



URBAN ARTS LEADERSHIP RECRUITMENT



WHO WE ARE

Urban Arts Leadership (UAL) is an example of change in action. Launched in 2013 by the **Greater Baltimore Cultural Alliance (GBCA)**, UAL is a fellowship program designed to increase diversity in the management of cultural and artistic organizations by building a pipeline for high achieving emerging leaders. *To support a full creative life for all, the GBCA commits to championing policies and practices of cultural equity that empower a just, inclusive, equitable nation.*

WHAT IS URBAN ARTS LEADERSHIP?

Urban Arts Leadership 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.

Urban Arts Leadership is a Part-Time **10 month commitment** from September to June. Fellows receive **4 months of intensive training** and are committed to up to 20 hours a week, and will receive a stipend for participation. After completing the intensives, a **matching process** places fellows within a Host Organization to coordinate and begin their unique 6 month project. While the UAL *does not* guarantee job placement, some Host Organizations have retained their fellows. Over 50% of Fellows have found jobs in the arts sector within 6 months of graduation.

IS THIS FELLOWSHIP FOR ME?

Anybody with an affinity towards the arts, and an interest in equitable practices is encouraged to apply for the fellowship. While the UAL targets recently graduated college students, the program is open for people who can demonstrate an equivalent level of experience of working in the arts sector in administration or other leadership type roles.

WHAT DOES THE FULL FELLOWSHIP EXPERIENCE ENTAIL?

INTENSIVE TRAININGS are held within the first 4 months. The Cohort must attend customized capacity building group intensives, which include racial equity & inclusion training sessions, community engagement events, cultural excursions field trips, and arts administration conferences/workshops.

THE MATCHING PROCESS is organized as a round-robin style interview session. Placements are decided by the UAL based on unique case by case factors: Results from the interviews, special skills of each fellow, and particular needs of an organization. Matches are announced before the end of the December.

THE PROJECT IMPLEMENTATION period begins after placements are announced. Host Organizations and Fellows are responsible for coordinating a working schedule of no more than 20 hours per week for the 6 month duration of the project. Fellows are required to share a short presentation on their projects during the UAL Graduation Ceremony, scheduled at the end of the UAL program.

FELLOWSHIP TIMELINE

INTENSIVE TRAINING PERIOD	4 Months September - December
MATCHING PROCESS	2nd Week of December
PLACEMENTS ANNOUNCED	Before January
PROJECT IMPLEMENTATION	6 Months January - June

I'M INTERESTED IN BEING A FELLOW

the UAL accepts *up to 10 fellows per year*. Applications open in Mid-Spring and require a CV/Resume, 2 letters of recommendation, and an application narrative that demonstrates an understanding of equity and inclusion. Prospective applicants will be contacted for an interview after the application period ends in late Summer. **You can find the application at www.baltimoreculture.org/UAL**

WHAT ARE THE HOST ORGANIZATIONS?

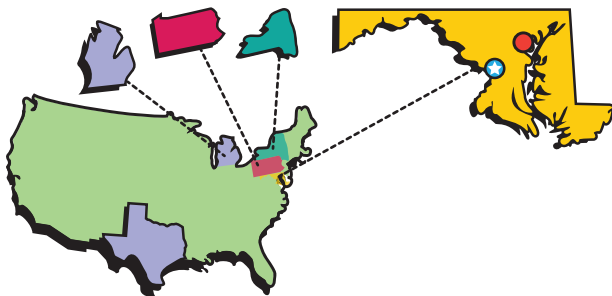
Each year, different organizations apply to become a Host. Any large or small organization may apply to host a fellow. The organization may be a non-profit, for profit, or a Government entity based in Greater Baltimore's surrounding counties. Organizations are allowed to become a host more than once.

UAL FAST FACTS

- Since its conception in 2013, Urban Arts Leadership has annually provided training for up to 10 fellows
- Some Alumni have continued their practice in leadership positions throughout the Country.
- At least %50 of all Alumni have found jobs within the art sector within 6 months of graduating
- Alumni are currently employed or pursuing higher education in the following States: Maryland/DC, Pennsylvania, New York, Michigan, Texas

In the past 5 years, the UAL has partnered with Host Organizations such as:

- *Baltimore Museum of Art*
- *Baltimore Office for Promotion and the Arts*
- *Baltimore Creatives Acceleration Network*
- *The Clarice Smith Performing Arts Center*
- *Maryland Citizens for the Arts*
- *Maryland State Arts Council*
- *The Walters Art Museum*
- *The Center Stage*



THE CLARICE

