



# URBAN ARTS LEADERSHIP HOST ORGANIZATIONS



## WHO WE ARE

Urban Arts Leadership (UAL) is an example of change in action. A program of 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 IDEAL HOST ORGANIZATION?

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.

## IS MY ORGANIZATION ELIGIBLE?

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. Host Organizations are required to have a physical base of operation with the capacity to provide appropriate mentorship, and a proper work space. Organizations are required to pay the \$5000 match towards the fellow's \$7500 stipend.

## I'M INTERESTED IN HOSTING A FELLOW

Host Organizations must complete our application which must include a clearly articulated project outline, organizational history and financial information. Proposed projects should foster and stimulate the Fellows' professional skills while reflecting the organization's racial equity practices. The applications open on [DATE] and end on [DATE]. You may contact the GBCA at any time to schedule a phone call and learn more.

## WHAT DOES THE FULL FELLOWSHIP EXPERIENCE ENTAIL?

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 of participation. After completing intensives, the **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, and most fellows find jobs in the arts sector within 6 months of graduation. Organizations are allowed to re-apply after the partnership ends.

**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 year.

**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.

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

### WHAT IS OUR ORGANIZATION COMMITTING TO?

- Once accepted, Host Organizations are committed to one full year of engagement. In addition to fellowship placement, organizations are expected to participate in some professional development intensives, feedback meetings, and other UAL/GBCA related events.
- Participating in required racial equity and inclusion intensives targeted to introduce a common language and a deeper understanding of the challenges facing individuals from underrepresented groups who are entering predominantly white institutions
- A \$5000 match towards the Fellow's \$7500 stipend.
- Designating a manager/mentor within the organization. Any managers/mentors must be full-time employees of your organization and are required to report on the progress of UAL Fellow to ensure continuity and productivity during the Fellowship. Mentors must be willing and free to engaging with the UAL fellow for 20 hours a week for the six (6) month period

### WHO ARE THE FELLOWS THAT GET ACCEPTED?

UAL chooses emerging leaders who have demonstrated an affinity to the arts sector by assuming a leadership role in an arts-related endeavor. *Fellows understand the importance of increasing the participation of groups that have been historically underrepresented, particularly those of color, in the management of cultural and artistic organizations.*

UAL chooses up to 10 fellows per year, and each different iteration of fellows have shown diverse skills and talents. Fellows of the UAL arrive prepared to take the next steps towards leadership roles within the arts sector. After the 4 Month weekend intensive period, Fellows are prepared to infuse their skills & knowledge within a Host Organization both as advocates for the arts sector, and to support policies of cultural equity.