

May 31, 2023
New York, NY

From: A coalition of NYC-based arts organizations, culture workers, and artists concerned for funding equity in the DCLA budget

To: Hon. Eric Adams, Mayor of the City of New York

Cc: Hon. Sheena Wright, First Deputy Mayor; Hon. Maria Torres-Springer, Deputy Mayor for Economic and Workforce Development; Hon. Laurie Cumbo, Commissioner of the NYC Department of Cultural Affairs

Cc: Hon. Brad Lander, Comptroller; Hon. Jumaane Williams, Public Advocate; Hon. Adrienne Adams, Speaker, NYC Council

Dear Mayor Adams:

We are writing to you on behalf of a community of arts organizations and workers that together represent a workforce of over 300,000 individuals and over 4,000 entities, and whose economic activity generates over \$100 billion annually—making New York City the cultural capital of the world.

With thanks for the city's record FY2023 investment in DCLA, and **in solidarity with peer arts and culture organizations and advocates, we request a \$50 million increase to the DCLA budget for FY2024, baselining at least \$40 million of that increase; and propose a more collaborative path towards achieving model equity in cultural funding during your current term as Mayor.**

Arts and Culture are crucial to New York City's reemergence from the pandemic, [as evidenced by our role in increasing tourism](#),¹ one of the City's major [drivers of economic recovery](#),² as well as our injection of activity to neighboring industries, including construction and transportation, [to name but two](#).³ Every community and neighborhood in all five Boroughs needs robust cultural organizations, whose presence has been proven to result in significant [benefits to public safety, health, well-being, and education](#).⁴ Frank acknowledgment that our existing budget process fails to allocate funding to the arts community in an equitable fashion is no longer controversial. Many worthy cultural organizations face challenges to our survival, especially those organizations led by or serving Black, Indigenous, People of Color, (BIPOC), immigrant, LGBTQIA+, low-income, disabled, and older New Yorkers. [A recently published NEA report](#) detailed the continuing lag of employment in our sector as compared to pre-pandemic levels.⁵ While our work continues to be necessary for vibrant and productive communities, our

organizations are facing insurmountable increases to our expenses due to inflation, and our workers cannot afford to pay rent or have their basic needs met.

ACTIONS FOR EQUITY MOVING FORWARD

It is important to start with awareness of the funding inequities that have existed, which were further deepened in the FY2023 adopted budget. As you explicitly detail in [your still urgently relevant 2016 op ed on City arts funding strategy](#),⁶ the DCLA budget is distributed among thousands of programs that serve New Yorkers and the agency's operating costs. In FY2023, the DCLA budget included approximately \$140M (or 51.4%) distributed to the 34 Cultural Institutions Group (CIG) members, the majority of which are located in Manhattan, \$52M (or 19%) distributed to 1,070 Cultural Development Fund (CDF) grantees, \$30M (or 11%) in NYC City Council Initiatives, and another \$16M (or 5.6%) in miscellaneous programming, operational, and fiscal costs. This budget distribution alone reveals the disproportionate allocation of resources across programs, and thereby across the City.

In FY2023, DCLA also implemented important reforms to the CDF, which moved the agency towards more equitable funding in that program. These reforms increased the lowest awards from \$5,000 to \$10,000; added 125 new organizations to the grantee pool; and distributed increases to many organizations serving BIPOC, disabled, low-income, and immigrant communities. Despite these important changes, the overall impacts of the agency's grantmaking decisions for FY2023 resulted in many small and mid-sized organizations, including many led by and serving communities of color, being cut to make room for the increases to other small and mid-sized organizations. At the same time, the CIG program saw multi-million dollar increases across several of its largest members, in comparison with FY2022. This combined methodology of removing and/or decreasing funds from small to mid-sized entities, while increasing the funds to larger well-funded entities, [deepened borough inequities across arts funding](#).⁷

A MORE COLLABORATIVE AND EQUITABLE EFFORT

The undersigned have not, for the most part, either as individuals or organizational representatives, been part of the internal process whereby options are weighed and decisions are made regarding the cultural budget and related funding allocations. Our opinions have gone on record for many years, but the purportedly shared goal of equity remains elusive. In light of this ongoing experience, we assert that equity means giving more *absolute* funding increases to those organizations and neighborhoods that currently receive less, in order to correct for the historic underinvestment they've received and ensure equitable distribution of funding and opportunities in the future. This approach accounts for disparities that exist today as a result of intentional, consistent, and long-term underinvestment in our communities, and is also responsive to the realities we face in the midst of record-level inflation.

FIVE PRACTICAL STEPS

Developed in collaboration with peers across the sector, we propose five practical steps towards achieving model equity in NYC cultural funding over the next 3 years:

1. **Create an Equitable Baseline Increase** both to reverse harms made in FY2023 to many CDF organizations and to ensure that the funds allocated to DCLA in FY2024, and all future allocations, are equitably distributed, prioritizing baseline increases for smaller budget entities and historically underfunded organizations.
2. **Work with DCLA to develop a new, replicable, transparent granting procedure across its entire budget** that ensures the equitable distribution of City cultural funds, and which also acts on the recently passed ballot measure centering racial equity in the City's operations and investments.
3. **Properly fund DCLA to implement this new process** with sufficient staff earning living wages, to ensure DCLA has the administrative capacity to serve New Yorkers across every borough.
4. **Properly fund the 2022 ballot measure to establish an office of Racial Equity, and ensure DCLA reports annually** on total funding distributions by borough, neighborhood, organization size and category, and by demographics of communities served. Smarter accountability is needed because we recognize that borough metrics as they stand can be shallow in portraying the full story of impact to the historically underinvested.
5. **Create a plan to increase DCLA's funding to 0.5% of the City budget by the end of your first term as Mayor**, starting with increases to the organizations and neighborhoods that currently receive the least funding, in order to achieve geographic equity in per capita funding, **with a longer-term goal of achieving a 1% allocation to DCLA in the City's budget by 2030**. This plan should include pathways for established organizations that serve underfunded communities and geographies to receive benefits similar to CIGs, including baselined operating support, energy support, and rent support, even if they are not on city-owned land. The plan should also create a separate line of funding from the CDF for service organizations and arts councils, to ensure that they are able to reach many more individual artists and organizations not supported through the CDF.

This work is hard and evolving. The undersigned are eager to learn more about the challenges the City faces in meeting its equity objectives, and more importantly, to find a way to put solutions into practice.⁸

We look forward to scheduling a meeting with your team and working closely with your administration in FY2024, and over the next 3 years, to continue to build a city that harnesses the true impact and benefits of culture across the board.

Thank you for your consideration and all you are doing to care for the future of our great city.

Signed, [\[see p. 7\]](#)⁹

Notes for Cultural Funding Equity Letter to Mayor Adams FY2024

Research on the impact of the arts and culture sector on tourism, the economy, and community well-being (notes 1-5):

1. <https://createnyc.cityofnewyork.us/the-cultural-plan/issue-areas/se/#:~:text=The%20cultural%20sector%20is%20also%20a%20powerful%20driver,international%20tourists%20spent%20%241%2C786%20per%20trip%20on%20culture.>
2. <https://www.osc.state.ny.us/reports/osdc/tourism-industry-new-york-city>
3. <https://www.artsactionfund.org/sites/artsactionfund.org/files/2022-03/New%20York%202022.pdf>
4. See the report on Culture and Social Wellbeing in NYC conducted by the Social Impact of the Arts Project at the University of Pennsylvania. <https://repository.upenn.edu/siap/>
5. <https://www.arts.gov/sites/default/files/National-Brief-final-3-16-23.pdf>
6. **As Brooklyn Borough President, you wrote an op ed describing the deep inequities in DCLA funding** [<https://www.cityandstateny.com/opinion/2016/08/arts-funding-strategy-should-keep-pace-with-brooklyns-growth/182616/>], showing that the 33 (at the time) members of the CIG received the vast majority of the funding for the entire city; that Manhattan received 54% of the total funding going to all five boroughs; and that per capita cultural funding in Manhattan was 10 times that in Queens and 5 times that in Brooklyn. You called on the de Blasio administration to correct these inequities. We call on you now, as Mayor, to correct these entrenched inequities that remain in place to this day.

DCLA Funding Chart from Eric Adams' 2016 op ed showing funding inequities by borough and organization size:

Department of Cultural Affairs Funding, by Borough (CIG and CDF)							
Borough	CIG Funding	CDF Funding	Total FY15 Funding	Share of Funding	Funding per Capita	Cultural Nonprofits	Visual and Performing Artists
Bronx	\$22,978,661	\$2,203,275	\$25,181,936	17.9%	\$17.30	149	2,944
Brooklyn	\$17,400,972	\$5,994,200	\$23,395,172	16.6%	\$8.87	706	16,715
Manhattan	\$55,881,116	\$19,573,680	\$75,454,796	53.6%	\$45.88	3,007	26,799
Queens	\$7,695,306	\$3,011,900	\$10,707,206	7.6%	\$4.58	475	8,526
Staten Island	\$5,406,124	\$669,825	\$6,075,949	4.3%	\$12.80	120	1,264

Inequities increased in adopted FY2023 budget for DCLA (June 13, 2022) - see note 7 below:

	Smallest 14 CIG Allocations	Middle 13 CIG Allocations	Largest 7 CIG Allocations
FY22 total	\$ 14,357,819	\$ 25,203,586	\$ 81,673,913
FY23 total	\$ 14,094,440	\$ 27,147,972	\$ 92,208,579

Increase	\$ (263,379)	\$ 1,944,386	\$ 10,534,666
----------	--------------	--------------	---------------

	Manhattan CIGs	Brooklyn CIGs	Bronx CIGs	Queens CIGs	Staten Is. CIGs
FY22 total	\$53,878,347	\$19,480,789	\$28,626,994	\$11,362,558	\$7,886,630
FY23 total	\$62,353,262	\$22,493,678	\$29,821,589	\$11,042,055	\$7,740,407
Increase	\$8,474,915	\$3,012,889	\$1,194,595	\$ (320,503)	\$ (146,223)

7. An analysis of the published FY23 adopted budget documents shows the following: the largest 7 CIGs, in terms of city allocations, received a total increase of \$10.5 million in DCLA operating and energy support from FY22 to FY23. The middle 13 CIGs in terms of city allocations received a total increase of \$1.9 million; while the bottom 14 CIGs in terms of city allocations received a total cut of \$263,379, before adjustments were made post-adoption through supplemental support. In terms of boroughs: Manhattan, the borough already receiving the most, saw a total increase of \$8.4 million; Brooklyn and the Bronx saw total increases of \$3 million and \$1.1 million, respectively; yet Queens and Staten Island saw cuts of \$320,503 and \$146,223 respectively. While all these figures don't include the CDF, they do reflect the majority of DCLA's funding, and paint a clear picture of a city where the organizations and neighborhoods that already receive more funding got much more than those starting with less.

A.R.T./NY and Dance/NYC separately conducted an FY2023 CDF Impact survey, reaching 139 (11%) out 1,250 applicants. Some findings from that survey, among responding organizations, are as follows:

- About half received funding decreases; 7% did not receive any award; 32% recipients; 8% applied but have never received DCLA funding; 1.5% received awards consistent with previous year.
- A disproportionate amount of non-producing (arts service, arts education, presenting) organizations received funding decreases. While 50% of the entire pool was awarded decreased funding, 63% of arts service organizations received funding decreases; 63% of arts education organizations received funding decreases; 67% of presenting organizations received funding decreases; 43% of producing organizations received funding decreases. While 60% of all past recipients received decreases, 73% of non-producing past recipients did. For context, 53% of past recipient producing organizations received decreases. Only one arts service dance organization (CPR) was awarded increased funding. Within this data set, all other increases in the dance discipline went to producing dance organizations.
- The data reveal some notable though inconsistent findings between budget categories, with nearly all organizations in some budget ranges receiving reduced funding: 88% of organizations with budgets between \$500K and \$999K received reduced funding; 90% of organizations with budgets over \$10M received reduced funding; 70% of organizations with budgets between \$2.5M and \$5M received increased funding. In addition, more small-budget organizations received funding increases. While 32% of the entire pool received increases, 41% of organizations with budgets between \$50K and \$99K received increases; 46% of organizations with budgets between \$100K and \$249K received increases.

8. You will note that our demands do not explicitly call for a decrease in funding for the largest CIGs. We do not believe that austerity budgeting that removes resources from cultural partners across the city is equitable, nor will it address overall underinvestment of the artistic community. **Instead, the CIG funding model provides concrete evidence for the thriving that is made possible when institutions receive consistent, reliable, long-term funding.** What is important to highlight about CIG funding, however, is that it is disproportionately centered in Manhattan and in a handful of cultural institutions, while the lion's share of the sector serving the majority of New Yorkers is composed of small, local entities spread across all five boroughs. For example, in FY2023, the City provided the Metropolitan Museum with \$25,273,849 in funding, an amount greater than all the funding allocated to all cultural institutions in the boroughs of Queens and Staten Island combined. The cultural funding going to the Upper East and Upper West Sides of Manhattan has enormous community benefits in terms of health, safety, education, and overall well-being, as articulated in the Social Impact for the Arts (SIAP) report—a **benefit that should be equitably extended to all neighborhoods across NYC.**
9. As of May 31, 2023, this letter includes 553 signatories distributed across New York City as follows:

553	TOTAL	PERCENT	
160	Brooklyn	28.9	%
200	Manhattan	36.2	%
45	Queens	8.1	%
117	The Bronx	21.2	%
13	Staten Island	2.4	%
18	<i>Outside NYC</i>	3.3	%

Signatories for Cultural Funding Equity Letter to Mayor Adams FY2024

Signed,

1. **Sami Abu Shumays**, *Flushing Town Hall*
2. **Melody Capote**, *Caribbean Cultural Center African Diaspora Institute (CCCADI)*
3. **Marlène Ramírez-Cancio**, *BAX/ Brooklyn Arts Exchange, EmergeNYC, LxNY*
4. **Charles Rice-González**, *BAAD! Bronx Academy of Arts & Dance*
5. **Arthur Avilés**, *BAAD! Bronx Academy of Arts and Dance*
6. **Libertad Guerra**, *The Clemente Soto Velez Cultural and Educational Center, Inc.*
7. **Rafael Sánchez**, *Repertorio Español*
8. **Mino Lora**, *People's Theatre Project*
9. **Arnaldo J. López**, *Pregonos / Puerto Rican Traveling Theater*
10. **Rosalba Rolón**, *Artistic Director, Pregonos / Puerto Rican Traveling Theater*
11. **Risa Shoup**, *A.R.T./New York*
12. **Candice Anderson**, *Cool Culture*
13. **Candace Thompson-Zachery**, *Dance Caribbean COLLECTIVE*
14. **Talia Corren**, *Alliance of Resident Theatres/New York (A.R.T./New York)*
15. **Lisa Gold**, *Asian American Arts Alliance (A4)*
16. **Fernando Salazar**, *LxNY: Latinx Arts Consortium of New York*
17. **Randi Berry**, *IndieSpace*
18. **Raymond Codrington**, *Weeksville Heritage Center*
19. **Jennifer Tenuto**, *Staten Island Historical Society*
20. **Jessica B. Phillips**, *Historic Richmond Town*
21. **Daphne Rubin-Vega**, *Artist*
22. **Danielle Wu**, *Asian American Arts Alliance (A4)*
23. **Alejandro Epifanio**, *Loisaida Arts & Culture Center*
24. **Arlene Dávila**, *Professor at NYU, Cultural Worker, Equity Scholar*
25. **Frances Lucerna**, *El Puente*
26. **Carol Ochs**, *The 52nd Street Project*
27. **Bianka Cypriano**, *Salsa Stories*
28. **Marta Moreno Vega**, *Creative Justice Initiative, Inc.*
29. **Caron Atlas**, *NOCD-NY and Arts & Democracy*
30. **Ali Rosa-Salas**, *Abrons Arts Center*
31. **Janio E Marrero**, *Latinx Playwrights Circle*
32. **Jane Gabriels**, *Pepatián: Bronx Arts Collaborative*
33. **Kirya Traber**, *Artist & Cultural Worker*
34. **David Leventhal**, *Mark Morris Dance Group*
35. **Gloria Zelaya**, *The Fantastic Experimental Latino Theater Inc (FELT Inc.)*
36. **Miguel Trelles**, *Teatro LATEA*
37. **Kyoung H. Park**, *Kyoung's Pacific Beat*
38. **Heather Robles**, *The Bessie Awards*
39. **Sarah Calderon**, *Creatives Rebuild New York*
40. **Kevin Gotkin**, *Co-Founder of Disability/Arts/NYC (2016-2019)*

41. **Zoe Kim**, New Work Development Manager, *The Public*
42. **Mitali Sonar**, *BRIC Arts Media & New York Kathak Festival*
43. **Magaly Colimon-Christopher**, *Conch Shell Productions*
44. **Karina Pietrowski**, *Cultural Producer*
45. **Jafreen Uddin**, *Asian American Writers' Workshop*
46. **Yin Kong**, *Think!Chinatown*
47. **Jesus Hernandez**, *Latin Reel*
48. **Heng-Gil Han**, *Korea Art Forum*
49. **Moses Ros**, *Korea Art Forum*
50. **Dian Dong Chen**, *Chen Dance Center*
51. **Jing Dong**, *Artist*
52. **Yeon Jin Kim**, *Korea Art Forum*
53. **Karesia Batan**, *Queensboro Dance Festival*
54. **Michelle Preston**, *José Limón Dance Foundation*
55. **Nancy Paredes**, *Artist*
56. **Juan C. Aguirre**, *Mano a Mano: Mexican Culture Without Borders*
57. **Williams Christopher**, *Christopher Williams Dances*
58. **Melani De Guzman**, *Artist*
59. **Kyla Barkin**, *Barkin/Selissen Project*
60. **Jodi Bender**, *Danspace Project, Inc.*
61. **Robert Duke**, *Duke*
62. **Andrea E Palesh**, *Artist & Cultural Worker*
63. **Catherine Galasso**, *Artist*
64. **Rebecca Fitton**, *Artist & Cultural Worker*
65. **Andrea Nellis**, *Dorrance Dance*
66. **Ariel Quinones**, *Diversity in Arts and Nations for Cultural Education, Inc.*
67. **May Kesler**, *Artist*
68. **Leora Graber**, *Alvin Ailey Dance Foundation, Inc.*
69. **Troy Ogilvie**, *Artist*
70. **Luke Boyd**, *Historic Richmond Town*
71. **Carli DeFillo**, *Historic Richmond Town*
72. **Amanda Schroeder**, *Historic Richmond Town*
73. **Colyn Hunt**, *Historic Richmond Town*
74. **Ian Hagens**, *Historic Richmond Town*
75. **Andrew Andron**, *Historic Richmond Town*
76. **Corbet Walser**, *Historic Richmond Town*
77. **Linda Murray**, *Jerome Robbins Dance Division*
78. **Sangeeta Yesley**, *Creative Performances*
79. **Diane R. Rosenblatt**, *CABD, INC. aka Camille A. Brown & Dancers*
80. **Allyson Lynch**, *STooPS / Independent Performing Artist*
81. **Christopher Pelham**, *Center for Remembering & Sharing (CRS)*
82. **Rosa Bledsoe**, *Cultural Worker*
83. **Robert Lee**, *Asian American Arts Centre*
84. **Laci Chisholm**, *Fit4Dance*
85. **Rebecca Margolick**, *Artist*
86. **Paloma McGregor**, *Angela's Pulse*
87. **Jamie Carabetta**, *Pony Box Dance Theatre*

88. **iele paloumpis**, *Artist*
89. **Hannah Seiden**, *Artist & Cultural Worker*
90. **Alison Clancy**, *Artist*
91. **Vangeline Gand**, *The Vangeline Theater*
92. **Rosalyn Ruiz**, *Danspace Project*
93. **Amber Sloan**, *Arts On Site & The Bang Group*
94. **Tim Lord**, *DreamYard Project, Inc.*
95. **Alexandra Cook**, *Artist & Cultural Worker*
96. **Jon Lehrer**, *Jon Lehrer Dance Company*
97. **Elka Samuels Smith**, *Divine Rhythm Productions*
98. **Pepper**, *Contemporary Ballet Theatre*
99. **Andrew Chiang**, *Nai-Ni Chen Dance Company, Inc.*
100. **Michael Mao**, *dba Michael Mao Dance*
101. **Anchi Lin**, *Chinese Music Ensemble of New York*
102. **Michelle Lans**, *Aspiring Performing Arts Dancer*
103. **Maureen Fleming**, *Maureen Fleming Dance Foundation Inc.*
104. **Christopher Odo**, *Maureen Fleming Dance Foundation Inc.*
105. **Makenna Finch**, *NYLA (New York Live Arts)*
106. **Yanira Castro**, *Artist*
107. **Lipica Shah**, *1497, AAPAC*
108. **Julienne Kim**, *AAPAC*
109. **Karen Bernard**, *New Dance Alliance*
110. **Anna Ticknor**, *Artist & Arts Administrator*
111. **Jill Sigman**, *jill sigman/thinkdance*
112. **Parijat Desai**, *Parijat*
113. **Nzingha Tyehemba**, *Artist & Cultural Worker*
114. **Cindy Cheung**, *AAPAC*
115. **Jeffrey Rebudal**, *Pace University*
116. **André M. Zachery**, *Renegade Performance Group*
117. **Emad Salem**, *Battery Dance*
118. **Christine Toy Johnson**, *Artist*
119. **Johnny Mathews**, *Cultural Worker*
120. **Annie Ferdous**, *Bangladesh Institute of Performing Arts*
121. **Meghan Finn**, *The Tank*
122. **Joanna Futral**, *Artist*
123. **Chanel**, *Cultural Worker*
124. **Melissa Riker**, *Kinesis Project Dance Theatre*
125. **Dance Rising Collective**, *Dance Rising Collective NYC*
126. **Lena Lauer**, *The Lovelies*
127. **Andrew Colwell**, *Center for Traditional Music and Dance*
128. **Sydney Liggett-Dennis**
129. **Davalois Fearon**, *Davalois Fearon Dance*
130. **Christina Kollisch**, *Dance Rising*
131. **Ann Chiaverini**, *Artist*
132. **Jessica Chen**, *J CHEN PROJECT*
133. **Vichet Chum**, *Artist*
134. **John Jahnke**, *Hotel Savant*

135. **Nandita Shenoy**, AAPAC
136. **Taylor Adams**, Artist
137. **Lindsey Jennings**, Artist
138. **Cathy Linh Che**, Kundiman, Inc.
139. **Saifa K**, Kundiman, Inc.
140. **Shan Rao**, Kundiman, Inc.
141. **Nereida Trujillo**, Kundiman, Inc.
142. **Misha Ponnuraju**, Kundiman, Inc.
143. **Ralph Lewis**, Peculiar Works Project
144. **Maddie Hopfield**, Artist
145. **Kamala Cesar**, Lotus Music & Dance
146. **Shauna**, Open Source Gallery
147. **Amy Kennard**, Amy Kennard
148. **Ariel Estrada**, Leviathan Lab, Actor, Arts Administrator
149. **Peggy Cheng**, Cultural Worker
150. **Alex Rodabaugh**, Artist & Cultural Worker
151. **Kenneth Lee**, AAPAC
152. **Kay Gayner**, National Dance Institute
153. **Robert Anthony Gibbons**, Artist
154. **Azure Osborne-Lee**, Theatre Maker
155. **Salomé Egas**, Artist
156. **Sriya Sarkar**, Artist
157. **Vanessa Adato**, BAX/Brooklyn Arts Exchange
158. **Monxo López**, Curator
159. **Nicolás Dumit Estévez**, The Interior Beauty Salon & EmergeNYC
160. **Samuel Stein**, Shape of Cities to Come Institute
161. **Zachary Scholl**, Artist
162. **Fontaine Capel**, Artist
163. **Sara Silva**, Big Dance Theater
164. **Masoom Moitra**, The Shape of Cities to Come Institute
165. **Elizabeth Wilson**, Historic Richmond Town
166. **Justine Lee**, Asian American Arts Alliance
167. **Lucia Scheckner**, BAX/Brooklyn Arts Exchange
168. **Akiko Ichikawa**, Artist
169. **Jennifer Suhr**, Writer & Director
170. **Mija Jung**, Artist
171. **Melissa Riker**, EstroGenius Festival/Manhattan Theatre Source, Executive Director
172. **Sophia Valera Heinecke**, Artist
173. **Susan M. Asai**, Northeastern University
174. **Monica Ellis**, Artist
175. **Rodrigo Arenas-Carter**, Artist
176. **Anthony Rosado**, Artist
177. **Ani Liu**, Artist
178. **Sirintip Phasuk**, Artist
179. **Paul Jochico**, Artist
180. **Charlene M Kaye**, KAYE
181. **Kat Lam**, Artist

182. **Frankie Fierro**, *Artist*
183. **Maria Pitt**, *Artist*
184. **Kyle Lui**, *Artist*
185. **Frankie Yu**, *Artist*
186. **Jo D**, *Artist*
187. **Lora Yip**, *Artist*
188. **Hailey Savage** - Keepsake House
189. **Rishabh Aggarwal** - Artist
190. **Jieun Ko** - Artist
191. **Gregory Ko** - Artist
192. **Jaz** - Artist, college instructor, cultural worker
193. **Shannon Yu** - Artist
194. **Sarah Zuccherro** - Artist
195. **Paul John** - Artist
196. **Brynne O'Rourke** - *Theatre Artist & Teaching Artist*
197. **Nick Hartanto** - *Filmmaker*
198. **Zavé Martohardjono** - *Artist*
199. **Nikki Williams** - Spirit in Sunset Productions
200. **Alejandro Chellet** - Independent artist
201. **Jennifer Iwata** - Artist
202. **Elvie Mae Parian** - Unknown
203. **Isabelle Zhao** - Artist
204. **Cristina Bartley** - Artist
205. **Jorge B Merced** - Theater Artist
206. **Janet Rodriguez** - *SoHarlem, Inc.*
207. **Nairuti Desai** - *Citizen*
208. **Anthony Laura** - *Face to Face Films*
209. **Lucy Jackson**, *Producing Director, The Bushwick Starr & Independent Producer*
210. **Julia Greer**, *The Hearth*
211. **Carlos Armesto**, *PITCHBLACK Immersive Experiences & theatreC*
212. **Abigail Grubb**, *Musical Theatre Factory*
213. **Megan Carter**, *Theatre Producer*
214. **David Skeist**, *Caborca*
215. **Gian Marco Riccardo Lo Forte**, *Pioneers Go East Collective*
216. **Terry Greiss**, *Irondale Productions, Inc. aka Irondale Ensemble Project*
217. **Andy Sowers**, *Technical and Creative Director*
218. **Edward Einhorn**, *Untitled Theater Company No. 61*
219. **Kristin Marting**, *HERE*
220. **Thomas Grube**, *Actor*
221. **Theresa Buchheister**, *The Brick Theater*
222. **Emilia Smart-Denson**, *Irish Repertory Theatre*
223. **Graeme Gillis**, *Ensemble Studio Theatre*
224. **Adam Mummery**, *A.R.T./New York*
225. **Wayne Maugans**, *Voyage Theater Company, Inc*
226. **Leigh Walter**, *Trusty Sidekick Theater Company*
227. **Kate Mueth**, *The Neo-Political Cowgirls*
228. **Claire Beckman**, *Brave New World Repertory Theatre*

229. **Veraalba Santa**, Actor & Teaching Artist
230. **Katy Higgins**, Cultural Worker & Artist
231. **Carrie O'Dell**, Arts Consultant/Grant Writer
232. **K8 August**, Technical director / PM / Designer
233. **Jordan Rutter-Covatto**, Artist
234. **Lila Becker**, Theatre Director
235. **Tom Block**, International Human Rights Art Festival Inc
236. **Andrea Prestinario**, Artist
237. **Justin Jones**, Clementine Players
238. **Gwynn MacDonald**, Theater Director and Theater Journal Editor
239. **India Stachyra**, Artist
240. **Janelle Garcia Domig**, Sea Dog Theater
241. **Ellen Petillo**, Sundog Theatre, Inc.
242. **Tim Errickson**, Boomerang Theatre Company
243. **Clare Latham**, Actor
244. **Derek Weagle**, Artist
245. **Lois Wilcken**, La Troupe Makandal, Inc.
246. **Ako Dachs**, Amaterasu Za
247. **Mitch Mattson**, Director of Career Training & Operations
248. **Penn Genthner**, Cultural Worker
249. **Lauren Miller**, The Bushwick Starr
250. **Erin McCready**, Brooklyn Youth Company
251. **Kara Gilmour**, BAX/Brooklyn Arts Exchange
252. **Katie Palmer**, Theater in Asylum
253. **Laura Caparrotti**, Kairos Italy Theater
254. **Justin Nestor**, Theater MituSkye E. Kowaleski - JACK Arts
255. **Carrie Heitman**, Hook & Eye Theater
256. **Rob Reese**, Amnesia Wars Productions
257. **Alvan Colón-Lespier**, Artist
258. **James Clements**, What Will the Neighbors Say?
259. **Rob Neill**, New York Neo-Futurists
260. **Kyra Sims**, New York Neo-Futurists
261. **Brooke Bell**, Caborca, Artist and Educator
262. **Letitia Bouie**, Theater of the Oppressed NYC
263. **Daniel George**, Audience Services Associate
264. **Christina Perry**, Chain Theatre
265. **Theresa Vu**, Artist
266. **Soldanela Rivera**, Pregones / Puerto Rican Traveling Theater
267. **Alyssa Chandler**, Artist
268. **Tracy Cochran**, Urban Bush Women
269. **Craig Hancock**, Valatie Community Theatre
270. **Pele Sanchez Tormes**, Caborca/ performer
271. **Jordana De La Cruz**, JACK Arts
272. **Winston Estevez**, IATI Theater
273. **Ashley J. Hicks**, Artist/Arts Service Organization Employee
274. **Samantha Blain**, Hit the lights theater co
275. **Anne Hamburger**, Executive Artistic Director, EnGarde Arts

276. **Katie Kohler**, *The Back Pack*, co-producer
277. **Barbara "Emma" Goldman-Sherman**, Artist
278. **Stephen Burdman**, *New York Classical Theatre*
279. **Yaraní del Valle**, *Artist*
280. **Erin Koster**, *Caborca Theatre*, Stage Manager
281. **Courtney Ellis**, *Artist*
282. **Angela Abereu**, *Dominican Writers Association*
283. **Kevin Perez**, *Artist*
284. **Laura Butler Rivera**, *Caborca*
285. **Stephanie Alvarado**, *Artist*
286. **Alex Birnie**, *The Actors Center*
287. **Paul Brewster McGinley**, *Cultural Worker*
288. **Shela Xoregos**, *Xoregos Performing Company*
289. **Julianne Lavallee**, *Stage Jewels NYC*
290. **Mark Lonergan**, *Parallel Exit*
291. **Hallie Chametzky**, *Dancer, Choreographer, Archivist, Arts Writer*
292. **Elaine Li**, *Librarian*
293. **Orietta Crispino**, *TheaterLab Inc*, *Artistic Director*
294. **Samantha Galarza**, *CAT*
295. **Jess Kaufman**, *Flying Leap Productions*
296. **Alexandra Castro**, *Lone Star Theatre Company*
297. **Michaela Barron**, *Forza Dance*
298. **Katy Cashin**, *Choreographer*
299. **Nami Yamamoto**, *Artist/Teacher*
300. **Martin Robert**, *Act Now Foundation*
301. **Myles Hunt**, *Artist*
302. **Helen Claire Andrus**, *Senior Grants Officer at a Community-Based Organization*
303. **Emily S. Vartanian**, *General Mischief Dance Theatre*
304. **Alicia McDonald**, *Artist*
305. **Elizabeth Hollingsworth**, *University Settlement Society of New York*
306. **Karen Greenspan**, *Dance Writer*
307. **Brianna Weintraub**, *The 52nd Street Project*
308. **Laurie Berg**, *Artist*
309. **Kristen Birkelbach**, *The Disability Ally NYC*
310. **John Sheehy**, *The 52nd Street Project, Inc.*
311. **Aya Esther Hayashi, PhD**, *People's Theatre Project*
312. **Michael Bishop**, *Artist, Dance In Frame Production*
313. **Dalienne Majors**, *Dancer, Choreographer, Movement Teacher*
314. **Sheila Fontanive**, *University Settlement*
315. **Deborah Adelman**, *Arts Supporter*
316. **Shannon Lippert**, *National Queer Theater*
317. **Stefanie Batten Bland**, *Company SBB*
318. **Deborah Ross**, *Artist*
319. **Deinya Phenix, PhD**, *Batalá New York*
320. **Fran Garber-Cohen**, *The Regina Opera Company, Inc*
321. **Claudia Marusanici**, *Artist*
322. **T Gray**, *Artist*

323. **Amanda Charnley**, *Artist*
324. **Valerie Green**, *Dance Entropy, Inc.*
325. **Lindsay Holeman**, *Dance Educator*
326. **Aja Belcher-Vélez**, *Artist*
327. **Juliana Cope**, *Mind-Builders Creative Arts Center*
328. **Mary Amsterdam**, *Haus of PVMNT dance company*
329. **Ishita Mili**, *IMGE Dance*
330. **Kelly Ryan**, *Arts Publicist*
331. **Jess Ducey**, *National Queer Theater & independent producer*
332. **Wendy Seyb**, *Artist*
333. **Lynn Peterson**, *SYREN Modern Dance*
334. **Ana Gonzalez-Soto**, *The 52nd Street Project*
335. **Lana Fuqua**, *Joffrey Ballet School/Joffrey Ballet Center*
336. **Stephanie Sleeper**, *sleepdance*
337. **Angie Cruz**, *Artist*
338. **Olivia Rick**, *SYREN Modern Dance*
339. **Caryn Heilman**, *Choreographer, Multidisciplinary Artist, Dance Educator, Therapist*
340. **Janet Wong**, *New York Live Arts*
341. **Jennifer Gal**, *Artist*
342. **Rivkins Christopher**, *SYREN Modern Dance*
343. **Victoria Ellis**, *SYREN Modern Dance*
344. **Kadeem Alston-Roman**, *Wellness Practitioner*
345. **Terri Seligman**, *Artist*
346. **Lesly de Groot**, *Pied Piper Theatre*
347. **Agatha Funes**, *New York Task Force Chaplain*
348. **Karen Hartman**, *Playwright*
349. **Osaliki Sepúlveda**, *Collective for Arts Music & Dance*
350. **Rawya El Chab**, *Artist*
351. **Ahmed Attia**, *The 52nd Street Project*
352. **Michael Freeman**, *Artist*
353. **Stephanie Feyne**, *Cultural Worker*
354. **Brinda Guha**, *Kalamandir Dance, Wise Fruit, Soles of Duende*
355. **Emily Pope**, *Performing Artist*
356. **Stacie Webster**, *Artist*
357. **Soles of Duende**, *Artists*
358. **Elyse Maister**, *Musician & Healthcare Worker*
359. **Bianca Berger**, *Artist*
360. **Dale Novella**, *Singer/Songwriter & Arts Educator*
361. **Lucia Gagliardone**, *Artist*
362. **Kelindah bee Schuster**, *Artist & Educator, BAX/Brooklyn Arts Exchange*
363. **Shannon Reynolds**, *STREB, Inc.*
364. **Susan Kingsland**, *Cultural Worker*
365. **Mimi Wong**, *Editor in Chief, The Offing*
366. **Lura Berry**, *Freelance Dance Worker & Artist*
367. **Audrey Berger**, *Artist, BAX/Brooklyn Arts Exchange*
368. **Alberto Denis**, *Artist, Teaching Artist New Victory Theater*
369. **Marcus Gualberto**, *BAAD! Bronx Academy of Arts and Dance*

370. **Richard Rivera**, *PHYSUAL - Choreographer / Movement Artist*
371. **María Wethers**, *Creative Producer & Independent Curator*
372. **Mykel Marai Nairne**, *Freelance Dance Artist*
373. **Meghann Trago**, *Freelance Dance Artist, BAX/Brooklyn Arts Exchange*
374. **Linda Quach**, *Performing Artist, Glow Cultural*
375. **Anthony D. Meyers**, *Leading ChangeMakers*
376. **Maria Bauman**, *Artistic Director, MBDance*
377. **Liviya**, *Eryc Taylor Dance*
378. **Giorgia Valenti**, *Et Alia Theater*
379. **Rohan Zhou-Lee**, *Blasian March, Founder, Writer, Dancer*
380. **Martin Urbach**, *The Circle Keepers*
381. **Taiyo Na**, *Artist & Educator*
382. **Ana Rokafella Garcia**, *Full Circle Souljahs*
383. **Odylle Beder**, *Full Circle Souljahs*
384. **Netta Yerushalmy**, *Artist*
385. **Felix Rodriguez**, *Filmmaker*
386. **Frank Concepcion Jr**, *Full Circle Souljahs, Choreographer & Dancer*
387. **Tiffany Craddock**, *Full Circle Souljahs*
388. **Raymond Abbiw**, *Full Circle Souljahs, Artist, Company Member*
389. **Jennifer Acosta**, *Full Circle Souljahs*
390. **ASALIA K C De Nyahuma**, *Full Circle Souljahs*
391. **Ava L. Davis**, *Full Circle Souljahs*
392. **Gary Burnett**, *Content Creator*
393. **Rebecca Lloyd-Jones**, *Dance Artist*
394. **Anto Astudillo**, *Artist & Curator, Millennium Film Workshop*
395. **Aruni Dharmakirthi**, *Artist*
396. **Marella Martin Koch**, *Classic Stage Company*
397. **Rebecca Love Park**, *Artist & Designer*
398. **Gabriel Dionisio**, *Full Circle Souljahs*
399. **Jill McDermid**, *Director/Founder, Grace Exhibition Space for International Performance Art*
400. **Maira Duarte**, *Dance to the People Collective*
401. **Kelsey VE**, *Artist*
402. **Cristian**, *Full Circle Souljahs*
403. **C. Meranda Flachs-Surmanek**, *Artist & Cultural Worker*
404. **Sally Bowden**, *Choreographer*
405. **Kathryn MacLellan**, *Artist & Teacher*
406. **Yoseli Castillo Fuertes**, *Writer, BAAD! The Bronx Academy of Arts and Dance*
407. **Lilach Orenstein**, *MOTiVE Brooklyn co-Director*
408. **Blanka Amezkua**, *AAA3A*
409. **Chriselle Tidrick**, *Artist*
410. **Alethea Pace**, *Artist*
411. **Adam Soto**, *Martial Arts Instructor*
412. **Jian Jung**, *Designer*
413. **Liz Baber**, *Emerald Isle Immigration Center*
414. **Angelos G Giotis**, *Cultural Artist + Culture Bearer + Culture Maker*
415. **J. Soto**, *Arts Administrator*
416. **Angel Antonio Ruiz**, *Arts & Culture Unit at Center for Puerto Rican Studies*

417. **Rosalie Wetzel**, *SYREN Modern Dance*
418. **Mario Torres**, *Cultural Worker*
419. **Christine Bent**, *Artist*
420. **Eh-den Perlove**, *SheNYC Arts*
421. **Clay Devlin**, *Artist*
422. **Hannah Wendel**, *Director of Marketing and Design at Triskelion Arts, and an Artist*
423. **Christine Licata**, *BotanicArte 9e*
424. **Viviana Bianchi**, *Bronx Council on the Arts, Inc.*
425. **Monique Lee Breindel**, *Supporter*
426. **Ryan Gilliam**, *Fourth Arts Block (aka FABnyc)*
427. **Judith Insell**, *Executive Director, Bronx Arts Ensemble*
428. **Alexis M. Montoya**, *Artist and Cultural Worker*
429. **Peter Doroshenko**, *Director*
430. **Tareake Dorill**, *Dorill Initiative*
431. **Jon Harper**, *Abrons Arts Center*
432. **Jenny Schlenzka**, *Performance Space New York*
433. **Ana Beatriz Sepúlveda**, *Performance Space New York*
434. **Yhasmine Moran**, *Performer & Teaching Artist*
435. **Rodd Denson**, *stubbornMVMT, Artistic Director*
436. **Lizzy Melton**, *Cultural Worker*
437. **Judith Baumel**, *Poet*
438. **Ni-Emah Bugg**, *Artist*
439. **Stephen S. Mills**, *Writer*
440. **Tramaine Renee**, *Filmmaker*
441. **Pop A. Mr. E. Sol'Sax**, *Cultural Producer*
442. **Yurby Aquino**, *Artist*
443. **Christina Taylor**, *Van Cortlandt Park Alliance*
444. **John Maney**, *Poet / Photographer / Activist*
445. **Carolyn Harrison**, *Director / Executive Producer*
446. **Tyrone Birkett**, *Composer*
447. **Alex "Fdez" Fernández**, *Artist*
448. **Lauren Sowa**, *Artist*
449. **Karla Robinson**, *Artist*
450. **Noble Dre Ali**, *Artist*
451. **Alexander Diaz**, *Artist*
452. **Ariel Quinones**, *DANCE, Inc.*
453. **Lynn Fischer**, *ED/AD MassTransit Theater*
454. **Albert Rivera**, *Jazz Saxophonist & Composer*
455. **Amira Mustapha**, *Art Defined Production's, Inc*
456. **Nelson Santiago**, *Artist*
457. **Benedict Nguyễn**, *Artist & Cultural Worker*
458. **Mariah Eskoh**, *Songstress & CEO of Blush Studios LLC*
459. **Roger Mason**, *Artist*
460. **Glenn Potter-Takata**, *Artist*
461. **Subira Williams**, *Will I Dance LLC*
462. **Adeline Lulo**, *Artist*
463. **Sandra S. Ramirez**, *Teaching Artist*

464. **Guillermo Severiche**, *IATI Theater*
465. **Laurie Lomask**, *Gafieira New York*
466. **Danielle DeMatteo**, *SheNYC Arts, Artistic Director*
467. **Jisell Novas-Hill**, *Una Voz Mundial - Poet, Cultural Worker*
468. **Ryan Christian**, *Artist*
469. **Sandie Luna**, *ID Studio Theater, Executive Director*
470. **Caitlin Nasema Cassidy**, *LubDub Theatre Co*
471. **Geoff Kanick**, *LubDub Theatre Co*
472. **dan keith williams**, *Artist*
473. **Reneé Salandy**, *Poet, Writer & Cultural Worker*
474. **Shaunese Crawford**, *Boogie Down Cinema, Inc.*
475. **Laura Sewell**, *East Village Community Coalition*
476. **Armando Pacheco**, *Cultural Worker*
477. **Jovon Outlaw**, *Artist*
478. **Fernando Laspina**, *El Maestro, Inc.*
479. **Dianne Lake**, *Loisaida Open Streets Community Coalition*
480. **Sylvia Vigliani**, *Artist, Teacher, Cultural worker*
481. **Rocio Aranda-Alvarado**, *Art Historian & Curator*
482. **Jesús López-Jensen**, *Cultural Worker*
483. **Tim W. Brown**, *Art in the Basin Open Mic Series*
484. **Marcos de Jesús "de la Guagua"**, *Rapper, Musician, Writer, Mover*
485. **ndlela nkobi**, *Filmmaker*
486. **Rosemarie Fiore**, *Artist*
487. **Ayling Dominguez**, *Poet, Mixed Media Artist, Cultural Worker*
488. **Genesis Perdomo Santos**, *Dancer, Dance Teacher, Yoga Teacher*
489. **Shara Feit**, *Artist*
490. **Vanezza Cruz**, *Artist*
491. **Mel House**, *Actress, Writer/Creator, Filmmaker, Teaching Artist*
492. **Lucy Aponte**, *Artist*
493. **Tijay Mohammed**, *Artist & Teacher*
494. **Luis A. Pagan**, *Artist, Marketing for the Arts*
495. **Leenda Bonilla**, *Artist | Art + Cultural Management | Civic Engagement + Social Practitioner*
496. **Lizvette Figueroa**, *Artist*
497. **Nolan Hanson**, *Trans Boxing*
498. **Tanya Perez**, *Actor, Writer, Clown*
499. **Aye Justin Mashia**, *Bronx Sole*
500. **Andre Baruffi**, *IATI Theater*
501. **Vivian Deangelo**, *IATI Theater*
502. **Madalyn Rupprecht**, *Artist & Cultural Worker*
503. **Mashuq Mushtaq Deen**, *Artist*
504. **Mateo Lamuño-Mear**, *IATI Theater, Actor*
505. **Nicco Diaz**, *Poet / Nuyorican Poets Cafe, Inc.*
506. **Caridad De La Luz aka LA BRUJA**, *Poet & Executive Director of the Nuyorican Poets Cafe, Inc.*
507. **Maite Uzal**, *Actress*
508. **Dean Parker**, *Stuffy Music*
509. **Régine Romain**, *WaWaWa Diaspora Centre*
510. **Dennis RedMoon Darkeem**, *RedMoon Arts Movement, Inc.*

511. **A.J. Muhammad**, *LIS Professional & Cultural Worker*
512. **Elle Pérez**, *Artist*
513. **Lorca Peress**, *MultiStages Artistic Director*
514. **Ivan Velez**, *Artist*
515. **Kevin R Free**, *Frigid New York*
516. **Maira Liriano**, *Librarian*
517. **Descendent**, *Artist*
518. **Cynthia Rivera**, *BLOQUE*
519. **Shanequa Moore**, *I'RAISE Girls & Boys International Corporation, Cultural Worker*
520. **Michael Grabowski**, *Professor*
521. **DJ Brumfield**, *Nonprofit Arts Management & Fundraising Consultant*
522. **Melody Brooks**, *New Perspectives Theatre Company*
523. **Dawn Delikat**, *The Pen and Brush, Inc.*
524. **Roselyn Cabral**, *Artist*
525. **Irene Villaseñor**, *Artist, Cultural Worker & Advisor*
526. **Jacqueline Johnson**, *Writer, Poet, Art Quilter*
527. **Adelita Hinojosa-Martin**, *Independent Artist & Nurse*
528. **Colette Robert**, *Theatre Director & Playwright*
529. **Jeanne Brasile**, *Independent Artist/Curator/Writer*
530. **Veronica Santiago Liu**, *Word Up Community Bookshop/Librería Comunitaria*
531. **Summer McClinton**, *Artist*
532. **Angela Abreu**, *Dominican Writers Assoc*
533. **McKenzie Jones**, *Tribeworks*
534. **Brenda Greene**, *Center for Black Literature*
535. **Meghan Wasserman**, *Dancer, Actor, Singer*
536. **Bonnie G Wong**, *Writer*
537. **Kim Dacres**, *Artist*
538. **Scott Cargle**, *Grantwriter, IATI Theater*
539. **Ellen Kombiyil**, *Artist*
540. **Maya Ciarrocchi**, *Artist*
541. **Eileen Baptistin Level**, *Social Arts Practitioner*
542. **Claudia "cap" Alvarez-Plaud**, *Poet, Writer, Arts Educator, Event Coordinator*
543. **Donat De La Cruz**, *Poet, Curator, Founder of One Love, One Mic*
544. **Lyn Stevens**, *Artist*
545. **Norman Anthony Small**, *Stage Manager*
546. **Julissa Contreras**, *Writer, Creative Media Director at NAYAH*
547. **Erez Ziv**, *FRIGID New York*
548. **Hilliard Greene**, *Artist*
549. **Alejandra Acevedo**, *Artist*
550. **Michael Aryee**, *Flex Dance Program*
551. **Lydia Brinkmann**, *Artist, Frigid New York*
552. **Madaha Kinsey-Lamb**, *Mind-Builders Creative Arts Center*
553. **Akia Shenise**, *Diva's Pearls Productions, Executive Director*