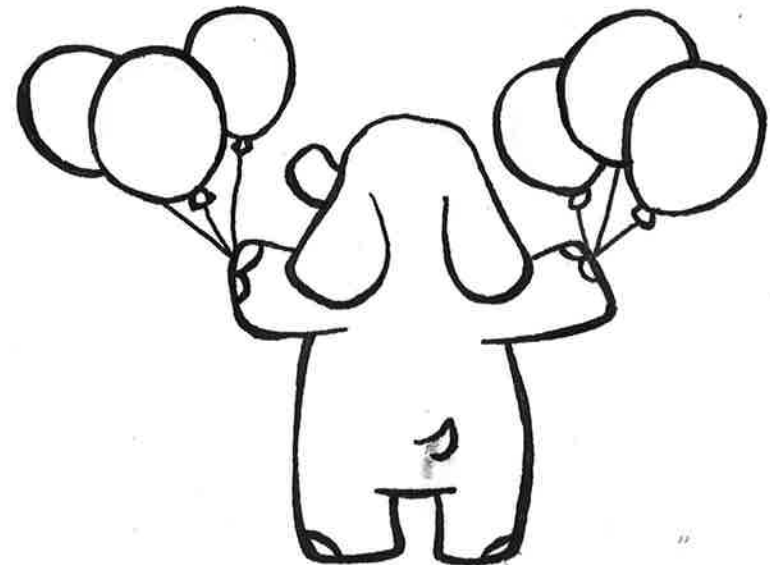
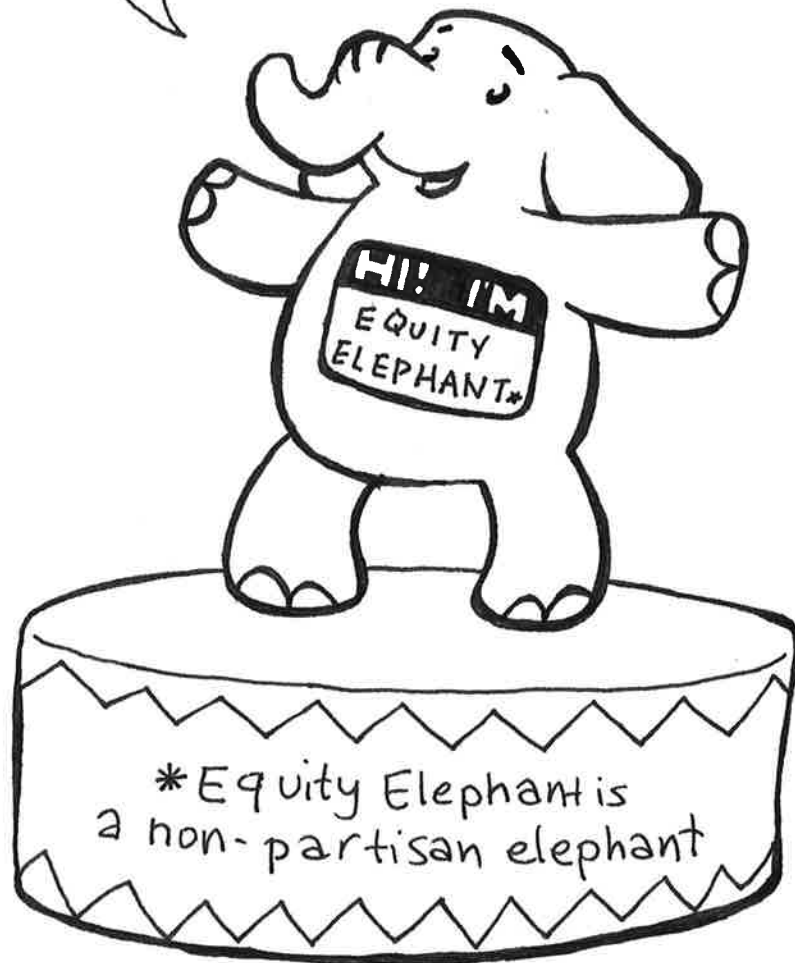


YES.

About Zines4Equity!

We are a collective of non-executive administrators and future leaders in the arts and cultural sector in New York City mobilizing for equitable labor practices and racial justice in our field. Our membership is fluid and our process collaborative; what remains consistent is our vision of a thriving sector, undoing entrenched, supremacist organizational cultures, and our commitment to collective care, sustainable, and anti-oppressive practices, accountability & transparency, cultural literacy and intergroup dialogue. We are informed by the Undoing Racism principles of the People's Institute for Survival and Beyond, as well as the Artists Co-Creating Real Equity (ACRE) platform.

Should I Pay My Interns? is the first of a series of zines advocating for equity in the arts. We are creating this series in the hope that they will be distributed widely as tools for substantive change towards equity in our field. We organize zine-making meetups as a way to invite folks to become involved in our group, hold discussion, form relationships, and of course, use zines as a participatory action to make our collective concerns known to arts organizations.



MORE RESOURCES

bit.ly/payyourinterns



YES BUT...
PEOPLE WOULD KILL
TO WORK HERE!

killing
people is
a bad
look



NO MATTER HOW
COMPETITIVE THE
OPPORTUNITY, TIME AND
ENERGY NEED TO BE
COMPENSATED.

yeah but...we need them to run our organization



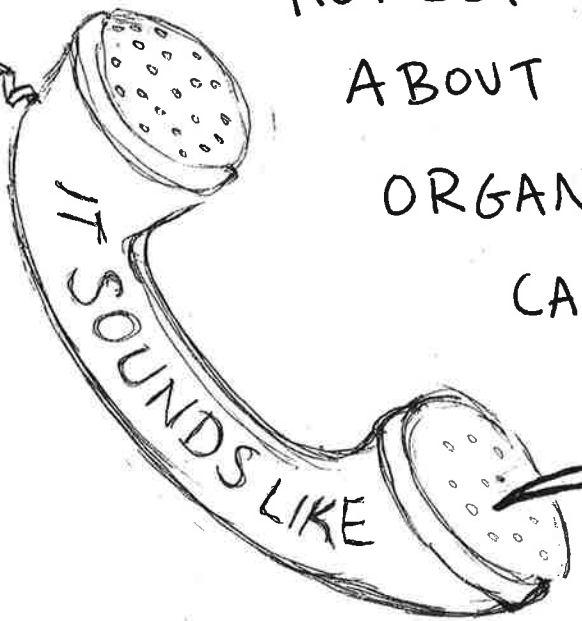
ARE YOU BEING

HONEST

ABOUT YOUR

ORGANIZATION'S

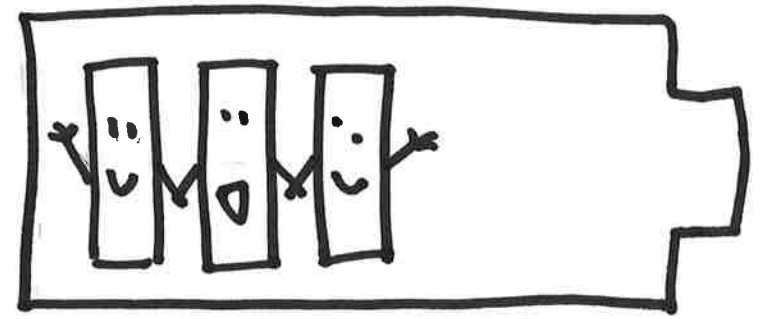
CAPACITY?



YOU MIGHT NEED A STAFF MEMBER, NOT AN INTERN!

[FYI - IT'S ILLEGAL TO USE AN UNPAID INTERN TO DISPLACE A STAFF MEMBER.]

VALUE THE PEOPLE WHO POWER YOUR PROGRAMS!



Did we mention?
Put it in your budget!



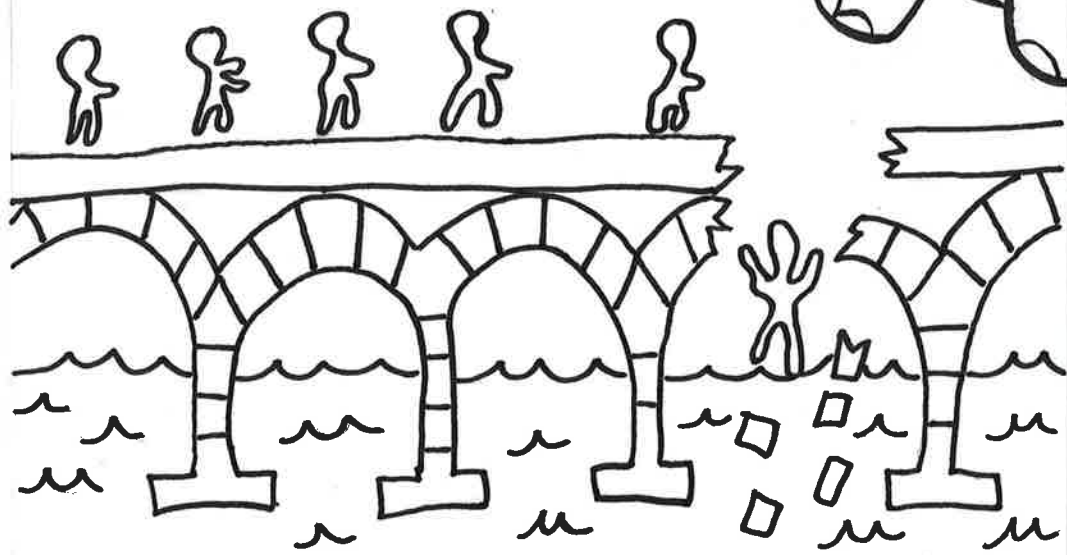
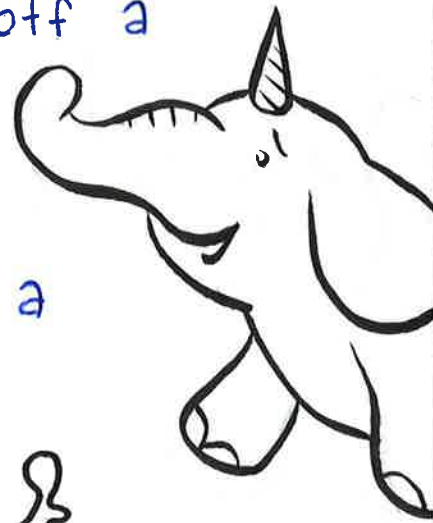
I want you to pay your interns

UNPAID INTERNSHIPS
PERPETUATE CYCLES OF
INEQUITY, EXCLUSION,
DEHUMANITY, AND
EXPLOITATION THAT
ULTIMATELY HINDER THE
RESILIENCE AND
SUSTAINABILITY OF
THIS FIELD WE LOVE!

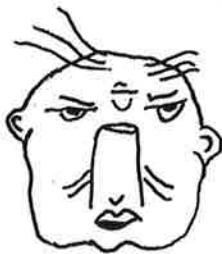


YES BUT...
EVERYONE ELSE
HAS UNPAID
INTERNS!

Now you know
what I'm going to say^{xxx} "If
everyone jumped off a
bridge^{xxx} Why be
like everyone else
when you can be a
UNICORN?"

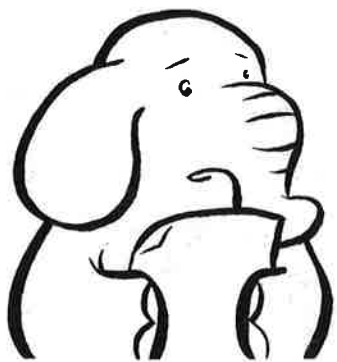


Yes,
but i paid
my dues

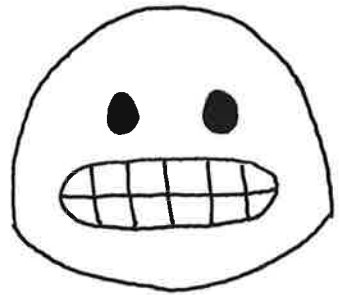


How did
you afford it?
Didn't it feel unfair
then, too?

Just
because
they're getting
paid doesn't
mean they're
not paying
dues



"DUES PAYING" IS LESS FEASIBLE
FOR SOME THAN OTHERS, ESPECIALLY
THOSE WHO FACE FINANCIAL BARRIERS
TO ENTRY. THIS SYSTEM TYPICALLY EXCLUDES
PEOPLE OF COLOR AND OTHER MARGINALIZED
GROUPS. **INTERNS** WHO EARN A BASIC
LIVING WAGE ARE STILL PAYING DUES, BUT
IN A WAY THAT ALLOWS MORE PEOPLE TO
PARTICIPATE!

i hate to
break it to
you but... 
unpaid internships
DE-VALUE
human labor!!

Just put them at the
FRONT of your brain
and the **TOP**
of the list

If it
isn't in
the budget,
it isn't a
priority...
**PUT IT IN THE
BUDGET**

- INTERNS**... \$
- Admin. Salaries... \$
- Artistic Salaries... \$
- Operating Expenses
- Rent.....
- Electric.....
- Internet.....
- Program Fees
- Marketing

BUT we're
teaching them
something!!

That's wonderful. A good internship *should* provide mentorship & a chance for some real-world, hands-on experience. But no learning environment is rich enough to pay the rent. Interns learn best when they can afford food & shelter.



Don't keep this ideal future

BUFFERING...

There are people who are working for you in the present, for free.



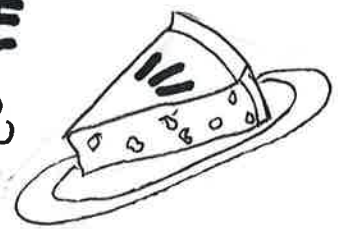
FILL IT IN:


$$\frac{\text{\# of hours intern needs to work}}{\text{LIVING WAGE}} \times$$

= MINIMUM \$ AMOUNT IN BUDGET LINE




Easy as pie






But...
I don't have the
POWER to
change this at
my organization...

WHO CAN AFFORD TO INTERN?



I can!
I don't struggle
to pay rent!



Do you make budgets?
Do you know who
makes the budgets
for your
organization?

By not paying interns, Arts Organizations are
creating a field where future leaders think,
talk, and act, only like

Me



We see what you're doing, but it's not enough to live on.

