

## WAGE: Focus Group – DV notes

Scale of program budget vs. organizational budget; organizational budget doesn't take into account the fluctuation of budget because of one-time higher budget program or exhibition

Canadian standards for paying artists (basis for WAGE)

Lending space – what happens when you invite a group in?

JCAL – pays artists, but are they amateur or professional

Residency programs – requires money to produce work and some where you pay to be in residence

Recess: unrestricted artist fee + budget (of budget for proposed project); “because we're W.A.G.E. certified, you must pay your performers XX” but when the project is realized there are more performers and not enough money to pay them all

How can organization staff track how artists pay their labor, performers, producers, etc.?

“Here's your fee but we don't pay production” – we all know what that means

WAGE model is hard for organizations that don't have an exhibition program.

WAGE model for multiple kinds of presentation spaces. Would WAGE be the folks to do this?

Legislative language to quantify wages for visual artists – different for performance art, exhibitions, etc.

Multimedia or large-scale works are not considered in WAGE fees

WAGE fees, in my understanding, are outside of production fees

NYSCA – unrestricted artist fee

1099 – one time artist payment, dept of labor wants orgs to pay taxes for artists

Art Handler Bill of Rights

What do I need to make this work so I don't have a problem with the Department of Labor down the road? How can WAGE be operationalized for organizations – DCLA to work with Chris Carroll to make this happen

Online seminars or forum for technical guidance for paying artists

In person forum for wages on artists – who pays what? How?

Artist-run spaces, inter-artist sub-economy, barter based/gift economy – exceptions for artist-run spaces. How can we differentiate?

What is a reasonable amount, not based on budget, but on minimums? What about organizations who work with the same artists?

Can artists unionize? Can Chris Carroll imagine a union for visual artists? How would it organize? For what?

What should we do?

- Think more expansively about the people who interact with artists – i.e., academic institutions (how do they pay artists for speaking and teaching?);
- Creating standards – communication among people, how do we know how much who pays and who gets paid what?
- Freelancers Union, stolen wages
- DV idea, Year 1 CIG/CDF apps – how do you pay artists? What are your internal strategies/policies for paying artists? Can you offer examples? – Year 2, based on this info, standardize wages with artist unions
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Why are smaller organizations doing better and setting standards for paying artists? Museums are far behind. Transparency is necessary. Require artist fees to be included in applications.

Transparency to artists for project budgets; skew WAGE to project budget;

Standards set the MINIMUM.

What about collectives? I.e., The Lost/ACS or Canaries 70-person collective at Recess (worked directly with 6)

Standards, yes, but menu of options

VAN: Visual Arts Network

NEXT STEP (DV idea): Set up a taskforce with City reps (DCLA, maybe Dept of Labor, NYCCHR), WAGE, labor organizers, artists and performers, EDs/artistic directors/chief curators of cultural organization (big-volunteer run) with the goal of creating a living document (that is flexible and nuanced) for setting minimum artist fees for NYC artists and performers, to be reviewed every 3-5 years. Should this

include all disciplines with “tracks” specific to visual arts, dance, music, performing arts?