

TANZHAUS ZÜRICH

Dear Black Artists in Switzerland,

Thank you for your initiative! Answering the questions in your Open Letter was very inspirational and has shown us in which areas Tanzhaus Zürich needs to take action. We will do everything we can in order to fulfil our social responsibility.

We are happy to share our answers and would further like to make our stage available to you for future events. We are also open to any other ideas or needs you might have. Perhaps we can put our heads together to find ways in which we can strengthen the cause even more?

Warm regards
The Tanzhaus Zürich team

Programming, engagement with Black* artists & cultural workers:

1. How many Black artists are represented in your galleries, collections and public programming, residency programmes and bursaries?

Aware that Black and PoC are (also) self-designations and therefore may be claimed by cultural workers whose self-designation we do not know, we have counted:

Creating artists (names on request): **29** (plus various performers)

Creating artists whose self-identification we are unsure about (names on request): **9**

2. How many Black artists and cultural workers do you invite to participate in public programming around topics that are not centered on white supremacy, racism, identity politics or other topics centered on Blackness?

The themes of the shown works are solely the responsibility of the artists. We do not specify any topics.

3. Are you remunerating all Black artists and cultural workers presented in your programme? Are they being equally remunerated for their work as their white counterparts?

All persons working at Tanzhaus Zürich are paid equally for their work. Equal pay for equal work.

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4. Do you benefit from free labor from Black artists and cultural workers in forms of recommendations for programming and public speaking, as educators or as advisors? What forms of compensation have you considered?

In the sense of networking / general exchanges and in the form of recommendations, we often benefit from unpaid work, so to speak. This 'unpaid work' is part of our dialogue with the world and is not linked to the colour of someone's skin. However, as soon as a clear assignment that requires specific knowledge arises from these exchanges, the knowledge transfer is remunerated.

Staffing, organisational structure and governance:

1. How many Black people are employed in your institution? How many of them are employed in curatorial teams, selection committees or other senior decision-making positions within your institution? How many of them are employed with permanent contracts?

In our permanent team (nine people, from 50%), Black people and PoC are severely underrepresented: Only one person (60%) identifies as a PoC.

2. What are the political positions of the members in your boards, juries or other governing bodies? Are they sensitive towards Black artists' and cultural workers' lived realities? How many of them are Black?

Tanzhaus Zürich is an association, and our board of directors is composed of artists and two representatives of the city as well as a member of the municipal council who belongs to the liberal party FDP. Apart from the latter, no members of the board, of juries or management bodies hold political office. We do not know how aware our board members are of the issues at hand, and we take this question as an impetus to pay attention to this grievance in terms of the composition of the board of directors and other bodies – and to change it.

3. Does your ethical policy restrict you from accepting funding from private donors or organisations that engage in colonial, racist and white supremacist practices or who are making any direct or indirect harm to Black populations?

No – at least not in written form.

4. How are you ensuring that Black employees, artists and cultural workers have a safe space to voice discriminations they experienced while working in your institution? How have you actively and vocally supported someone who has experienced discriminations?

We assume that our 'corporate culture' invites anyone to come forward should they experience discrimination. We hope that – by maintaining an open dialogue – any possible form of discrimination would also be addressed by others. Should this not be the case, this would be a shortcoming on our part and would have to be remedied.

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We would take statements about discrimination very seriously and do everything in our power to support the person(s) discriminated against.

4. Have you ever been called out for racism? What measures are in place to allow the person calling you out to feel safe? How do you publicly address and archive complaints? What forms of reparation have you provided?

No.