



Global Resident Choreographer Survey

JANUARY 2020

Summary

Dance Data Project® (DDP) has conducted an initial examination of resident choreographer positions globally within the ballet industry.

DDP found that among the **116** international and U.S. ballet companies studied, a significant majority have hired men as resident choreographers. The study reveals that **37** of the **116** ballet companies surveyed globally employ resident choreographers. Twenty-eight of these **37** companies have placed exclusively men in this position (76%). DDP found that **22** of the **69** U.S. ballet companies surveyed employ resident choreographers. **Sixteen** of these **22** domestic companies have hired exclusively men in this position (**73%**). DDP also found that **15** of the **47** international ballet companies examined employ resident choreographers. Only **2** of these **15** companies have hired exclusively women (**13%**), although one international company employs **four** resident choreographers (**1** woman, **3** men).

Introduction

A note about resident choreographers: The position of resident choreographer is one of the most secure opportunities for the otherwise freelance choreographer. The position offers a contract with a steady salary, the possibility of benefits, a group of dancers with whom to workshop, time, access to set, costume, lighting designers and a regular audience. Most ballet companies do not employ resident choreographers, given the expense of an additional employee and funding regular commissions. Quite often, an artistic director serves as a *de facto* resident choreographer, regularly creating for the company and producing new works.

DDP reviewed as many prominent dance publications¹ as possible and consulted several leaders of ballet companies and dance venues in the U.S. and abroad to generate a comprehensive list of 116 ballet companies. The “Top 50” U.S. ballet companies, as identified by DDP in 2019², were included in this list, omitting one which now operates as a youth company (Jose Mateo Ballet Theatre), in addition to 20 U.S. companies, for a total of 69 U.S. ballet companies surveyed. The resulting list includes U.S. companies of significantly diverse budgets and dancer counts, as well as prominent international companies. DDP surveyed 47 international companies in addition to the 69 U.S. companies.

Two companies³ had inconclusive information available and were excluded from the analysis. Companies are not ranked by size. For the full list of ballet companies, please see **Appendix A**. For other research qualifications, please see the **Methods** section at the end of the report.

1 Includes the leading dance publications Dance International, Pointe magazine, Dance Magazine, The New York Times, DanceTabs, The Washington Post, as well as lists of international ballet companies (<https://dancer.com/ballet-info/online-resources/ballet-companies/> & <https://www.balletconnections.com/ballet-companies/>)

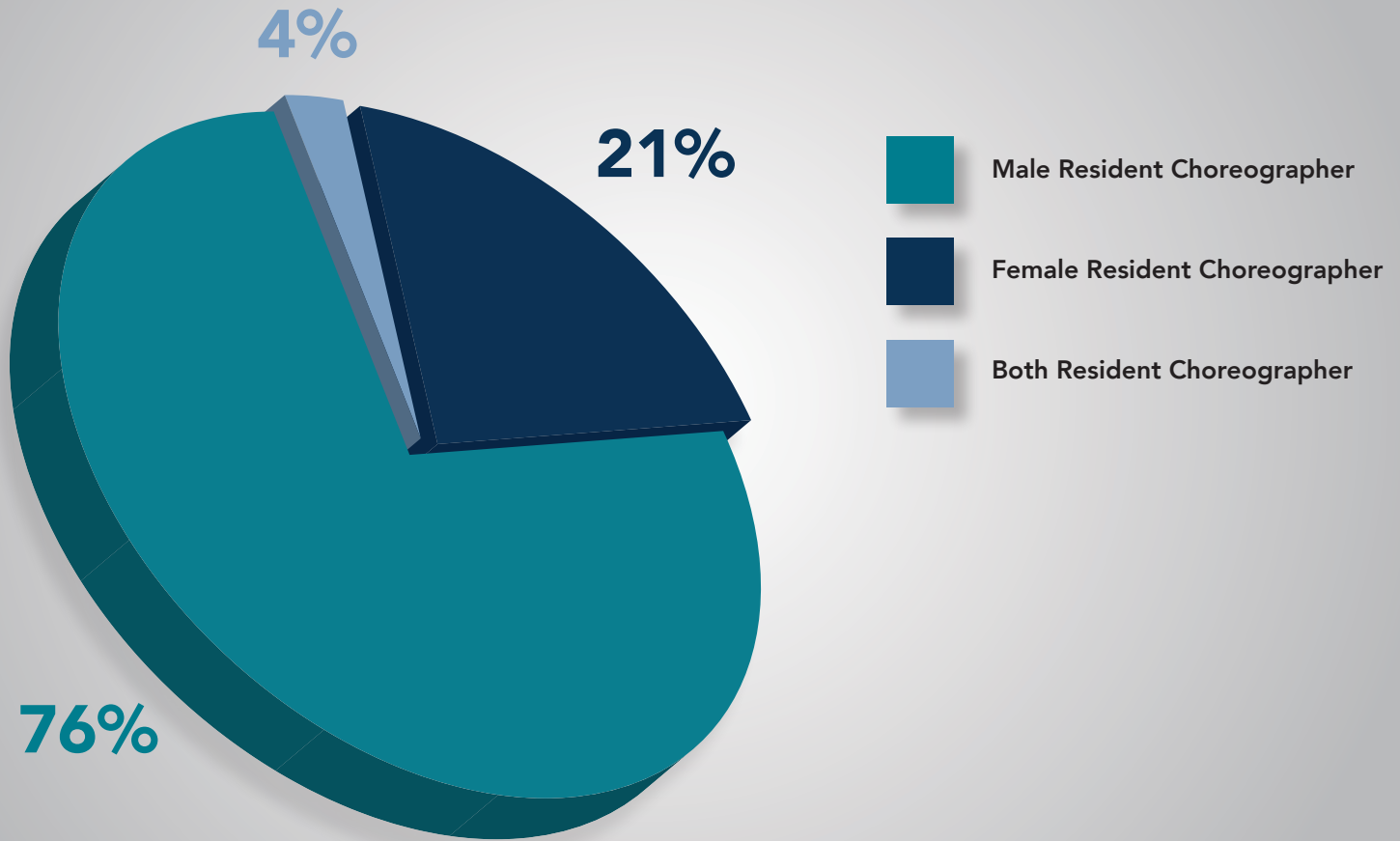
2 Please visit www.dancedataproject.com/research/ for selection criteria of the Top 50 (ranked by largest expenditure)

3 American Repertory Ballet has a vacancy in the position of Artistic Director; National Ballet of China’s website regularly malfunctioned, so DDP was unable to gather information about this troupe

Research Conclusions

Of the total sample of 116 companies, 37 employ resident choreographers or equivalents⁴.

RESIDENT CHOREOGRAPHER GENDER DOMESTIC & INTERNATIONAL COMPANIES



⁴ The remaining companies either do not employ a resident choreographer or do not share information pertaining to this position on its website (two companies).

28 companies have chosen exclusively men as resident choreographer.

8 companies have chosen exclusively women as resident choreographer.

1 company employs four resident choreographers (1 woman, 3 men).

Of the companies⁵ that have hired women as resident choreographers, 5 have male and 3 have female artistic directors.

Of the companies⁶ that have chosen men as resident choreographers, 18 have male and 10 have female artistic directors.

U.S.-Based Ballet Company Research Conclusions

Economic Impact: The Top 50 U.S. ballet companies have a combined expenditure⁷ of approximately **\$586 million**. The Top 10 and Top 25 U.S. ballet companies consume **61%** and **82%** of that budget with combined expenditures of **\$356 million** and **\$482 million**, respectively.

7 of the Top 10 U.S. ballet companies⁸ employ resident choreographers. None are women.

12 of the Top 25 U.S. ballet companies employ resident choreographers. Only one is a woman. (Cincinnati Ballet's Jennifer Archibald, a company with a female artistic director.)

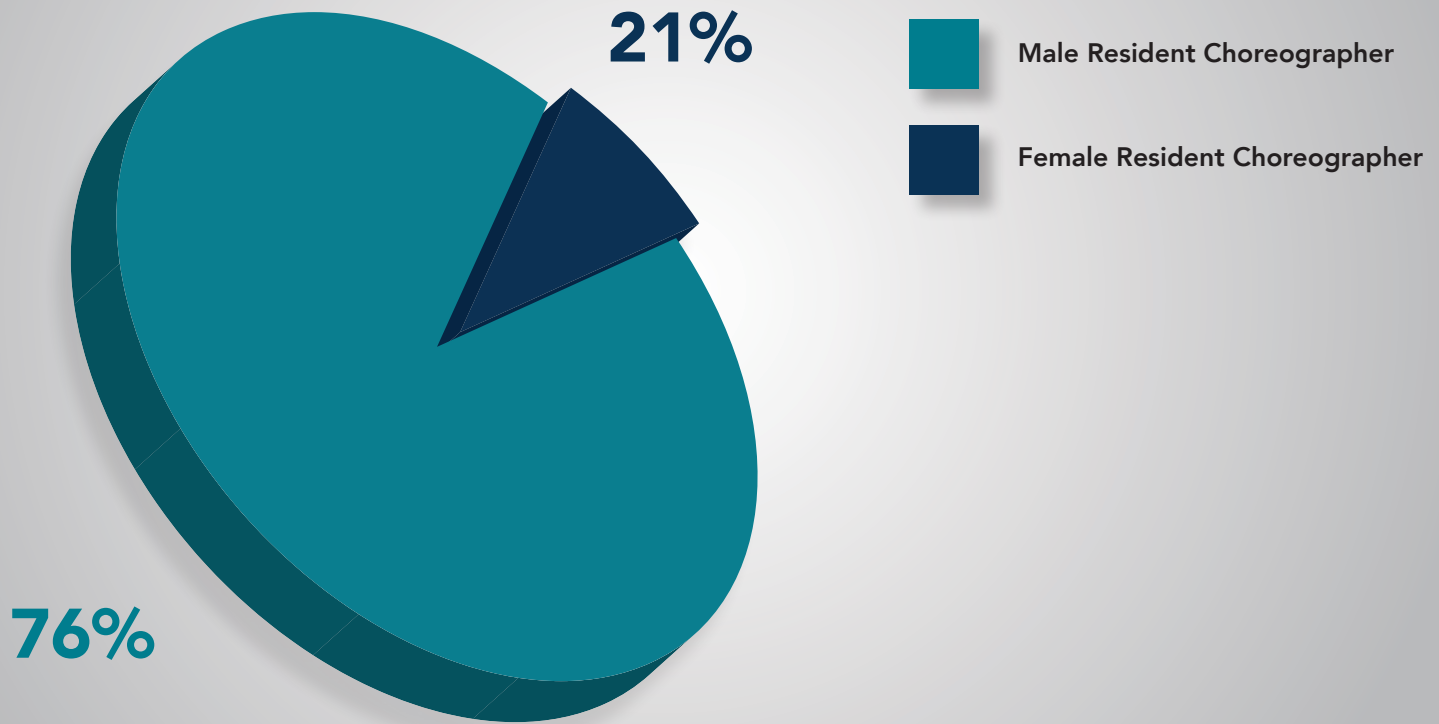
5 Excludes company categorized as "Both" – Australian Ballet, which has a male artistic director and 4 resident choreographers (3 male, 1 female)

6 Excludes company categorized as "Both" – Australian Ballet, which has a male artistic director and 4 resident choreographers (3 male, 1 female)

7 Annual expenses obtained in 2019 from the most recent IRS Form 990s available to the public on GuideStar, a nonprofit profile website; DDP ranks companies from largest to least expenses when categorizing "Top" company budgets

8 Based on Top 50 U.S. ballet companies of 2019 report use

TOP 25 U.S. BALLET COMPANY RESIDENT CHOREOGRAPHER GENDER



22 domestic companies employ resident choreographers. Six are women.

- Cincinnati Ballet [Jennifer Archibald]
- City Ballet of San Diego [Elizabeth Wilstrich]
- Carolina Ballet [Lynne Taylor-Corbett]
- Eugene Ballet Company [Suzanne Haag]
- Grand Rapids Ballet [Penny Saunders - initially retained under a female artistic director, Patricia Barker]
- Tallahassee Ballet [Kathryn Karrh Cashin]

International Company Research Conclusions

15 international companies employ resident choreographers. Three of these have hired exclusively women (one company* has 4 individuals in this position, 3 men and 1 woman). The three companies were:

- Australian Ballet* [Stephen Baynes, Tim Harbour, Stanton Welch, & Alice Topp]
- English National Ballet [Stina Quagebeur]
- Scottish Ballet [Sophie Laplane]

Sources

All staff information was gathered from ballet company websites directly. No secondary sources were used to obtain resident choreographer names or genders. For specific questions pertaining to sources, please contact DDP.

Methods

DDP categorized each company by location (U.S. or international), resident choreographer status (has a resident choreographer or does not have a resident choreographer), resident choreographer gender (male, female, or both), and artistic director gender (male, female, or both).

Some companies employ multiple resident choreographers or artistic directors of different genders⁹. DDP determined gender in these positions to be a discrete choice, meaning each company was given a single count of having a "male," "female," or "both" resident choreographer/artistic director. Similarly, for companies with multiple resident choreographers or artistic directors of the same gender, DDP only counted the gender once for either category (as opposed to duplicating the count). Labeling the gender of those serving in these positions as a discrete choice by the ballet company prevents the inflation of the count of males in either position (in every instance of multiple individuals in either position, men are the majority).

No individual researched for this report identified as a gender other than male or female.

⁹ DDP affirms that transgender men and women are men and women respectively.

Limitations

As stated in footnote 3, two companies had inconclusive information available and were excluded from gender analysis though included in the total of aggregate companies.

Four companies had more than one resident choreographers of male gender (see **Methods** section for explanation of DDP's approach for duplicate resident choreographers). These companies were:

- Ballet of the National Opera of Ukraine [Viktor Iaremko & Viktor Lytvynov]
- Milwaukee Ballet [Timothy O'Donnell & Petr Zahradníček]
- Nederlands Dans Theater [Paul Lightfoot & Sol León]
- Norwegian National Ballet [Jo Strømgren & Alan Lucien Øyen]

One company (Los Angeles Ballet) had two artistic directors of male and female gender (Thordal Christensen & Colleen Neary). DDP counted its artistic director gender as "both" once (though this had no influence on any conclusions in this report).

All information was collected by January 16th, 2020, and DDP does not assume responsibility for changes to artistic director or choreographer rosters following this date. Websites may not be regularly updated to reflect changes in resident choreographers and artistic directors.

To inquire about cases in which the equivalent of resident choreographer or an alternative title was used by a company (i.e., choreographer-in-residence, associate choreographer), please contact DDP directly. Please note that DDP did not investigate artistic directors who regularly choreograph on their own company. This would likely increase the disparity given the majority of male artistic directors and the expectation at many companies for the individual in this position to create work on his or her company.

DDP excluded resident choreographers of dance venues from this report, given the significant differences in operations of ballet companies and venues which would prevent grouping the two organizations together.

For other questions regarding particular limitations, please contact DDP.

Appendix A

U.S. Ballet Companies

1	Alabama Ballet	domestic
2	Atlanta Ballet	domestic
3	Alaska Dance Theatre	domestic
4	Alonzo King LINES Ballet	domestic
5	Alvin Ailey American Dance Theater	domestic
6	American Ballet Theatre	domestic
7	American Repertory Ballet	domestic
8	Aspen Santa Fe Ballet	domestic
9	Ballet Arizona	domestic
10	Ballet Arkansas	domestic
11	Ballet Austin	domestic
12	Ballet Hispánico of New York	domestic
13	Ballet Idaho	domestic
14	Ballet Memphis	domestic
15	Ballet San Antonio	domestic
16	Ballet Theatre of Maryland	domestic
17	Ballet West	domestic
18	BalletMet	domestic
19	BalletX	domestic
20	Boston Ballet	domestic
21	Boulder Ballet	domestic
22	California Ballet	domestic
23	Carolina Ballet	domestic
24	Charlotte Ballet	domestic
25	Cincinnati Ballet	domestic
26	City Ballet of San Diego	domestic
27	Colorado Ballet	domestic
28	Connecticut Ballet	domestic

29	Dance Theatre of Harlem	domestic
30	Dayton Ballet	domestic
31	Diablo Ballet	domestic
32	Eugene Ballet Company	domestic
33	Grand Rapids Ballet	domestic
34	Houston Ballet	domestic
35	Hubbard Street Dance Chicago	domestic
36	Indianapolis Ballet	domestic
37	Joffrey Ballet	domestic
38	Kansas City Ballet	domestic
39	Kentucky Ballet Theatre	domestic
40	L.A. Dance Project	domestic
41	Los Angeles Ballet	domestic
42	Louisville Ballet	domestic
43	Maine State Ballet	domestic
44	Miami City Ballet	domestic
45	Milwaukee Ballet	domestic
46	Minnesota Ballet	domestic
47	Nashville Ballet	domestic
48	Nevada Ballet Theatre	domestic
49	New York City Ballet	domestic
50	Oklahoma City Ballet	domestic
51	Oregon Ballet Theatre	domestic
52	Orlando Ballet	domestic
53	Pacific Northwest Ballet	domestic
54	Pennsylvania Ballet	domestic
55	Philadanco	domestic
56	Pittsburgh Ballet Theatre	domestic
57	Richmond Ballet	domestic
58	Rochester City Ballet	domestic
59	Sacramento Ballet	domestic
60	San Francisco Ballet	domestic

61	Sarasota Ballet	domestic
62	Smuin Ballet	domestic
63	South Dakota Ballet	domestic
64	Saint Louis Ballet	domestic
65	Tallahassee Ballet	domestic
66	Texas Ballet Theater	domestic
67	Tulsa Ballet	domestic
68	Verb Ballets	domestic
69	Washington Ballet	domestic

International Ballet Companies

70	Alberta Ballet	international
71	Australian Ballet	international
72	Ballet BC	international
73	Ballet Company of the Teatro alla Scala	international
74	Ballet de l'opéra national de Bordeaux	international
75	Ballet de Santiago de Chile	international
76	Ballet Nacional Sodre/Uruguay	international
77	Ballet du Grand Théâtre de Genève	international
78	Ballet Ireland	international
79	Ballet Manila	international
80	Ballet Nacional de Cuba	international
81	Ballet of the National Opera of Ukraine	international
82	Ballet of the Opéra de Lyon	international
83	Ballet Philippines	international
84	Béjart Ballet	international
85	Bolshoi Ballet	international
86	Croatian National Ballet	international
87	Dutch National Ballet	international
88	English National Ballet	international
89	Estonian National Ballet	international

90	Finnish National Ballet	international
91	Hamburg Ballet	international
92	Hong Kong Ballet	international
93	Joburg Ballet	international
94	Les Grands Ballet Canadiens de Montréal	international
95	Mariinsky Ballet	international
96	Melbourne Ballet Company	international
97	Mikhailovsky Ballet	international
98	Munich State Opera	international
99	National Ballet of Canada	international
100	National Ballet of China	international
101	Nederlands Dans Theater	international
102	Northern Ballet	international
103	Norwegian National Ballet	international
104	Paris Opera Ballet	international
105	Perm Opera and Ballet Theatre	international
106	Royal Ballet of Flanders	international
107	Royal Swedish Ballet	international
108	Royal Winnipeg Ballet	international
109	Scottish Ballet	international
110	Sofia Opera and Ballet	international
111	Stuttgart Ballet	international
112	Teatro Colón	international
113	The Royal Ballet	international
114	The Royal Danish Ballet	international
115	Theater Basel Ballet	international
116	West Australian Ballet	international