



**One
Dance
UK**
Supporting
Dance

Anti-Racism for Creative Equity



Image: Re:generations 2019, Dani Bower Photographer

“Anti-racism must be embedded within an organisation’s policies, procedures, and practices...It’s now time for the dance industry to hold itself accountable, invest in, and implement the strategic changes needed.”

Kamara Gray, Artistic Director of Artistry Youth Dance

Dedicated to Creative Equity

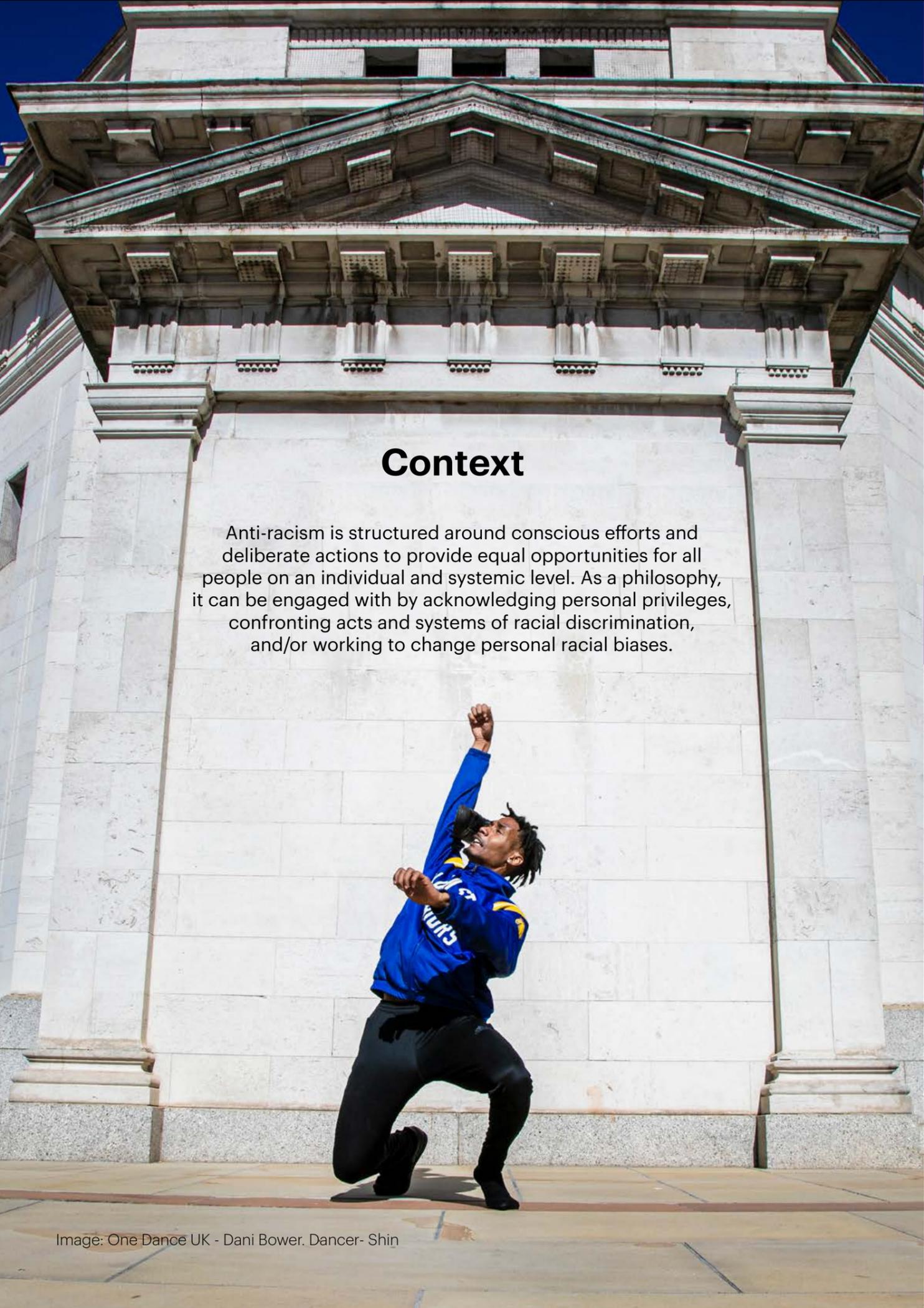
One Dance UK is proud to support the work of artists & organisations working in Dance of the African Diaspora (DAD). Our aim is to continue to support the visibility and integral value the form brings to the British and global cultural experience.

We hold a unique position; both to support the talent within this sector, and to be fierce advocates highlighting the exceptional range of work and forms rooted in African Diaspora. It is as advocates that we have created this resource, as an aid to support the dance sector in having direct and critical conversations around racial equity and towards moving into active anti-racism and allyship.

We hope this guide provides context to the ideas of anti-racist working, provocations for individuals and organisations alike and resources to support us all on the journey towards more equitable artistic practices.

Image: Re:generations 2019, One Dance UK - Dani Bower. Speaker, Amander Spann





Context

Anti-racism is structured around conscious efforts and deliberate actions to provide equal opportunities for all people on an individual and systemic level. As a philosophy, it can be engaged with by acknowledging personal privileges, confronting acts and systems of racial discrimination, and/or working to change personal racial biases.

Provocations

Questions to ask yourself or organisation on active allyship:

1. Which dance artists, choreographers or companies do I know of and/or support that are of African Diaspora or Global Majority heritage*?
2. Check through your social media channels, do you follow, actively like, share and support African Diaspora or Global Majority heritage artists and organisations?
3. If so – do you make sure to always credit the originator?
4. Do you know the history and origin of the dance styles you teach / facilitate / promote?
5. Are the companies/organisations you work alongside diverse in lived experience and inclusive in governance?

Asking the above questions can feel difficult and be challenging. These next questions are to encourage you to ask how you might support your wellbeing within this work.

1. How can you stay connected and help to build and engage in dance communities that understand, support, and nurture your growth?
2. Which organisations, artists or companies bring you joy and inspirations, and how can you support them?
3. Which organisations, artists or companies promote an inclusive and intersectional dance sector, and how can you amplify and engage with that work?

* Using the appropriate language is important but can feel tricky to navigate. One Dance UK understands this is an ever-changing conversation. We keep learning, listening and adapting to the knowledge shared from within communities. The language we've used today is guided by a document called #BAMEover created by inclusion leaders, Inc Arts.



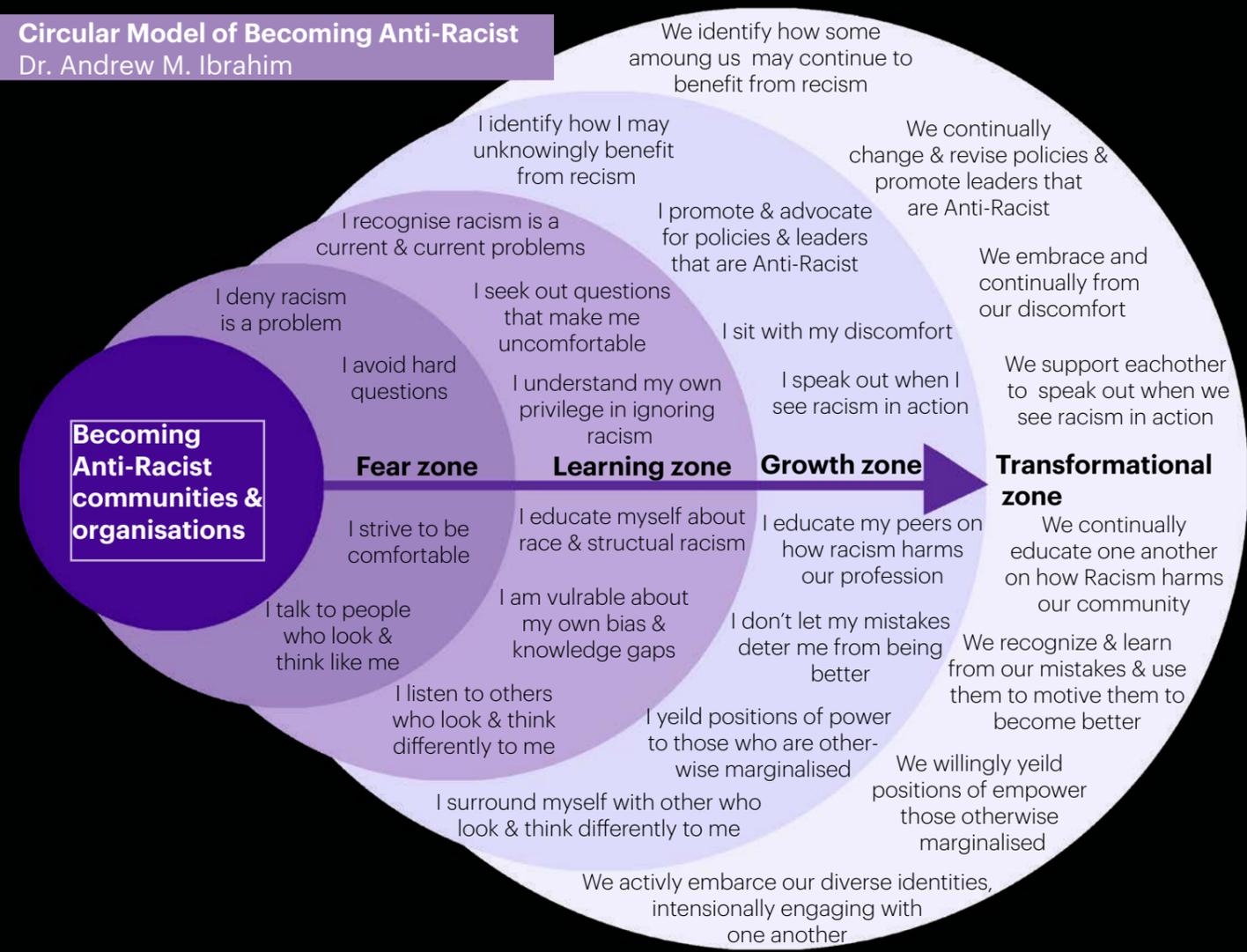
“Demonstrate your allyship... Demonstrate your authenticity... We don’t need shadow heroes, step into the light ...”

Theresa Ruth Howard
 Founder of MoBBallet & The Equity Project

Image: One Dance UK- Dani Bower. Dancer Tamar Dixon

Anti- Racism Resorces

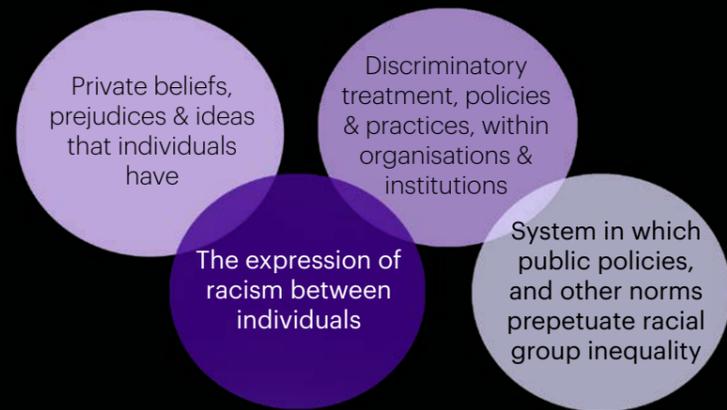
Circular Model of Becoming Anti-Racist Dr. Andrew M. Ibrahim



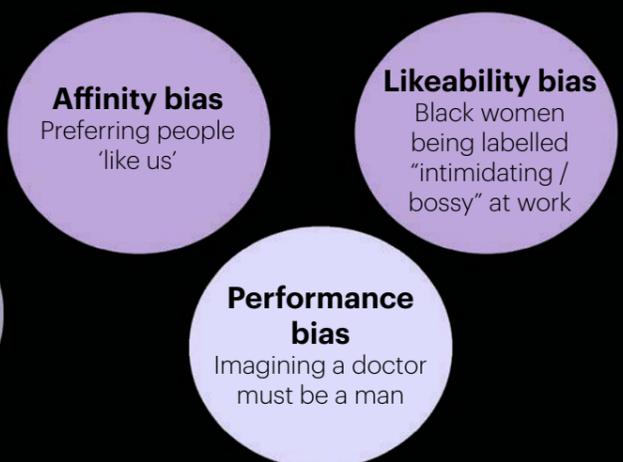
One Dance UK is dedicated to supporting and showcasing Dance of the African Diaspora artists in various ways:

- IMOVE - A digital campaign that champions the practices and artform of dances of the African Diaspora.
- Centre Stage - Feature’s insights into the lives of our incredible dance community
- HOTFOOT Online- One Dance UK’s bi-annual publication platforming articles, education, and critical debate on issues at the heart of the African Diaspora dance communities

4 Levels of Racism Bridgespan



3 types of Bias Hustle Crew



Anti- Racism Links

[A guide to allyship – Amélie Lamont](#)

[Inclusive language guide - from IncArts](#)

[Accountability Model for the Sector – From IncArts](#)

[Do Black Lives Matter in Your Organization? – Equity in the centre](#)

[It's not enough to say black lives matter. Time for academia to show it! - University College London](#)

[Accountability Principles – Race Forward](#)

[Voicing Black Dance - Jeanette Bain and Carolene Hinds](#)

We want to hear from you!

Here at One Dance UK, we are invested in anti-racism, not only as we work towards it as an organisation, but also to help us authentically and meaningfully support the dance sector towards more equitable change.

Are you already having conversations about active anti-racism?

Are you trying to broach the topic with your workplace, your peers, people close?

Are you asking yourself these questions for the first time?

Please do get in touch; we'd love to hear where you are in your journey and welcome critique and feedback about how we're doing on ours.

Contact us at One Dance UK info@onedanceuk.org
Subject Line: **Anti-Racism for Creative Equity**



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“One is either racist or anti-racist. There is no room for neutrality, and there is no such thing as a “non-racist.”

*Racism scholar
Ibram X. Kendi*

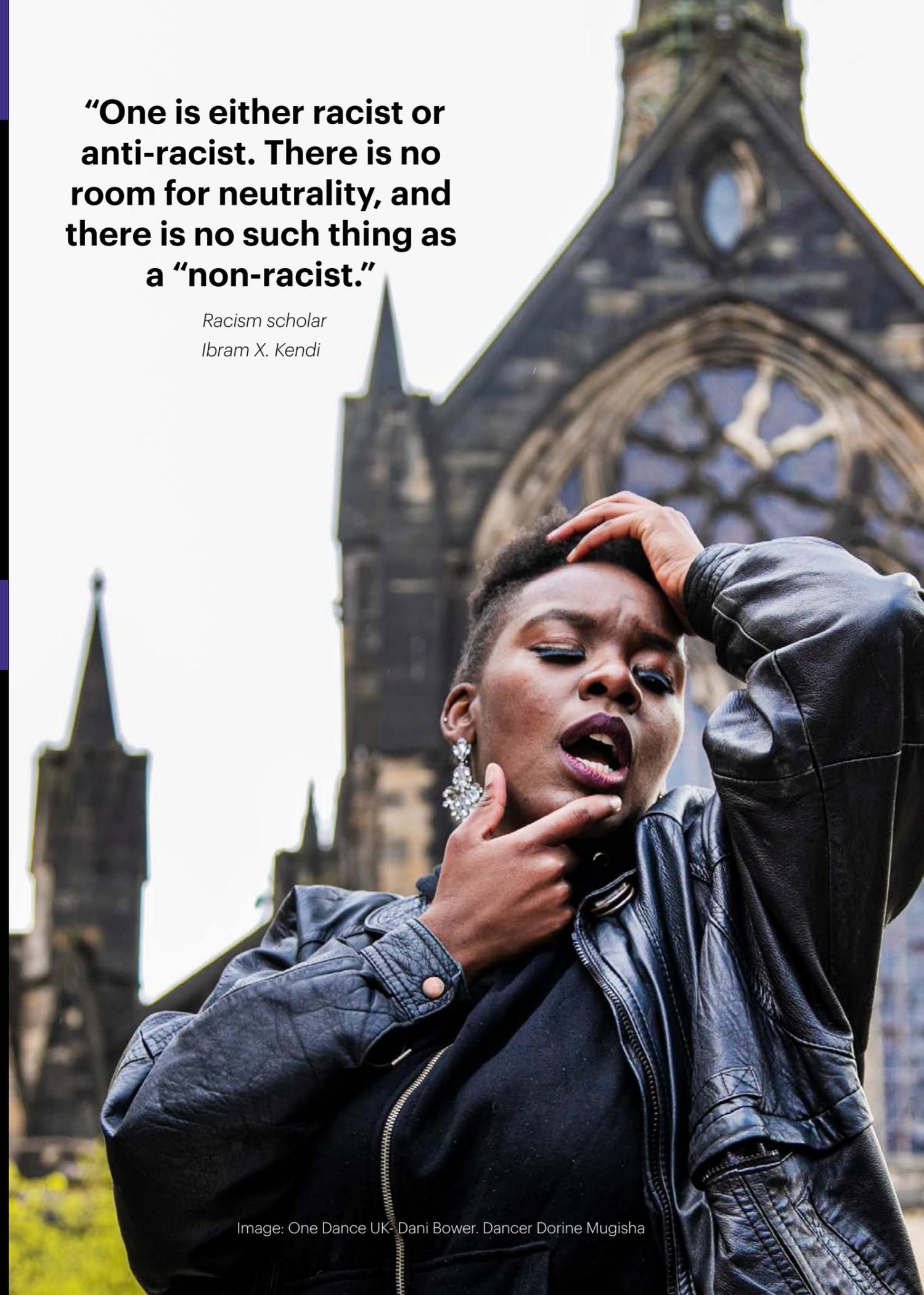


Image: One Dance UK- Dani Bower. Dancer Dorine Mugisha



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