

# Stephen Theodore Clapp

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Working to decolonize nonprofit organizations and small businesses from racist ideologies by imagining meaningful, realistic and equitable solutions to challenges facing clients and partners in today's evolving economic and cultural landscape.

## EDUCATION

2014 Master of Fine Arts, Dance, Research and Choreography, George Washington University (Washington, DC)

1997 Bachelor of Fine Arts, Performing Arts, Emerson College (Boston, MA)

## PROFESSIONAL EXPERIENCE

2004-Present **Co-Founder, Co-Artistic Director, Principal Consultant**  
Dance Box Theater (Brentwood, MD)

Co-direct the design and implementation of all aspects of the 501(c)3 international touring dance, arts education and consulting organization. Expertise cultivated in strategic planning, financial management, resource development, board and donor relations, program design and implementation, equitable community engagement practices, arts-integrated facilitation strategies, and performing arts production.

2015-Present **Co-Owner, Director of Cultural Strategy**  
DC Vegan Catering and Delicatessen (Washington, DC)

Directs the development of strategic partnerships and community engagement initiatives for the DC Vegan Cultural Space. Expertise cultivated in cultural facilities management, cross-sector program design, affinity space development, strategic partnership development, resource development, and event productions.

2019-Present **Contract Facilitator**  
Alternate ROOTS [UpROOTing Oppression program] (Atlanta, GA)

Serve as facilitator, planning team coordinator and content co-designer for arts-based cultural equity program. Expertise cultivated in cultural equity and arts-integrated facilitation strategies, movement building, and anti-oppression curriculum development.

2012-2019 **Executive Director**  
Dance Metro DC (Washington, DC)

Directed all aspects of the 501(c)3 regional arts service organization including compliance and accountability, program design and oversight, visionary implementation and policy development. Expertise cultivated in workforce empowerment, community organizing, resource development, strategic planning, financial and personnel management, alternative infrastructure development, arts-integrated facilitation strategies, strategic partnership development, equitable operational practices, conflict navigation, and region-wide event production.

2003-2012 **Grants Manager**  
Dance Place (Washington, DC)

Partnered with the Co-Directors of the 501(c)3 national dance presenting organization to maintain an institutional giving portfolio of foundation, government and corporate donors. Expertise cultivated in resource development and compliance, program evaluation and reporting, donor cultivation, community relations, and performing arts production.

- 2003-2010 **Contract Facilitator**  
Alternate ROOTS [Resources for Social Change program] (Atlanta, GA)
- Served as facilitator and content co-designer for arts-based anti-oppression, community engagement, and racial equity training program. Expertise cultivated in cultural equity facilitation strategies, anti-racism/anti-oppression curriculum development, program assessment and evaluation, community organizing, and arts-integrated facilitation strategies.
- 2001-2005 **Dance Artist, Executive Assistant**  
ClancyWorks Dance Company (Silver Spring, MD)
- Served as repertory company dance performer, arts educator and assistant to the director for the 501(c)3 national touring dance company. Skills cultivated in resource development, arts-integrated facilitation strategies, board development and performing arts production.
- 2001-2002 **Community Programs Coordinator**  
Montgomery Housing Partnership / AmeriCorps (Wheaton, MD)
- Served as youth programs coordinator for low-income residents in Montgomery County, MD. Skills cultivated in program design and implementation, community organizing, developmentally appropriate creative education, youth empowerment practices, and public school partnerships.
- 2000-2001 **Community/Education Coordinator**  
(formerly) Liz Lerman Dance Exchange (Takoma Park, MD)
- Served as program coordinator to the Resident Artist and Director of Education of the 501(c)3 community-based arts organization. Skills cultivated in community organizing, program assessment, arts-based intergenerational facilitation strategies, and performing arts production and touring.
- 1997-2000 **Dance Artist, Arts Educator**  
Kinding Sindaw (New York, NY)
- Served as repertory company dance performer for the 501(c)3 Maranao and T'boli (Indigenous Philippines) cultural reclamation dance company. Skills cultivated in culturally specific dance orature, community organizing, ethnographic research, entrepreneurship and performing arts production.
- 1995-1998 **Founding Member, Performer, Ensemble Director, Business Manager**  
The Other Theatre (Boston, MA)
- Co-created and implemented all aspects of theater and dance programming for the independent ensemble theater company. Skills cultivated in entrepreneurship, resource development, collaborative process development, arts-based facilitation strategies, and performing arts production.
- 1991-1994 **Summer Camp Counselor, Theater educator, Guitar Teacher**  
Camp Encore-Coda (Sweden, ME)
- Served as bunk supervisor and youth arts instructor for the international summer arts camp. Skills cultivated in developmentally appropriate creative education, youth empowerment practices, intergenerational ensemble development, and performing arts production.
- 1991-1993 **Ski Instructor (PSIA certified)**  
Black Mountain (Jackson, NH)
- Provided youth and adult alpine ski instruction to patrons of the mid-sized ski resort. Skills cultivated in customer service, collaboration, and intergenerational education strategies.

## VOLUNTEER EXPERIENCE

2000-Present **Board Member, Executive Committee**  
Alternate ROOTS (Atlanta, GA)

Committed to uphold principles of justice and creativity while providing shared oversight, strategic input, and accountability to the mission and general membership body of Alternate ROOTS. Service includes Executive Committee (2003-2007; 2020-present), and Chair (2005-2007).

## SPECIALIZED ENGAGEMENT

Aug 2020-  
Aug 2021 **Cultural Equity Consultant**  
Arts for the Aging (Silver Spring, MD)

Co-design and co-facilitate a comprehensive organizational Equity Assessment in partnership with executive leadership and an equity cohort of the Board of Directors.

Feb-Apr  
2021 **Curriculum Development Consultant**  
Alternate ROOTS [Greenhouse Training program] (Atlanta, GA)

Collaborate with staff and other partners in the development of a training program for young culture workers in the US southern states to build and share organizing and movement-building skills.

Dec 2020-  
Jul 2021 **Strategic Planning Consultant**  
ClancyWorks Dance Company (Silver Spring, MD)

Develop and facilitate a comprehensive strategic planning process inclusive of a written and actionable plan with mission-based strategic directives, realistic goals and outcomes, and a realistic timeline.

Aug 2020-  
Feb 2021 **Cultural Equity Consultant**  
Arts for the Aging (Silver Spring, MD)

Co-designed and co-facilitated cultural equity learning series engaging partners from Arts for the Aging in a 3-session, 9-hour training that included open dialogue and facilitated learning through a combination of lectures, conversation and movement experience.

Sep 2020 **Cultural Equity Facilitator**  
Alternate ROOTS (Atlanta, GA)

Co-developed and co-facilitated movement-based process for participants to reflect on anti-racism and anti-oppression keynote addresses during virtual ROOTSweek 2020.

Apr 2019 **Content Facilitator**  
The Sanctuaries (Washington, DC)

Served as a content facilitator for The Sanctuaries' Art for Social Impact program to develop and facilitate movement-based experiences for cultural organizers.

Oct 2018-  
Aug 2019 **Executive Director**  
Dance Loft on 14 (Washington, DC)

Served in an interim capacity to provide strategic development and infrastructure support to the start-up 501(c)3 dance presenting organization. Facilitated the partnership cultivation process that resulted in facility acquisition and purchase.

- Sep 2018      **Cultural Equity Facilitator/Trainer**  
Dance Exchange (Takoma Park, MD)
- Developed and facilitated movement-based anti-racism/anti-oppression training during the 2018 DC Dance Summit hosted by Dance Exchange and Dance Metro DC.
- Sep 2017      **Organizational Development / Resource Development Facilitator/Trainer**  
Dance Loft on14 (Washington, DC)
- Facilitated organizational development sessions for dance presenters and board members of dance organizations during the 2017 DC Dance Summit hosted by Dance Metro DC and Dance Loft on 14.
- Sep 2016      **Presentation Grantmaker**  
Dance Metro DC (Washington, DC)
- Designed and implemented a Presentation Grant funding program that provided direct support and presentation opportunities for regionally-based dance artists and choreographers. This project included two \$2,500 grant awards plus full production at national and regional presenting venues.
- Aug 2016      **Choreographic Commission Grantmaker**  
Dance Metro DC (Washington, DC)
- Re-developed and implemented a Choreographers' Commission program for DC area based choreographers inline with program assessments from previous years. This project included two \$5,000 grant awards and co-presentation at a national presenting venue.
- Jun 2016      **Resource Development Trainer**  
Dance Metro DC (Washington, DC)
- Developed and implemented cross-sector board fundraising training program for small and mid-sized cultural organizations throughout the DC metropolitan area.
- Sep 2015      **Choreographic Commission Grantmaker**  
Dance Metro DC (Washington, DC)
- Designed and implemented the 2<sup>nd</sup> Choreographers' Commission program of Dance Metro DC. This program awarded three \$2,000 grant awards and included co-presentation at a national venue.
- Sep 2014      **Rehearsal Space Subsidy Grantmaker**  
Dance Metro DC (Washington, DC)
- Developed and implemented the first round of Dance Metro DC's Rehearsal Space Subsidy program. Created in response to identified community needs, this program provided four rounds support for 10 different artists since the program's inception. Funds awarded through this program total over \$5,000.
- Mar 2013      **Choreographic Commission Grantmaker**  
Dance Metro DC (Washington, DC)
- Developed and implemented the 1<sup>st</sup> Choreographers' Commission program of Dance Metro DC. This program awarded five \$1,000 commission grants and included presentations at national and regional presenting venues.
- Dec 2012      **Arts-Integration and Cultural Equity Facilitator**  
Welcoming America (Atlanta, GA)
- Developed and implemented training for field organizers to train WA personnel to use arts and cultural strategies in their organizing practices for communities receiving significant immigrant populations.

- Feb 2011      **Lead Facilitator**  
Alternate ROOTS (Baltimore, MD)
- Served as a Lead Facilitator for a National Learning Exchange hosted in Baltimore by Alternate ROOTS. This Learning Exchange focused on arts-based creative engagement, social justice and racial equity.
- Jul 2011      **Youth Development Facilitator**  
Dance Place (Washington, DC)
- Developed and implemented an arts-integrated pregnancy prevention program for participants of Dance Place's teen program. Aimed at addressing key issues that lead to teen pregnancy through theater, dance, dialogue and peer-to-peer support.

## **NATIONAL AFFILIATIONS**

- Associate Consultant with Community Vision Partners, LLC (since 2020)
- Member of Dance/USA (since 2014)
- Member of the Pola Nirenska Award Committee (since 2013)
- Board member for Alternate ROOTS (since 2000)
- Northeast Regional Desk for the National Performance Network (2010-2012)
- Member of Network of Ensemble Theaters (2008-2013)

## **AWARDS AND HONORS**

- 2021 Fellow with the Intercultural Leadership Institute
- 2017 Maryland State Arts Council Individual Artist Award: Solo Dance Performance
- 2016 finalist for the DC Mayor's Arts Award for Excellence in Creative Industry (Dance Metro DC)
- 2013 recipient of a Full University Fellowship for the MFA program at the George Washington University
- 2010 recipient of John F. Kennedy Center for the Performing Arts Local Dance Commission (Dance Box Theater)
- 2010 recipient of Dance Metro DC's Founder's Award for Innovation in Dance (Dance Box Theater)
- 2009 Maryland State Arts Council Individual Artist Award: Choreography
- 2006 Maryland State Arts Council Individual Artist Award: Solo Dance Performance

## **FULL EVENING CREATIVE WORKS (2000 to present)**

- 2019 *Naked King: Subject to Change – Part I* (Co-Artistic Director, Music Composer, Performer)
- 2014 *Windswept* (Co-Artistic Director, Music Composer, Performer)
- 2013 *Museum of False Memories* (Co-Artistic Director, Performer)
- 2012 *We Are Here* (Co-Artistic Director, Music Composer, Performer)
- 2011 *Affectations* (Co-Artistic Director, Performer)
- 2009 *The Loving Project: E-Race* (Co-Artistic Director, Music Composer, Performer)
- 2008 *Haunted* (Co-Artistic Director, Performer)
- 2007 *Portals* (Co-Artistic Director, Music Composer, Performer)
- 2006 *The Dragons Project: Power Play* (Co-Artistic Director, Music Composer, Performer)
- 2004 *Rappaccini's Daughter* (Co-Artistic Director, Performer)
- 2003 *The Cazals Project* (Co-Creator, Performer)

## **PROFESSIONAL REFERENCES**

Available upon request

## **NARRATIVE BIOGRAPHY**

Stephen Clapp (he/him) is a Filipino-born cultural strategist, equity facilitator, change agent, performing artist and choreographer who maintains a professional creative practice as Co-Artistic Director for Dance Box Theater with his creative and life partner Laura Schandelmeier. Stephen is a co-owner of DC Vegan, the national capital region's premier plant-based delicatessen specializing in cruelty-free and sustainable practices. His creative work aims to build social capital among communities with engagement through choreographic inquiry, devised theater performance, anti-oppression curriculum development and training, anti-racism facilitation, equity-based strategic planning, organizational development and cultural equity consulting. Stephen's approach to community engagement and organizing employs movement-based arts-integration strategies that foster self-determination, innovative thinking, open dialogue, collective decision making, power analyses, resource development and creative problem solving. With over 25 years of professional experience using the arts as a tool for grassroots community development and creative changemaking, Stephen understands that the transformative evolution of individuals, communities, organizations and their systems is essential, valuable and timely. As a cultural worker, his creative practices are rooted in moving away from racist, neo-colonial and otherwise oppressive and problematic tendencies; towards a vision of equity, diversity and justice, where culturally marginalized voices are centered, honored, activated and celebrated. Stephen is a 2021 fellow with the Intercultural Leadership Institute, he is a member of the Pola Nirenska Award Committee, and serves on the Executive Committee of Alternate ROOTS.