

WHO WE ARE

Urban Arts Leadership (UAL) is an example of change in action. This leadership initiative was launched in 2013 by the Greater Baltimore Cultural Alliance (GBCA). In line with the GBCA mission, Urban Arts Leadership creates equity and opportunity In, Through, and For arts and culture in Greater Baltimore. The initiative is a workforce development fellowship awarded to high achieving emerging leaders of color, and it champions policies and practices of cultural equity that empower a just, inclusive, equitable nation.

WHAT IS URBAN ARTS LEADERSHIP?

Urban Arts Leadership 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. Its purpose is to connect a talented and diverse pool of emerging leaders with arts organizations, arts service organizations, and art driven businesses that are committed to racial equity and inclusion.

Urban Arts Leadership is a ten month commitment from September to June. Fellows receive four months of intensive training and are committed to up to 20 hours a week, and will receive a stipend for participation. After completing the intensives, a matching process places Fellows within a Host Organization to coordinate and begin their unique six month project. While Urban Arts Leadership does not guarantee job placement, alumni have found great success in securing meaningful employment after graduation.

IS THIS FELLOWSHIP FOR ME?

Anybody with a commitment to the arts, and an interest in equitable practices is encouraged to apply for the fellowship. While the UAL targets recently graduated college students, the program is open for people who can demonstrate an equivalent level of experience working in the arts sector in administration, or other leadership roles.

WHAT DOES THE FULL FELLOWSHIP EXPERIENCE ENTAIL?

INTENSIVE TRAININGS are held in the first four months of the program (September-December). The Cohort must attend customized capacity building group intensives, which include racial equity and inclusion training, professional development workshops, community engagement events, cultural excursions, and arts administration conferences/convenings.

THE MATCHING PROCESS is organized as a round-robin style interview session. Placements are decided by the GBCA Equity Department based on unique case-by-case factors including results from the interviews, special skills of each fellow, and particular needs of an organization. Matches are announced before the end of December.

THE PROJECT IMPLEMENTATION period begins in January. Host Organizations are responsible for coordinating a working schedule with Fellows of no more than 20 hours per week for the six month duration of the placement/project. Fellows are required to create a project overview and present it as part of the June Urban Arts Leadership Graduation Ceremony.

I'M INTERESTED IN BEING A FELLOW

Urban Arts Leadership accepts up to ten Fellows per year. Applications open in January and require a CV/Resume, two letters of recommendation, and an application narrative that demonstrates an understanding of equity and inclusion, as well as the Baltimore arts sector. Prospective applicants will be contacted for an interview in May after the application period ends. For more info visit: www.baltimoreculture.org/UAL

WHO ARE THE HOST ORGANIZATIONS?

Each year, different Arts, Cultural, and Humanities Organizations apply to Host an Urban Arts Leadership Fellow. Any organization, large or small, may apply to become a Host. The role of Host Organizations is to provide mentorship, foster networking and pipeline-building, as well as nurture project execution skills. The organization may be a non-profit, for profit, university, or government entity based in Greater Baltimore or its surrounding counties. Organizations are allowed to become a Host more than once. In the past, Urban Arts Leadership Host Organizations have included:

- Anne Arundel Arts Council
- Arts Education in Maryland Schools
- Arts Every Day
- Baltimore Arts Realty Corporation
- Baltimore Center Stage
- Baltimore Clayworks
- Baltimore Creatives Acceleration Network
- Baltimore Dance Crews
- Baltimore Museum of Art
- Baltimore National Heritage Area
- Baltimore Office of Promotion and the Arts
- Baltimore Symphony Orchestra
- Chesapeake Shakespeare Company
- The Clarice Smith Performing Arts Center
- Everyman Theatre
- Greater Baltimore Cultural Alliance
- Jubilee Arts
- Leaders of Tomorrow Youth Center
- Maryland Citizens for the Arts
- Maryland State Arts Council
- Maryland Volunteer Lawyers for the Arts
- Muse 360
- Prince George's County Department of Parks & Recreation
- The Reginald F. Lewis Museum of African American History and Culture
- Single Carrot Theater
- The Walters Art Museum
- Arts for Learning Maryland (formerly Young Audiences)