

About the Urban Arts Leadership Program

The Urban Arts Leadership Program, a program of the Greater Baltimore Cultural Alliance, connects top emerging leaders of color with arts organizations, arts service organizations, and art driven businesses that are committed to equity and inclusion.

The Urban Arts Leadership Program (UALP) annually identifies up to ten exceptional rising leaders of color who aspire to leadership positions within arts and cultural organizations in Maryland. The UALP Fellowship process provides 3 defined components for the forward motion of each participating Fellow to include:

- A four-month customized group capacity building intensive series
- A matching process for placements within Partnership/Host organizations
- A six-month project implementation period when Fellows are embedded within an arts or cultural organization

The Urban Arts Leadership shares your goal to have a high performing, passionate, committed, diverse team. We look forward to working with arts and cultural organizations who see the advantages and value of inclusivity and equity. If you are serious about finding top talent from all backgrounds and committed to creating a culture that ensures people from all backgrounds have the opportunity to succeed, we will help you gain access to talented emerging leaders to work with you on high-impact projects.

You know that a commitment to equity and inclusion at your organization requires more than just good intentions. It requires action. UALP can help.

The need for equitable inclusion is undeniable. In a nation whose racial and economic demographics will soon bear an undeniable resemblance to this city. As the country looks to Baltimore, we look to the future. Baltimore and its surrounding counties have the opportunity to shape destiny by utilizing the arts as a platform to work intentionally against the obstacles of structural racism.

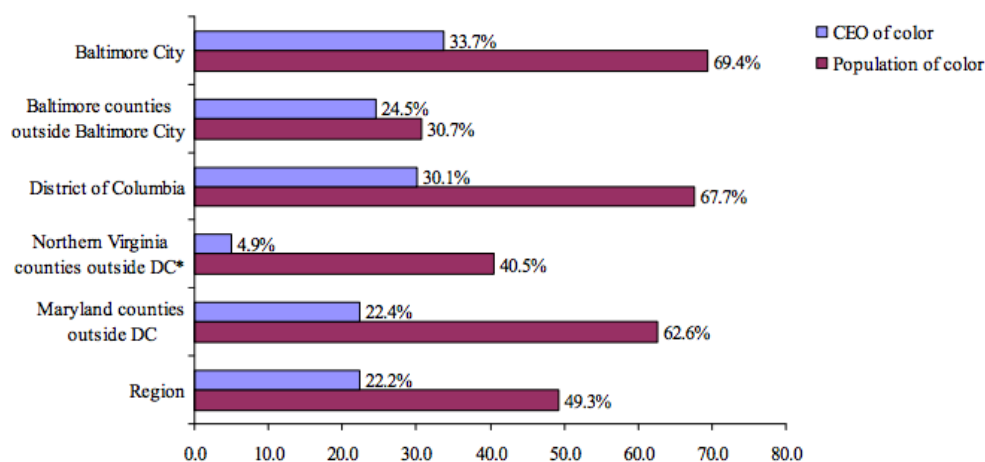
UALP endeavors to pioneer new paths forward by connecting emerging leaders of color to high-impact roles within solid arts organizations.

The **Urban Arts Leadership Program** (UALP) is a program of the Greater Baltimore Cultural Alliance (GBCA) and was designed to increase the participation of groups that have been historically underrepresented, particularly those of color, in the management of cultural and artistic organizations. UALP is a pipeline for high achieving young leaders (college seniors or recent graduates) who have demonstrated a strong commitment to this goal. The Program offers professional development, networking opportunities, and Fellowship placements with stipends to aspiring arts administrators. Equally important, UALP offers Fellowship Host organizations tools and training that support institutional changes that encourage greater equity and inclusion.

DIVERSITY IN ARTS LEADERSHIP: FAST FACTS

- Although nearly half (49 percent) the population in the Baltimore–Washington region is people of color, 22 percent of nonprofit organizations in the region have executive directors of color.
- In both Baltimore City and the District of Columbia, nearly 70 percent of the population is people of color, compared with 30–34 percent of the nonprofit executive directors.
- The counties surrounding Baltimore City have the smallest discrepancy between populations and executive directors of color: 31 percent of the population is people of color, while 25 percent of the nonprofit executive directors are of color.
- The Maryland counties outside Washington, D.C., have the largest discrepancy: 63 percent of the population is people of color, compared with 22 percent of the nonprofit executive directors.
- Northern Virginia has the smallest percentage of minorities in the region (40 percent) and the smallest percentage of nonprofit executive directors of color (5 percent).¹

Percentage of Nonprofit Executive Directors of Color and Region's Population of Color



Sources: 2009–10 Urban Institute Baltimore–Washington Survey of Nonprofit Economic and Diversity Issues; the U.S. Census Bureau, American Community Survey, 2006–08.

* Differences for respondents were statistically significant at the 95% confidence level.

** Population estimates by race-ethnicity were not available for Falls Church City and Manassas Park City in the ACS and therefore are not represented in these figures.

More recently, Americans for the Arts (2013) studied the salaries of arts managers who work in local arts agencies (N = 753). Approximately, 86 percent of the full-time respondents self-identified as white, and 72 percent as female. Full-time employees earned an average annual salary of just over \$66,000. Similar to the sample in my study, more than

¹ DeVita, Carol J., and Katie L. Roeger. "Measuring Racial-Ethnic DIVERSITY IN THE BALTIMORE–WASHINGTON REGION'S NONPROFIT SECTOR." March 2010. <http://www.urban.org/sites/default/files/alfresco/publication-pdfs/412053-Measuring-Racial-Ethnic-Diversity-in-the-Baltimore-Washington-Region-s-Nonprofit-Sector.PDF>.

90 percent earned a college degree. Not surprisingly, 92 percent of the executive directors or CEOs identified as white.

To change this, arts management should recruit more people of color. Diversity programs in arts management would seem a viable strategy. However, these programs should undergo continuous and rigorous evaluation to determine their efficacy in yielding more ethnic and racial diversity in arts management.²

Questions?

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² Cuyler, Antonio C. "An Exploratory Study of Demographic Diversity in the Arts Management Workforce." *Grantmakers in the Arts*. Fall 2015. <http://www.giarts.org/article/exploratory-study-demographic-diversity-arts-management-workforce>.

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