monroe
Elia Monte-Brown
Jahzel Montes
David Montgomery
Maxine Montilus
Mandy Moore
Angel Moore
Jessi Moore
Rolando Morales-Matos
Anthony Moreno
Berta Moreno Valles
Gina Morgano
Karilyn Morris
Sarah Mozeson
Christina Mrx
Sara Jane Munford
Natalia Munoz Durango
Hannah Murphy
Paul Murphy
Peter Musante
Michela Muserra
Mansa K. Mussa
Karl Myerston
Cassie Naaktgeboren
Joseph Nanashe
Rheanna Nance
Alon Nechushtan
Lorenzo Newman
Shaneeka Nicholson
Carlo Nicolau
Nadje Noordhuis
Julia Noulin-Merat
David Nudelman
Alexis Nwokoji
Caili O'Doherty
John O'Mahoney
Elizabeth Oakley
Paola Ocampo
Mai Ohana
Matthew Okin
Eric Mark Olson-Sánchez
Patilla
Ilona Oltuski
Katelyn Ong
Patricia Onorato
Marissa Ontiveros
Janet Onyenucheta
Willem Oosthuysen
Erin Orr
Cecilia Ortega
Ilaria Ortensi
Natalie Ortiz
Michelle Osborne
Ayodele Oti
Anjelic Owens
Anna Papernik
Yoojin Park
Seongmin Park
Mariana Parma
Laura Parnes
Janice Patrignani
Natalie Pawelek
Teresa Payne
Tim Peck
Patrick Pelissier
Stephanie Pena
Malena Pennycuik
Annie Perales
Brandon Perdomo
Maksims Pernipvica
Benjamin Perez Hidalgo
Gene Perla
Arhontia Perlmutter
Jaime Pemuth
Mindy Pfeffer
Karissa Phillips
Jessica Phillips
Chialing Pidd
Federico Poey
Chinita Pointer
Jane Polin
Barbara Pollard
Juan Carlos Polo
Jessica Pomeroy
Ramon Ponce
Brett Radke
Alfonso Ramirez
Polina Porras Sivolobova
Charles Poveromo
Jeremy Powell
Aynslie Powell
Daniel Pratt
Grisel Pren Monje
Joy Prentice Faller
Jessica Pretty
Neil Pritchard
Dina Pruzhansky
Cristian Puig
Stella Pulo
Mikhaila Quezada-Freda
Tessa Raden
Wema Ragophala
Tristan Raines
Chris Ramos
Hommy Ramos
Danilo Randjic-Coleman
Joseph Rannazzisi
Kevin Ray
Kenneth Ray
Jacqueline Raymond
Jacob Ready
Laura Reaper
Angel Reed
Oliver Reed
Emily Reineke
Gwenthny Reitz
Victorius Remak
Alice Renier
Michelle Repiso
Alda Reuter
Regina Reyes Lorenzo
Kaylen Rice
Evangeline Rivera
Bethania Rivera Frawley
Cynthia Roberson
Lindsay Roberts
Dominique Robinson
Amelia Robinson
Shane Robles
Jonathan Rodriguez
Nikaury Rodriguez
Pablo Rodriguez
Giovanni Rodriguez
Régine Romain
GET INVOLVED WITH
THE ROUNDTABLE

The New York City Arts in Education Roundtable is a service organization and a community of arts education practitioners sharing information, providing professional development, and communicating with the public to promote our work in schools and beyond.

For more information, please visit us online at NYCAIEROUNDTABLE.ORG.