



## INTRODUCTION

The Urban Arts Leadership (UAL) was created by the Greater Baltimore Cultural Alliance (GBCA) in 2014 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. UAL is a pipeline for high achieving young leaders who have demonstrated a strong commitment to this goal.

The development of UAL has been guided by community input and the participation of more than 30 administrators from partnering cultural organizations. It is an immediate response to the needs of early career professionals and is meant to strengthen the cultural field.

## FELLOWSHIP OVERVIEW

**UAL Fellowship** builds capacity by connecting fellows to resources and professional development workshops, with a particular focus on racial equity and inclusion. Fellows receive information and training, while developing new and expanded networks.

**The UAL Fellowship process provides these defined components for the forward motion of each participating Fellow:**

- Customized group capacity building intensive series
- Racial equity and inclusion training and certification
- A matching process for placements within partnership/host organizations
- Project implementation period where Fellows are formally embedded within an arts or cultural organization
- Fellowship stipend of \$7,500

## SELECTION PROCESS

All applications will be reviewed by a panel of field experts. Panelists will decide which applicants will be invited to a preliminary interview process with the Urban Arts Advisory Committee. Fellows will be chosen and notified of their acceptance once all eligible applicants have been interviewed. Panelists and Committee will be composed of artists and art professionals.

## SELECTION CRITERIA

Fellows will be selected based on the applicant's ability to demonstrate:

- A dedication to their personal and professional development within their respective practice
- An affinity to the arts and cultural sector
- Interest in increasing the participation of groups that have been historically underrepresented, particularly those of color, in the management of cultural and artistic organizations
- readiness to engage and participate in intensive, group building workshop discussions centered on the social impact of equity & inclusion
- The willingness to embed themselves into a professional environment to foster administrative and professional skills.
- Has demonstrated and assumed a leadership role in an arts-related endeavor

## ELIGIBILITY REQUIREMENTS

To be eligible for the Fellowship, applicants must be:

- A resident of Baltimore City, Baltimore County, Anne Arundel County, Carroll County, Harford County, or Howard County at the time of application and throughout the duration of the fellowship
- A U.S. citizen or permanent legal resident
- A recent college graduate (within five years), or validated equivalent thereof
- Able to commit to the entire ten-month fellowship timeline of the Urban Arts Leadership
- Can commit to at least 20 hours a week (including weekend meetings) for the duration of the fellowship

## HOW TO APPLY

All Fellowship applications must be submitted online through our: [UAL Submittable application link](#). The UAL fellowship has a \$25 application fee

- If you are a current GBCA member, email [equity@baltimoreculture.org](mailto:equity@baltimoreculture.org) to request the members' application link which allows you to apply without paying the \$25 application fee.
- If you are not a current member of the GBCA, the \$25 dollar application fee will include a one-year membership to the Greater Baltimore Cultural Alliance

## REQUIRED APPLICATION MATERIALS

The application will include the following elements:

- Applicant Information
- Application Narrative
- Resume/CV
- Two Letters of Recommendation

## APPLICATION NARRATIVE GUIDELINES

### FORMATTING:

- Please type answers using 12pt font (Arial or Times New Roman only.)
- First, type the question in **bold** and then type the answer directly below the corresponding question.
- This application section may not exceed five (5) total pages. Additional pages beyond the five-page maximum will not be forwarded to the selection panel.

### NARRATIVE QUESTIONS:

Please answer all questions in the order that they are listed below.

1. What does leadership mean to you? Describe specific examples of how you have demonstrated leadership
2. What has been your biggest lesson in leadership, and why did it impact you?
3. What is your understanding of “diversity” and/or “inclusion”?
4. Describe a project or experience that demonstrates your commitment to diversity and inclusion, and racial equity.
5. What are your long-term goals?
6. Why is this the right time in your career to take part in this fellowship?
7. If chosen for this fellowship, what specific skills do you hope to gain/develop?
8. Describe the type of organization in which you want to lead, and specific area(s) of responsibility where you would have the most impact.
9. Is there anything else you would like the selection panel to know about you?

## QUESTIONS

For any questions regarding application requirements, submission policies, deadlines, application fees or other administration issues:

Contact Kibibi Ajanku: [equity@baltimoreculture.org](mailto:equity@baltimoreculture.org) or 410-230-0200.

## FREQUENTLY ASKED QUESTIONS

### **What is the timeline for the UAL**

UAL will span the 2019/20 year, beginning in September 2019 and concluding in July 2020. Weekend professional intensive training sessions begin in September and will continue throughout the fellowship.

### **When will Fellows be placed within Partner Organizations for work?**

The Host/Fellow Matching process begins in December of 2019. Fellowship placements within organizations span over a six-month (6) period, with the placement beginning in January and ending in June. Organizations are expected to host Fellows for up to 20 hours/week.

### **How many hours per week will a Fellow be expected to commit?**

The fellowship is split into two sections. In the first section the UAL Fellow will spend approximately four months engaged in professional development training sessions. The amount of time per week varies but can be up to 20 hours. Once the Fellow is matched with their host organization, they will be expected to commit up to 20 hours a week at said organization. *Additional time on weekends may be required for check-ins and evaluations with the UAL Manager.*

### **What is the matching process like?**

Host organization interviews will begin in December 2019. Fellows will be provided with each host organization project descriptions. On the day of the interviews, fellows will have a chance to interview with each host organization. Once interviews are completed, fellow placements will be curated and formalized by the UAL manager with input from host organizations and careful consideration for the Fellows' interests and the needs. Fellows will be notified of their placement by the UAL, and begin their project with their respective host organization by January 2020.

### **Are the provided weekend professional intensive dates flexible?**

*The scheduled weekend intensives are not flexible and accepted Fellows must attend all dates,* barring true emergencies or specified religious observances.

### **May a Fellow work for a host organization for more than 20 hours/week?**

UAL requires that an organization be able to provide a Fellow with up to 20 hours of work per week. Any hours scheduled beyond the 20 hours/week requirement must be formally contracted and agreed upon by the host organization and the Fellow, with the full understanding that any additional hours will in no way be financially supported by the Urban Arts Leadership or the Greater Baltimore Cultural Alliance.

### **Do Fellows receive a stipend?**

Yes, the 2019-20 Fellows will receive a stipend of \$7,500 for the full 10-month commitment. The stipend will be distributed in three separate payments throughout the course of the fellowship. ***There is no prorate for partial participation***