

Urban Arts Leadership Program Accomplishments

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.

- Our flagship UALP Fellows Program has grown from two participants in our 2013/14 pilot year to cohorts of ten Fellows in each following year (the 2014/15 and 2015/16 program years)
- Each year, at least one Fellow received return offers of employment from their Fellowship placements including Everyman Theatre, the Arts Council of Anne Arundel County, and Arts Every Day
- At the conclusion of the 2015/2016 program year, 90% of Fellows received job offers in the cultural sector
- UALP Fellows report significant increases in self-confidence and skills as a result of their participation in the program
- In three years, over 50 potential participants have applied to become UALP Fellows
- In three years, over 30 organizations applied to become Partner/Host organizations
- UALP has been featured in *Baltimore Business Journal*, *BMore Art*, *WYPR's Maryland Morning*, *CATALYST Review*, *CultureFly*, and *GBCA This Week*. In addition, the program manager has been invited to make presentations for the National Endowment for the Arts, the Washington, D.C. Commission on Arts and Humanities, the Association of Performing Arts Presenters, the Association of Performing Arts Service Organizations, and the City of Baltimore Women Leading Baltimore event