

Leadership Changes 2020

Since our official launch in 2019, DDP's research team has examined gender distribution among artistic and executive directors of ballet companies, dance festivals, and venues. We have also conducted preliminary research on school directors and adjunct faculty and staff at major dance organizations. Our [findings](#) clearly show that in any given year, top leadership is predominantly male. DDP will continue to track arrivals and departures in top positions of companies, festivals, competitions and related highly remunerative postings going forward.

While more data is needed to draw comprehensive conclusions about hiring practices in the industry, the following research provides a snapshot of the hiring trends among a cohort of dance organizations that have announced the departures or new appointments of leading staff in 2020.

Information was sourced from Courtney Escoyne's monthly articles for Dance Magazine entitled "News of Note: Everything You Might Have Missed in [Month, Year]." The articles include a section of announced *Comings & Goings*, which DDP recorded, verified, and aggregated to develop metrics.

When the departing or appointed leader was not mentioned by Escoyne, the research team obtained that individual's name and gender from the organization's website and incorporated it in the data. When there was no way to confirm a departing leader or when there was not yet a new leader appointed, DDP excluded the position/posting(s) from calculations. We provide a breakdown based on gender¹ in the table to the right. The total column in each category is colored based on the gender that made up the majority in either departures or appointments.

Men made up the majority of departing and appointed artistic directors and resident choreographers. Women made up the majority of departing and appointed executive directors. Among the miscellaneous transitions², men made up the majority of departing leaders, while women made up the majority of those appointed.

For more information on leadership changes announced in 2020, follow Dance Magazine's *Comings & Goings* (see the latest "News of Note" article [here](#)) or subscribe to [The Dance Edit](#) newsletter for a daily selection of the industry's top stories. DDP will continue to track announcements throughout 2021 and will publish another iteration of this research in January 2022.

¹ DDP employs a binary gender measurement in our research. To our knowledge, no individual studied for this report identified as nonbinary, however the DDP team is actively seeking to improve our research through adopting a gender inclusive approach and acknowledging that gender is a nonbinary spectrum. DDP affirms that trans men are men and trans women are women.

² Miscellaneous transitions included company-affiliated dance school directors, curators, artists-in-residence, associate artistic directors, répétiteurs, ballet masters, and board leaders.

ARTISTIC DIRECTORS

Departing Male	TOTAL	Departing Female	← →	Appointed Male	TOTAL	Appointed Female
20	34	14		15	28	13
58.82%		41.18%		53.57%		46.43%

EXECUTIVE DIRECTORS

Departing Male	TOTAL	Departing Female	← →	Appointed Male	TOTAL	Appointed Female
2	9	7		1	9	8
22.22%		77.78%		11.11%		88.89%

MISCELLANEOUS TRANSITIONS

Departing Male	TOTAL	Departing Female	← →	Appointed Male	TOTAL	Appointed Female
5	9	4		12	26	14
55.56%		44.44%		46.15%		53.85%

RESIDENT CHOREOGRAPHERS

Departing Male	TOTAL	Departing Female	← →	Appointed Male	TOTAL	Appointed Female
2	3	1		3	4	1
66.67%		33.33%		75.00%		25.00%