

Elizabeth Molak-Huebner - Statement of Diversity and Inclusion

As an Educator and an Academy Artistic Director of Dance, I believe that diversity and inclusion are at the heart of artistic expression and growth. I am committed to fostering an environment where every individual's unique background, perspective, and talents are celebrated and valued. My goal is to create a vibrant, inclusive community where diversity in dance and our education enriches our students and the broader dance world.

Diverse Dance Techniques and Choreography

I have been dedicated to showcasing a rich tapestry of global dance forms, ensuring that my curriculum and performances reflect a wide array of cultural influences. My teaching education embraces:

1. **Cultural Dance Styles:** Incorporating dance forms, choreography, and music from around the world, such as African rhythms, Indian classical dance, Latin salsa, along with contemporary Western styles. This variety not only broadens the dancers' technical skills but also enhances their cultural appreciation.
2. **Collaborative Choreography:** Promoting interdisciplinary choreography that blends different dance styles and traditions. This approach encourages innovation and helps students explore new artistic boundaries while respecting and understanding various cultural contexts.
3. **Guest Artists and Workshops:** Regularly inviting diverse choreographers and dancers to lead workshops and masterclasses. These experiences provide students with unique perspectives and techniques from industry leaders across different cultural backgrounds.

Diverse Hiring Efforts

Building a diverse and inclusive team is essential to my mission as an employer. As such, I am committed to:

1. **Inclusive Recruitment Practices:** Implementing hiring practices that actively seek candidates from diverse backgrounds. I ensure that my job postings are accessible and appealing to a broad audience and that my recruitment process is free from biases.
2. **Equitable Opportunity:** Providing equal opportunity for all applicants and valuing diverse experiences and perspectives. I strive to create a workplace where everyone has the chance to contribute, grow, and thrive.
3. **Feedback and Improvement:** Establishing channels for feedback from my staff and regularly evaluating our diversity and inclusion practices. We are committed to making continuous improvements based on feedback from both my staff and students to ensure that as an employer I maintain a welcoming and equitable place for all.

By integrating these efforts, I have aimed to create a dynamic and inclusive dance environment that not only reflects the diverse world we live in but also inspires and elevates every member of my academy community. My dedication to diversity in dance and hiring practices ensures that our academy remains a place where creativity thrives, and every voice is heard.

Efforts to Develop:

1. **Community Engagement:** Partnering with local cultural organizations and schools to offer dance workshops and outreach programs that highlight various dance traditions and encourage community involvement.
2. **Mentorship Programs:** Developing mentorship opportunities for underrepresented groups within our academy to support their growth and development in the field of dance.
3. **Celebration of Cultural Events:** Hosting events and performances that celebrate various cultural festivals and traditions, showcasing the diversity of our dance forms and fostering cross-cultural understanding.
4. **Inclusive Programming Review:** Regularly reviewing and updating the programming and curricula to reflect current best practices in diversity and inclusion, ensuring and fostering cross-cultural understanding.

By implementing these initiatives, I as an educator will continue to cultivate a thriving, inclusive environment that celebrates and nurtures the richness of diverse dance traditions and perspectives.