

By the Numbers

OVERVIEW

- Creatives Rebuild New York (CRNY) awarded \$61.6M in total funding to Artist Employment Program collaborations. This figure includes:
 - \$49.9M toward artists' salaries and benefits
 - \$11.7M provided to the organizations holding employment
- The program supported 108 collaborations comprised of:
 - 300 artists
 - 126 organizations
- 170 of the 300 artists joined [Tribeworks](#), a worker cooperative providing employment and benefits for artists collaborating with smaller organizations that did not have the infrastructure to employ them directly.

GEOGRAPHIC DISTRIBUTION

- AEP recipients hailed from across the entire State of New York, as well as from 6 of the 9 Indigenous nations recognized by the State.
- While there are many ways to understand and acknowledge land, CRNY looked to the [ten regions identified by Empire State Development](#) as one way to map our geographic distribution. The breakdown of support by region was as follows:
 - **Capital Region:** 4 collaborations, 11 artists, \$2,215,400
 - **Central NY:** 7 collaborations, 17 artists, \$3,473,800
 - **Finger Lakes:** 7 collaborations, 23 artists, \$4,542,200
 - **Long Island:** 9 collaborations, 23 artists, \$4,597,200
 - **Mid-Hudson:** 3 collaborations, 8 artists, \$1,586,200

- **Mohawk Valley:** 3 collaborations, 3 artists, \$452,800
- **New York City:** 54 collaborations, 137 artists, \$27,540,400
 - **Bronx:** 11 collaborations, 32 artists, \$6,314,800
 - **Brooklyn:** 11 collaborations, 31 artists, \$6,308,400
 - **Manhattan:** 10 collaborations, 28 artists, \$5,529,200
 - **Queens:** 7 collaborations, 17 artists, \$3,508,800
 - **Staten Island:** 2 collaborations, 5 artists, \$1,022,000
 - **City and/or Statewide:** 13 collaborations, 24 artists, \$4,857,200
- **North Country:** 5 collaborations, 22 artists, \$ 4,175,800
- **Southern Tier:** 5 collaborations, 16 artists, \$ 3,072,400
- **Western NY:** 11 collaborations, 41 artists, \$ 7,922,400
- 54 of the 108 collaborations (50%) were based in New York City; 54 of the 108 collaborations (50%) were based outside of New York City.
- 21 of the 108 collaborations (19%) were **rural**.

COMMUNITIES INVOLVED

- All 108 collaborations (100%) worked with and alongside communities that CRNY stated as priorities when the Artist Employment Program launched: Black, Indigenous, People of Color, LGBTQIAP+, Deaf/Disabled, criminal legal system involved, low-income, and/or rural.
- 10 of the 108 collaborations (9%) engaged **Deaf or Disabled** communities.
- 11 of the 108 collaborations (10%) engaged **Indigenous** communities.
- 18 of the 108 collaborations (17%) engaged **Immigrant** communities.
- 11 of the 108 collaborations (10%) engaged **LGBTQIAP+** communities.
- 6 of the 108 collaborations (6%) engaged **criminal legal system-involved** communities.
- 25 of the 108 collaborations (23%) engaged **youth/young people**.

DISCIPLINES INVOLVED

- Over one third of the collaborations (34%) involved a non-arts organization, working on issues ranging from immigration, housing access, and community safety to workforce development, environmental justice, and more.
- The majority of work that the Artist Employment Program supported was multidisciplinary, either because multiple artists were involved in a collaboration or because several different creative activities happened over the course of two years.

- If we identify a ‘primary’ discipline for each collaboration, the overall representation of artistic disciplines was as follows:
 - 30% **Performing Arts** (Dance, Music, Theater, Performance)
 - 20% **Visual Arts** (Design, Media, Film, Photography, Printmaking, Painting, Sculpture)
 - 14% **Traditional Arts** (Craft, Oral Traditions, Traditional Arts)
 - 6% **Social Practice Arts**
 - 4% **Literary Arts** (Poetry, Literature)
 - 26% **Multi-disciplinary** (More than one of the above)
- The more nuanced breakdown of all artistic disciplines is as follows:
 - **Visual Arts** shows up in 37 of the 108 collaborations.
 - **Music** shows up in 33 of the 108 collaborations.
 - **Dance** shows up in 19 of the 108 collaborations.
 - **Theater** shows up in 21 of the 108 collaborations.
 - **Social Practice** shows up in 15 of the 108 collaborations.
 - **Traditional Arts** shows up in 15 of the 108 collaborations.
 - **Film** shows up in 16 of the 108 collaborations.
 - **Literary Arts** shows up in 11 of the 108 collaborations.
 - **Media Arts** shows up in 9 of the 108 collaborations.
 - **Design** shows up in 10 of the 108 collaborations.
 - **Craft** shows up in 8 of the 108 collaborations.
 - **Oral Traditions** shows up in 6 of the 108 collaborations.
 - **Interdisciplinary Arts** shows up in 3 of the 108 collaborations.
 - **Performance Art** shows up in 2 of the 108 collaborations.

ABOUT THE ARTISTS

- The 300 artists supported through CRNY’s Artist Employment Program identified in the following ways:
 - 141 (47%) identified as **women**; 126 (42%) identified as **men**; 33 (11%) identified as **nonbinary, other, or prefer not to answer**.
 - 67 (22%) identified as **LGBTQIAP+**.
 - 63 (21%) identified as **immigrants**.
 - 22 (7%) identified as **Deaf or Disabled**.
 - 10 (3%) identified as **transgender**.
 - 16 (5%) identified as having a history with the **criminal legal system**.
- The 300 artists self-identified their race/ethnicity as follows:
 - 76 artists (25%) identified as only **Black or African American**
 - 57 artists (19%) identified as only **White**
 - 49 artists (16%) identified as only **Indigenous American, First Nation, or Alaska Native**
 - 47 artists (15%) identified as only **Hispanic or Latinx**
 - 45 artists (15%) identified as **Multiracial ***

- 14 artists (5%) identified as only **Asian**
- 10 artists (3%) identified as **Other**
- 2 artists (1%) **Preferred Not to Answer**

* In this case, 'Multiracial' is assigned to artists who selected more than one race/ethnicity category

- The detailed breakdown of how the artists self-identified, without using 'Multiracial' as a categorization, is as follows:
 - 96 artists (32%) identified as **Black or African American**
 - 75 artists (25%) identified as **White**
 - 73 artists (24%) identified as **Hispanic or Latinx**
 - 63 artists (21%) identified as **Indigenous American, First Nation, or Alaska Native**
 - 22 artists (7%) identified as **Asian**
 - 3 artists (1%) identified as **Pacific Islander or Native Hawaiian**
 - 1 artist (0.3%) identified as **Arab or Middle Eastern**

ABOUT THE SELECTION PROCESS

- CRNY received 2,741 applications.
- 167 collaborations were shortlisted to advance to stage two, during which all artists and organizational representatives in a collaboration participated in a joint interview.
- 20 peer reviewers from across the state joined 4 members of the CRNY staff to read proposals and conduct stage two interviews. This group of external reviewers identified in the following ways:
 - 80% Black, Indigenous, or People of Color
 - 10% people with Disabilities
 - 40% based outside of New York City and 15% rural, representing 15 counties across the State
 - 20% men, 75% women, and 5% nonbinary
- To honor and account for the large number of proposals from Indigenous artists and communities around the state, 3 of the 20 external peer reviewers (15%) were Indigenous. In addition to reviewing and interviewing a diverse range of applications in both stages of the selection process, these reviewers convened a dedicated panel to discuss and provide feedback on Indigenous applications after all second-round interviews were completed.