



INTRODUCTION

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.

FELLOWSHIP OVERVIEW

The Urban Arts Leadership 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.

Since its conception in 2013, Urban Arts Leadership has provided training to over 45 Fellows. UAL Alumni are employed within arts sector leadership positions locally, regionally and beyond.

Over the course of a ten-month commitment, the Urban Arts Leadership Fellowship award includes:

- Intensive professional development training in arts administration.
- The opportunity to lead a project in collaboration with host organization partners.
- The opportunity to network, and develop relationships with leaders in the arts sector.
- Explicit equity and inclusion training.
- A \$10,000 stipend.

SELECTION PROCESS

All applications will be reviewed by the Urban Arts Advisory Council. The Council will decide which applicants will be invited to a preliminary interview and will conduct the interview. Fellows will be chosen and notified of their acceptance once all eligible applicants have been interviewed. The Council of ten people is composed of artists, art sector leaders and UAL Alumni.

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.
- A commitment 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.
- A readiness to engage and participate in intensive, group building workshop discussions centered on the social impact of equity and inclusion.
- A willingness to embed themselves into a professional environment to foster administrative and professional skills.
- A demonstrated history of leadership in an arts-related endeavor.

ELIGIBILITY REQUIREMENTS

To be eligible for the Fellowship, applicants must be:

- A resident of Greater Baltimore Cultural Alliance service area 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.
- A commitment to the entire ten-month fellowship timeline of the Urban Arts Leadership.
- A commitment to up to 20 hours per week, including weekend meetings, for the duration of the ten-month fellowship (expect additional required time for special events and assignments)

HOW TO APPLY

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

- 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 Questions
- Resume/CV
- Two Letters of Recommendation

QUESTIONS

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

Contact GBCA Equity: equity@baltimoreculture.org

FREQUENTLY ASKED QUESTIONS

What is the timeline for the UAL?

UAL fellowship year runs annually from September through June starting just after Labor Day. 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. Fellowship placements within organizations span over a six-month 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. Most of this time will take place during the Weekend Intensives. 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. Fellows will be provided with each Host Organization's project description. 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 GBCA Equity Department with input from Host Organizations and careful consideration for the Fellows' interests and the

host's needs. Fellows will be notified of their placement, and begin their project with their respective Host Organization in January.

Are the provided weekend professional intensive dates flexible?

The scheduled weekend intensives are not flexible and accepted Fellows must attend all dates in a timely and consistent manner, barring true emergencies or specified religious observances.

May a Fellow work for a Host Organization for more than 20 hours/week?

Urban Arts Leadership 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/financially 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, Fellows will receive a stipend of \$10,000 for the full ten-month commitment. Full participation is required to receive the full award amount. Barring a true emergency or personal tragedy, two absences from the Fellowship intensives OR failure to complete the six-month Fellowship placement will result in termination from the fellowship and the Fellowship stipend will be rescinded. In that case, there may also be a requirement to repay monies received. Attending any UAL intensive or official event late more than one (1) time, it will be counted as one (1) unexcused absence and may result in a financial deduction from the overall Fellowship stipend.