



Dear 2023 Assemblée Internationale School Directors,

I hope this email finds you well as you are in the thick of your school year and season.

I had the pleasure of working with your AI23 students on Nov 9 in a virtual workshop, as part of the AI23 pre-festival learning sessions. It was heartening to have their voices in the [virtual] room, and to understand their interest and commitment to anti-racism. Thank you, Mavis, for your vision for AI23 and for spearheading this deep dive into racial issues important to culture at large and ballet in particular.

In follow-up, I'd like to invite you to explore my MoBBallet.org website, which offers a wealth of information on Black dancers, including the Constellation Project and Timeline, which visually and conceptually organizes titans and luminaries of Black ballet history into a succinct and compelling presentation, rich with information about their careers and greater contributions to the ballet field. If your organization offers ballet history in its curriculum, those who deliver it will find the important information on Blacks in ballet integral to a greater understanding of the canon of work created starting in the mid-1800s. Warning: Once you begin exploring the Constellation Project and various orbits, you will find yourself drawn in farther and farther as you explore Black dancers, companies, and connections!

Top of mind at the moment is my work with the Cultural Competency and Equity Coalition (C²EC), a consortium of companies engaging in a year-long curriculum for Inclusion, Diversity, Equity, Anti-Racism, and cultural competence (I.D.E.A. & CC) education and development in ballet. The 2022 inaugural year cohort included 10 companies of various budget sizes that were in different places on the learning and implementation continuum. Some of you may have participated, and I'd like to take this opportunity to invite you to learn more about C²EC and how your full organization or ballet school may participate in 2023.

The C²EC is the first program of its kind! The Coalition is a membership program that brings ballet organizations together to equip them with tools to support I.D.E.A. & CC within their organizations and the field at large, while engaging the entirety of the organization. In addition, the Coalition supports stronger, more culturally competent relationships with the diverse communities these organizations represent and serve. The C²EC addresses the blind spots in the traditional DEI consulting methods by tailoring our work to the specific historical and traditional structures of ballet, its organizations, and the micro-cultures of the field. By acknowledging and honoring the different needs and goals of each company, C²EC members will not only benefit and learn as a cohort through educational programming, but also have access to one-on-one organizational consultation. Members receive consultation and peer to peer support and feedback on a myriad of topics including: hiring practices and human resources departments, school recruitment and enrollment methods, advertising and communications, and fundraising. Cohort meetings allow organizational culture and workplace satisfaction to be discussed across employee groups.

It is our belief that organizations are not constructs, they are people, and to create sustainable change the attitudes and behaviors of *the people* in organizations must shift. As the C²EC seeks to facilitate sustainable change, we have developed the Curriculum of Change to inject humanity and empathy into the work, speaking to the heart and humanity within each of us. Until now, the field of ballet has lacked a resource like C²EC, which seeks to offer the scaffolding and resources for organizations to rebuild themselves with its principles at their structural and cultural core and begin to *embody* I.D.E.A.

Many organizations and individuals have reached out for information about joining, so the 2023 C²EC will be restructured to accommodate our expanding network. It includes memberships for full organizations, and separately for departments within larger organizations. The new Educators Cohort will include ballet schools attached to companies, independent ballet schools and studios, dance educators, and scholars. The Educators cohort will explore systemic racism and implicit bias in ballet training and education, unpacking aesthetics, Black ballet history, pedagogy, and ways to shift the culture of ballet training in the studio and in college and university dance programs.

The Coalition membership level we think might be of interest to Assemblée members is:

NEW EDUCATORS COHORT *The Educators cohort will explore systemic racism and implicit bias in ballet training and education, unpacking aesthetics, Black ballet history, pedagogy, and ways to shift the culture of ballet training in the studio and in college and university dance programs.*

Organization Training Programs Membership: *This allows ballet school programs attached to companies to independently participate in the C²EC when the organization as a whole is not a member.*

- \$3500
- Provides access to school administration and faculty across tiers.
- Access to Curriculum of Change Modules and Educators cohort sessions
- C²EC consultation rate for additional support
- *Coalition Rate for MoBBallet Symposium in August 2023

Independent Studio Owners Membership: *This membership aligns with the MoBBallet Symposium Educators Track and is designed to help provide administrative and pedagogical*

support for smaller businesses while providing an opportunity to develop authentic, equitable relationships with larger programs.

- \$2500
- Provides access to all members of your organization across Educators tiers.
- Access to Curriculum of Change Modules and Educators cohort sessions
- C²EC consultation rate for additional support
- *Coalition Rate for MoBBallet Symposium in August 2023

Independent Single Membership: *This membership is designed for individuals who are not affiliated with an organization or are simply interested in personal education. This is a level that is perfect for dance educators in elementary, middle and high school arts programs as well as professors and scholars in higher education.*

- \$750 for one individual
- Provides access to Educators tiers.
- Access to Curriculum of Change Modules and Educators cohort sessions
- C²EC consultation rate for additional support
- *Coalition Rate for MoBBallet Symposium in August 2023

**MoBBallet hosted a successful week-long Symposium in Miami in August of 2022. Information for the August 2023 Symposium will be announced in early 2023, including how your Black students can participate in the ballet course. We will make every effort to schedule after most summer intensives conclude.*

<https://www.miamiherald.com/entertainment/performing-arts/article264052891.html>

I am working to solidify and develop the 2023 C²EC cohort(s). It is my dream to create a European cohort, both to support both the time differences and to better address the divergent systems and conversations present in Europe vs North America. Cohort meetings will begin in February 2023. I welcome your questions about membership and curriculum, and I invite you to explore the C²EC website for more information about the various membership options.

For more information and to fill out the application, please visit our [website](#). I hope you will join us!

Looking Forward,

Theresa Ruth Howard
MoBBallet Founder/Curator