



# State of Diversity, Equity & Inclusion 2021

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# Where are we now?

## The New Challenges brought by 2020 into 2021

This year has been an extremely critical one – where there have been extreme tensions surrounding the topic of DEI and especially the topic of race relations in society. This has revealed fractures in our community – fractures that have yet to heal – especially when coming from the COVID-19 pandemic where we mostly communicated with each other through a screen and not face to face. As we have started to venture out – into our local scenes and as the national competition circuit starts to open up- we must be more cognizant of how we include others, how we treat others and to both act and speak on our values.

### What do these terms mean to us?

**Diversity** is what makes each member of our community unique. Whether this is diversity in race, gender, religion, nationality, sexual orientation or political affiliation – when we listen and celebrate what is both common and different, we become a better, more inclusive community.

**Inclusion** is the practice of ensuring that each individual is valued and welcomed - to feel a sense of belonging and support from our community. In the context of Wild Wild Westie – Diversity is when you, regardless of background, are invited to the event. Inclusion is when you're asked to dance.

**Equity** is the hardest to achieve, because the state of our world has not been set up to be equitable. Equity is when everyone has access to the same opportunities and, in the case of Wild Wild Westie, recognizing when there are barriers and challenges and providing resources to unblock the road to equal access.

# Where we are going

To this end, we are committed to a multi-pillar approach to understanding and taking action on our journey towards diversity, equity and inclusion in our dance community. While we acknowledge we cannot take on every aspect of DEI, we have chosen 3 major actions on our roadmap towards DEI.

## 1. Qualitative Self-Audit and Future Transparency through establishing a DEI Roadmap

To understand where we are going, we have to know where we have been. We have conducted a self-audit in which we show general diversity numbers of our staff for each year from 2012 to 2021 (pg. 4)

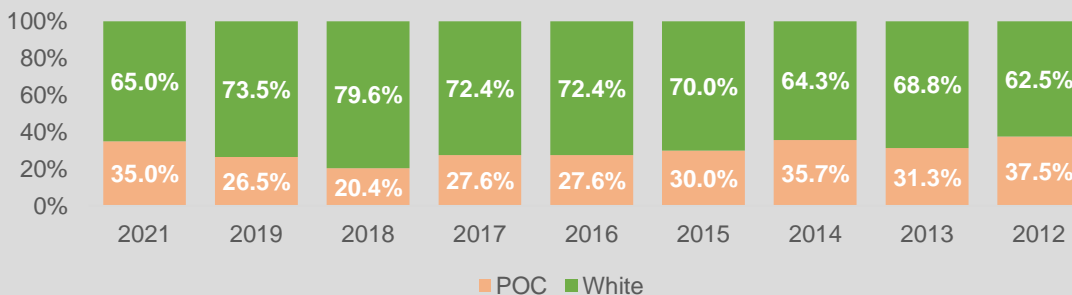
We commit to surveying our attendees for self reported diversity statistics that we will report yearly in this document (State of DEI at W3) and published online on our website.



# Learnings from our self-audit:

For the years between 2012 to 2021, we conducted self audit on staff diversity. This purpose was to get a sense of where we had been and where we currently are on diverse hiring practices.

## Staff POC and White Ratio at W3

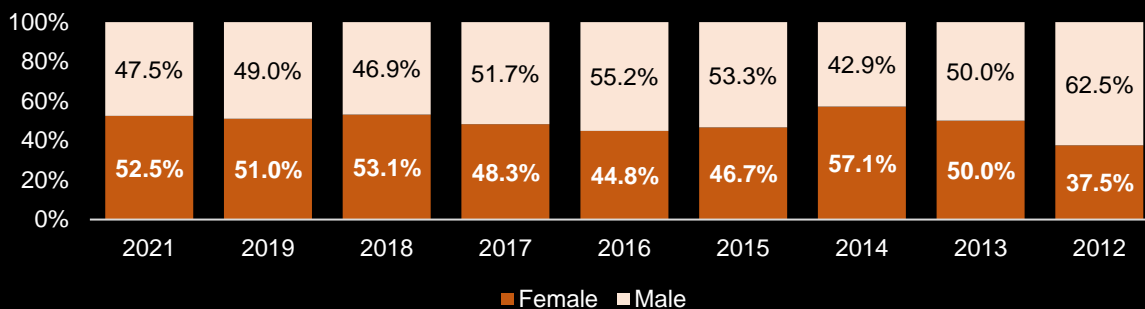


Our POC (as defined by self-audit) ranges between 20.4% - 37.5% (our first year). Interestingly, between 2017/2018, we dropped in POC count by 7.2% as we expanded staff by 69%.

## Staff racial/ethnic composition at W3 2012-2021

	2021	2019	2018	2017	2016	2015	2014	2013	2012
<b>Black</b>	15.0%	10.2%	6.1%	6.9%	10.3%	10.0%	7.1%	12.5%	25.0%
<b>Asian</b>	12.5%	8.2%	8.2%	10.3%	6.9%	6.7%	14.3%	6.3%	12.5%
<b>LatinX</b>	7.5%	8.2%	6.1%	10.3%	10.3%	13.3%	14.3%	12.5%	0.0%
<b>White</b>	65.0%	73.5%	79.6%	72.4%	72.4%	70.0%	64.3%	68.8%	62.5%
<b>Count</b>	40	49	49	29	29	30	14	16	8

## Staff Male/Female Ratio at Wild Wild Westie



We've improved our male/female ratio over the years, notably when we started to emphasize hiring solo female instructors in 2018 along with our existing practice of solo male instructors and couples.

## 2. Diversity, Equity and Inclusion Programming at W3

Saturday 5pm

Workshop Description: Nothing Worthwhile comes Easy:

In this hour we will invest in identifying some key problems facing the WCS community as it relates to DEI, work to find actionable solutions and explore the concept of allyship. Let's face it.. race, diversity, equity and inclusion aren't an easy conversation to have but it's necessary. Don't worry, we've taken steps to ensure this is a safe space to have organic, REAL conversation because without it we can't possibly move forward. Please join us!

Led by Deon Harrell



Deon Harrell is the Co-founder and currently serves as Co-Director at SwingDiveristy, a Diversity, Equity and Inclusion enterprise. Deon has an extensive Equity and Inclusion background spanning 12 years. In his 5 years as a member of the West Coast Swing community, he has been an active competitor, judge, teacher and community organizer. Prior to joining Wild Wild Westie, he has served as an Access and Inclusion consultant for Instagram, an EIPA certified American Sign Language Interpreter and worked with several K-12 school districts across north and central Texas to develop and enhance regional day school programs for the Deaf. Deon Harrell studied Economics at Texas Tech University and is currently completing advanced course work towards an applied science degree in Linguistics with a focus in American Sign Language.

& Dr. Stevie Dawn Carter



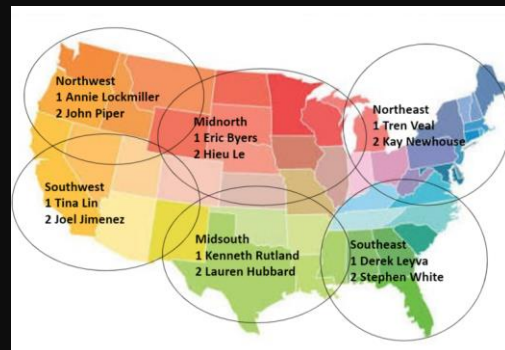
Dr. Stevie Dawn Carter has been dancing since the age of 2 and has travelled the world dancing, teaching, and judging for over 25 years. She has owned and operated several dance studios; has served as a Head Judge in the West Coast Swing world; and continues to perform as an artist within her local musical theatre community. In her "day job" she is a professional speaker and coach, helping entrepreneurs make their businesses unstoppable and profitable. You can learn more about MamaShark herself at [www.alwaysbetheshark.com](http://www.alwaysbetheshark.com) or through her social media channels @drsteviedawn.

3. Establishing Partnerships with National Organizations that will continue to address DEI throughout the year.



We are in Partnership with SwingDiversity for which Wild Wild Westie will serve as one of the events in which Diversity-based Summer Scholarships will be awarded.

Inaugural Scholarship  
Committee



We are in Partnership with MOVE TOGETHER: Dancing Towards Inclusivity & Global Social Justice - a national organization that has brought a voice to the issue of diversity in the dance community – and has advised us on actions and steps to take in this journey towards DEI in our community

After our 2021 event, we commit to publishing our 2021 diversity numbers (Staff and Attendee self-report) along with our future event DEI roadmap.



Through these actions, we take a first step in transparently communicating where we are and where we plan to go. We ask that our community move together with us as we start this journey towards a more diversity, equitable and inclusive dance community.

With hope towards the future,

Tracy, CJ and Jay