

Developing the Integrated Dance Collaboratory Advisory Council



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Abstract:

Ruben and Gigliotto note that leadership is defined as “[t]he design and implementation of messages, strategies, processes and structures in pursuit of social influence” (Ruben and Gigliotti, 2019b).

Paraphrasing these authors, including DeLisi (2021), they continue: “[l]eadership is seldom possible without meaningful engagement and buy-in from (. . .) many stakeholders” (Ruben, DeLisi, and Gigliotti, 2021, p. 10). This Capstone project identifies IDC stakeholders and develops an organizational structure in the form of an Advisory Council that support IDC’s mission, vision and values statement.

The authors continue, suggesting that “[a]dministrative functions are [either] centrally controlled by the leader” or “**stakeholders are engaged in decision-making and problem-solving processes**” (11).

Capstone research developed 3 case-studies, in 1). disability, 2). dance and 3). integrated disability and dance organizational approaches to stake-holder engagement. From these case-studies, organizational structures and procedures for the IDC Advisory Council are selected; a developing list of Advisors is identified, with further developments, based on criteria, to be completed by June 2022.

Primary Stakeholders:

• Individuals with a variety of disabilities, including:

- a). people with mobility challenges
- b). people with neurodivergences
- c). people with chronic illnesses

Additional criteria include individuals who:

- . . . offer a variety of organizational skill sets
- . . . represent a diverse array of lived disability experiences, including intersectional identities of race/ethnicity, gender/sexuality and age-related factors
- . . . live with congenital, acquired, and hidden disabilities.
- . . . are served by IDC’s programs and services, including
 - a). Rutgers academic faculty and students,
 - b). New Brunswick/Central NJ community members
 - c). National integrated dance artist/educators

• Key Steps/Activities:

- Developing a Mission/Vision/Values Statement (10/22)
- Identifying key IDC staff (7/22 and 4/22)
- Research 3 case-studies relevant to Advisory Council development (2-4/22) representing:
 - a). **Disability:** Livingston NJ Municipal Disability Committee
 - b). **Dance:** The ODC/San Francisco dance organization
 - c). **Integrating Dance and Disability:** Dr. Kate Marsh, Research Fellow, Centre for Dance Research, Coventry University (UK)

Effectiveness Measures:

- Upon completion of full invitations for IDC Advisory Committee members, the Council will meet in late Spring for getting to know one another.
- Full organizational meetings will begin late Fall 2022.
- First Fiscal and Programming sub-committees will meet early Winter 2023.
- Second annual Council meeting will occur in late Spring 2023.
- 2nd sub-committee meetings will occur in late-Summer 2023, with a renewal of the cycle in late Fall 2023.

Communication/Engagement:

- A full contact list of all advisors will be created on completion of the full 8-member Advisory Council membership in July 2022.**
- First communication to all Advisors will include a listing of all IDC programs since July 2022 to bring all Advisors up-to-date on program development, with additional planned program for Fall 2022 and Winter 2023; these data will act as templates for future programming
 - Advisory Council members include both local and non-local members, meetings will occur by digital/remote zoom format

Proposed Timeline: Invitations offered to 3 IDC Advisors:

- a). **Judith Smith, dance artist/Artistic Director Emerita, AXIS Dance Co., CA** (spinal cord injury, acquired; white, cis-gendered queer identities)
- b). **The Honorable John Killacky, VT State Assembly member and dance artist** (stroke patient, acquired; white, cis-gendered queer identities)
- c). **Ms. Nancy Gonzalez, New Brunswick NJ** (Parkinson’s disease, acquired; Latinx, heterosexual, cis-gendered identities).

Current Status/Future Directions:

- 3 Community-based Advisors, plus IDC staff members (2), will be supplemented by 3 additional Advisors, by June 30, 2022
 - Notably, I am now aware that, within the small Integrated Dance community, I will need to avoid conflict-of-interest ethics issues by not naming any individuals I plan to engage as paid vendors, as potential Advisory Council members; this effectively reduces the pool significantly.
- Based on the 3 case-studies criteria, IDC’s Advisory Council will be reviewed for organizational effectiveness at the end of the first year of operation, with the option for:
 - Changing Advisory Council structures to include term limits and reviewing committee structures and charges