PROGRAMMING POLICY

GUIDELINES

Our goal is to create a weekend-long program of presenters and courses that we feel will be attractive and useful to our attendees. We strive to offer a balanced schedule that reflects the community's educational needs and desires, as well as its educational skills, talents and diversity.

VALUES

Our organizational values and their application to our selection process are:

- Excellence – we strive to choose top quality teachers with a high level of teaching skill and preparedness, and to choose classes that are well-developed and relevant to our constituents.
- Ethics – we strive to operate from a place of fairness, justice, accountability, and goodwill. We hold ourselves responsible for our actions.
- Heart – we strive to express our gratitude and appreciation to our community and to each other. We strive to come from a place of love, and to exhibit guts and bravery in the face of strife or conflict.
- Diversity –We strive for inclusivity and representation with respect to presenters' experience, background, heritage, and demographics. We strive to offer a variety of courses in content, levels, and composition. We strive to create a classroom environment that is respectful and cognizant of the diversity in our community.
- Legacy- we strive to acknowledge those who have contributed, especially in an unsung fashion, to our community and industry. We strive to contribute to this ongoing history of our art form.
- Community – we strive to support an environment of learning, contribution, friendliness, professionalism, and bravery.

PRESENTER SELCTION PROCEDURES

Part 1: Logistics, Budget, Resources and Tracks

Factor 1: Review Resources and Space Limitations
Before we even begin to review individual applications, we look at our resources and our space limitations. This is dependent on Convention rooms available, potential class size, and equipment needed.

Factor 2: Selecting for Budget

Presenter Stipends

The overall programming stipend budget is approximately $8,000. We have a tiered payment system in consideration of a performer's experience teaching in general, their experience teaching this class, and their status as a seasoned professional. First-time instructors receive a lower rate of pay, whereas repeat presenters receive a higher rate of pay. The Director of Programming sets the pay rates, the Executive Director reviews and adjusts or approves those rates. We do not pay panelists, but we do pay Panel Moderators.

Tier A: Guests of Honor $500-$800

Tier B: Invited to Presenters $400-$700

Tier C: Applied to Present $80/class

Tier D: Applied to Present $60/class

Tier E: Applied to Present $40/class

Presenter Accommodations

We offer accommodations to Guests of Honor (solo hotel room for up to 3 guests of honor) and Invited Presenters (shared hotel rooms). To receive a hotel room, the Invited Presenters must be in tiers A thru D and teach 3+ classes.   There are 5 total hotel rooms allocated for Presenters.

Factor 3: Selecting for Schedule, Class Space and Level

For the past few years BurlyCon has operated on a track system which we feel has worked nicely. The tracks are divided by subject and are: On the Stage, Glamour, Community, Production, and Mind & Body.

Schedule Allotment

Before we accept proposals, we allot the number of classes for each track. This is based on the previous year (most attended tracks) and making sure we offer 1 track per time block.

Historically, our movement classes have had larger enrollment and need more space, so this is adjusted as necessary and sometimes a track isn't offered on a time block.

With the above in mind, we first reserve space in the schedule for Invited Presenters. This way, by the time we begin accepting proposals, we know how many presenter slots we have left for each tier.

The following issues impact our selection process:

- We only accept a predetermined number of classes per each track (There are more movement classes than crafting classes, for example).
- We also need to accept a certain number of classes based on each degree of difficulty. (many classes are proposed as all-level or beginner, so we prioritize intermediate and advanced level classes.)

Part 2: Invitation and Selection

Invitation Process

The Programming Committee and Executive Director, with input from the Board of Directors, brainstorm on presenters we would like to invite to BurlyCon. We take into consideration any new classes they have offered recently, availability (if they have previously been touring, for example), newness, and past year evaluations.

The Invited Presenters are sent an email asking for their participation and a request to confirm. Invited Presenters are offered amenities such as multiple class slots to teach, a hotel room, and sometimes airfare.

Diversity

BurlyCon values and celebrates diversity. Our selection committee is committed to feature presenters that reflect our community. At least 50% of our invited presenters must be Performers of Color.

General Selection Factors

Once we've received the applications, we consider the above, as well as the following questions to aid in the difficult decision-making process:

- Is this class unique and/or integral to the art form of burlesque?
- Is the instructor qualified to teach this? (This could reflect on a body of work, or special training/certifications.)

- Have they taught at BurlyCon previously? When? How was it regarded?
- Have they taught for the past two years, consecutively? Are these the same classes?
- Do we have other instructors that will cover the material or topic in question, or is this instructor teaching something so unique and integral to the art form that we feel it is important to accept them?
- Which pay tier does this instructor fall into? What have been their previous expectations or pay/compensation requirements?

Voting Process

Each member of the Programming Committee as well as the Executive Director reviews all submitted proposals. Each member "votes" by indicating yes, no or maybe on a shared spreadsheet. The top selected proposals are then re-reviewed by the Director of Programming using the criteria above, and a final list is made.

Acceptance Process

Accepted presenters are sent an email letter requesting a reply to confirm their classes.

Rejection Process

Rejected presenters are sent an email letter informing them that their class(es) was not accepted for the year and an option to purchase a registration at the $200 price level.

Special Note About Repeat Presenters

Because there are presenters who apply year after year, we have used a "2 years on 1 year off" guideline. This is to ensure variety of classes and opportunity for new presenters. We do reserve the right to make exceptions to this guideline, and we have done so. Some years we don't receive enough of a specific type of submission and we may select a presenter despite them teaching two years in a row.

A Conflict We Will Always Face

We value our seasoned presenters immensely because of the experience and skills they bring. Seasoned presenters offer the courses our students love to take. We attempt to express our value of these presenters through the compensation and benefits we offer.

We value variety and change, because this attracts attendees. We wish to ensure that the 'Con is fresh and relevant and retains interest for repeat attendees. Having new instructors and new offerings is important to us, so we choose different courses and presenters each year.