



GREATER BALTIMORE CULTURAL ALLIANCE



URBAN ARTS LEADERSHIP INFORMATION PACKET



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

It 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.

The Urban Arts Leadership exists to connect emerging leaders of color with host organizations in the arts sector that are committed to racial equity and inclusion.

The ideal organization is among the growing list that see the advantages and value of diversity in leadership within the arts sector. They are intentional and consistent about infusing their organization with talent that ensures people from all backgrounds have the opportunity to succeed.

The need for equitable inclusion is undeniable.

By decade 2040, the United States' population will be majority people of color and will bear an undeniable resemblance to Baltimore City. As the country looks to Baltimore, we look to the future. Baltimore and its surrounding counties have the opportunity to shape destiny by utilizing the arts as a platform to work intentionally against the obstacles of structural racism

The Urban Arts Leadership Fellowship process provides these defined components for the forward motion of each participating Fellow:

- A four-month customized group capacity building intensive workshop series
- Racial equity and inclusion training
- A matching process for placements within Partnership/Host organizations
- A six-month project implementation period where Fellows are formally embedded within an arts or cultural organization and given first-hand training
- Fellowship stipend of \$7,500



Urban Arts Leadership Fellows diversify and strengthen the leadership of arts organizations. Fellows are connected to resources and professional development, with a particular focus on racial equity and inclusion. They receive information, training, and develop new and expanded networks.

Urban Arts Leadership Host Organizations see the advantages and value of inclusivity and equity. They are intentional and consistent about infusing their organization with talent that ensures people from all backgrounds have the opportunity to succeed.

Urban Arts Leadership Guest Lecturers are a dedicated team of professionals with years of experience in their respective fields. Their intensive trainings provide and build professional capacity and self-determination. The intensives empower cohorts to be change agents in ways that productively and constructively serve.

Leadership Training with Racial Equity and Inclusion as the Lens

The first set of UAL Fellow intensives focuses on racial equity and inclusion, foundation culture, non-profit culture, and organizational models.

Racial Equity and Inclusion:

At the beginning of the UAL Intensives, Fellows are pushed to evaluate the important roles companies and art leaders play in growing a more inclusive workforce, and how they can encourage new pathways and perspectives in support of racial equity. They are required to participate in equity training, public speaking training, and to work in groups to design and facilitate a presentation on their career goals and equitable leadership in Baltimore.



Juanebastián Serrano and Omari Russell present on racial equity at Baltimore Impact Hub in September 2016



Fellows work with Avis Ransom of Baltimore Racial Justice Action to examine structural racism and discuss navigating workplace cultures

Professional Practice Training

Urban Arts Leadership prepares fellows to enter the arts sector by participating in community engagement events, and arts administration conferences and workshops. Fellows will receive training to support themselves in their professional field by attending workshops for marketing, branding, self-promotion and crowd-funding. Fellows will also be immersed in an arts/cultural organization for 6-months where they receive hands-on training in arts administration, and project management.



Larry Poncho Brown (left) invites fellows to his studio and J.C. Faulk (right) shares a talk about different personality profiles



The 2018 cohort attended the Mural unveiling of the Dizzy Gillespie mural in New York City

Urban Arts Leadership Host Organization History

Host organizations who are committed to inclusivity and equity practices within the cultural arts sector have connected with the UAL to foster the growth and success of talented fellows through a 6-month long partnership.

UAL Host Organizations Benefit From:

- Support and training to address implicit bias;
- Support and training to navigate solutions for workplace diversity and inclusion challenges;
- Understand better the causes and impacts of social and structural racism that affects your employees and your constituents;
- Working with other cultural organizations to implement equity and inclusion initiatives and best practices;
- The talents and skills of a high-performing, passionate, and committed Urban Arts Leadership Fellow.

2013 Pilot Year Organizations

Single Carrot
Center Stage
Jubilee Arts
Muse 360

2014-15 Year Organizations

Host Organization
Jordan Faye Contemporary
Everyman Theatre
Young Audiences of Maryland
Maryland Citizens for the Arts
Rowdy Orbit
Baltimore Clayworks
Muse 360
Reginald F. Lewis Museum
Arts Council of Anne Arundel County

2015-16 Year Organizations

Host Organization
Baltimore National Heritage Area in partnership with Baltimore City Mayor's Office
Baltimore Symphony Orchestra
Jubilee Arts
Baltimore Museum of Art
Arts Every Day
Maryland State Arts Council
The Walters Art Museum
Baltimore Office of Promotion & the Arts
Single Carrot Theatre
Young Audiences of Maryland

2016-17 Year Organizations

Young Audiences of Maryland
Greater Baltimore Cultural Alliance
Leaders of Tomorrow Youth Center
Baltimore Dance Crews Project
Single Carrot Theatre
Baltimore Arts Realty Corporation
Clarice Smith Performing Arts Center
The Walters Art Museum
Baltimore Office of Promotion & the Arts

2017-18 Year Organizations

Baltimore Clayworks
Maryland Citizens for the Arts
Everyman Theater
Leaders of Tomorrow Youth Center
Center Stage
Clarice Smith Performing Arts Center
The Walters Art Museum



Program head Kibibi Ajanku (center) with Mayor Katherine Pugh (center left) introducing the 2018 Urban Arts Leaders at their annual *Kick-it* kickoff event.

Furthering equity and inclusion in the Baltimore region, the Urban Arts Leadership is proud of its successes and outcomes

- 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
- **Over 55% of Fellows receive job offers in the cultural sector**
UAL Fellows report significant increases in self-confidence and skills as a result of their participation in the fellowship
- **The majority of UAL Fellows find they can make better, constructive choices when navigating implicit and explicit bias upon completion of the fellowship**



“UAL has equipped me to integrate artistic creativity and scholarship in order to lend an artistic lens to the cultural landscape of historic Baltimore.”

- Omari Russell, UAL 16/17 Fellow



“This program gave me the opportunity to show my talents on another level; the program ... has given my professional career and resume a huge boost.”

- Khadija Nia Adell, UAL 15/16 Fellow



“In addition to helping me to define and attain my life goals, the UAL has reassured my morality and is guiding the way I navigate myself as a human being.”

- Juanebastián Serrano, UAL 16/17 Fellow



“Urban Arts Leadership has helped me find my voice in aspects beyond my career goals. It taught me valuable experience in education, community service and business within the arts sector.”

- Asia McCallum, UAL 17/18 Fellow

The Urban Arts Leadership has been featured in:



88.1 FM YOUR NPR NEWS STATION

