

## Host Organization Eligibility Requirements

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The Urban Arts Leadership (UAL) is a program of the Greater Baltimore Cultural Alliance (GBCA).

UAL is a Fellowship Program where Host Organizations are required to:

- Be selected through an application process that requires a clearly articulated outline of the Fellowship responsibilities and leadership opportunities
- Supply meaningful projects that advance the work of the Host organizations as well as build the Fellows' professional skills
- Fulfill the requirement to pay \$5,000 toward the \$10,000 Fellowship stipend (fifty percent deposit required with application. Balance to be paid in full by December 31st)
- Designate a manager/mentor within the organization. All managers/mentors must be full-time employees of your organization and are required to report on the progress of UAL fellows to ensure continuity and productivity during the Fellowship
- Participate in required intensives specifically targeted to introduce common language and a much deeper understanding of the challenges facing individuals from underrepresented groups who are entering predominantly white institutions
- Be able to demonstrate fiscal responsibility for at least three (3) years
- Have a Board of Directors (if a 501(c)(3))
- Have the staff capacity and ability to manage and mentor UAL Fellow
- Have a physical home or home base of operation
- Have a computer or laptop available for Fellow use
- Be willing to engage the UAL fellow for 20 hours a week for a six (6) month period
- Be based within the GBCA service area or a location approved by GBCA Equity Department
- Commit to one full year of engagement (in addition to fellowship placement, organizations are expected to participate in some professional development intensives, feedback meetings and other UAL related events)

### **\*Preference and special consideration will be given to:**

- 501(c)(3) organizations in good standing
- Can articulate the project as a pathway to employment within the organization, although not required
- Will work broadly and effectively as a conduit to future leadership employment opportunities through introductions, networking, recommendations, and references

### **Questions?**

Contact GBCA Equity Department

[equity@baltimoreculture.org](mailto:equity@baltimoreculture.org)

The **Urban Arts Leadership** (UAL) 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. UAL 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, UAL offers Fellowship Host organizations tools and training that support institutional changes that encourage greater equity and inclusion.