

Field Leadership Fund Guidelines

MISSION AND GOALS

Who can afford to be an artist in New York City? Who can afford to be an arts manager?

The Field's 2013 report "to fail and fail big", profiled five mid-career artists, their success, failure and the impacts of privilege on their careers. From this point of view, "to fail and fail big" diagnosed two suffocating trends in the arts world: 1) that mid-career artists often reach a frustrating "stuck point" in their careers for which they need a super savvy arts manager (or arts administrator) who can move them forward; 2) that the current arts administration sector has impenetrable barriers for many under-resourced people. The Field believes that if these two populations (artists and managers) are left out of art-making, then our arts world becomes less vibrant, less provocative and less visionary.

Field Leadership Fund (FLF) is an assertive response to this diagnosis.

FLF is a fellowship that offers real opportunities, remuneration and access to ambitious artists, arts organizations and managers who want to be a leader in their field. We aim to move Manager Fellows into stable, resilient and financially viable careers in the arts and to move Artist and Arts Organization Fellows into new stages of work that will push their artistic visions forward. FLF will help participants identify, hone and share the skills that make them leaders. In addition, FLF hopes to impact the larger sector by sharing our lessons and challenges with our national peers via Leadership Forums, Dissemination Events, and printed results. Ultimately, Field Leadership Fund forwards the notion that advancements in diversity among leadership will lead to a more equitable arts sector in New York City and beyond.

PROGRAM DESCRIPTION

FLF is a 16-month long fellowship for 12 under-resourced artists, arts organizations and arts managers who are looking for ways to move forward as leaders in the arts sector. It begins with an opening 3-day retreat in New York City in early December and leads into a series of workshops, internships, and networking opportunities. For the internship, each manager will be paired with an artist or arts organization within the cohort to design and implement a project based on the skills of the manager and needs of the artist or arts organization. Together, the 12 participants who make up the FLF cohort will play a significant role in shaping the overall experience of the program. The ideal cohort would be diverse and reflect the groups who are most often underrepresented in leadership positions in the arts. FLF will run from December 2015 to the end of March 2017 (please see timeline below for details). Future cohorts will be announced in mid-2016.

Manager Fellows are paid \$20 per hour for a total of \$22,560 over 16 months.

Artist and Arts Organization Fellows each receive a \$5,000 general operating grant and approximately \$20,000 in in-kind administrative and consultant support over 16 months.

TIMELINE

- **Monday, July 27, 2015** Application opens
- **Monday, September 14, 2015** Application due
- **Monday, September 28 - Monday, October 5, 2015** Panel adjudication of applications
- **Week of October 12, 2015** In-person interviews for finalists
- **Mid- to Late-October, 2015** Participants will be notified of their acceptance
- **December 3 - 5, 2015 (Thursday - Saturday)** Opening Retreat
- **January 18 - March 11, 2016** Workshop series (10 hours/week for 8 weeks)
Wednesday evenings and Saturday mornings / afternoons
- **April 2016 - September, 2016** Internships: Round 1 (20 hours/week for 25 weeks)
- **August 4 - 6, 2016 (Thursday - Saturday)** 2nd Retreat
- **September - March, 2017** Internships: Round 2 (20 hours/week for 25 weeks)

ELIGIBILITY

To be eligible to participate in Field Leadership Fund, you must be:

- working in or interested in working in the performing or media arts, as an administrator or an artist;
- living or based in the tri-state area (New York, Connecticut, or New Jersey) during the run of FLF;
- able to attend the opening 3-day retreat, the 8-week workshop intensive from mid-January to March 2016; and the second 3-day retreat in New York City (all dates included above);
- able to commit to 20 hours/week of work during the two Internship Rounds (see dates above); and
- legally eligible for employment in the United States.

To be eligible to participate in Field Leadership Fund, you cannot be:

- enrolled in a degree-granting program during FLF; or
- a current employee, consultant, board member of The Field, or an immediate family member of such a person.

WHO SHOULD APPLY?

You should apply if you meet the eligibility requirements above and fall under at least 3 of the following categories. You:

- are an artist, arts organization or arts manager personally interested in social justice - valuing equality and believing that power and influence should be used in ways that create a better society;
- have experienced barriers to advancement toward leadership in the arts based on your age, ethnicity, gender, race, religion, sexual orientation, socio-economic status or other aspects of your social identity;
- are proud of your accomplishments but feel stuck and are looking for ways to move to the next level in your career in the arts;
- are interested in expanding your reach within the arts sector;
- are open and willing to learn from others;
- have specific needs and goals related to the arts that cannot be met with your current resources or within your current networks; and
- consider yourself a leader and are looking for an opportunity to lead within the arts sector.

SELECTION PROCESS AND REVIEW CRITERIA

FLF participants will be selected by a panel made up of members of the FLF Advisory Council, invited cultural stakeholders, and Field staff. After initial adjudication, finalists will be invited to an in-person group interview. When considering applicants, our main focuses will be:

Need

FLF aims to provide access to information, resources and opportunities that might not otherwise be available to participants because of aspects of their social identity (as listed above). Particularly this opportunity is for those who have done all that they can on their own and are looking for support in moving to the next level in their journey towards being a leader. We hope to identify applicants who stand to gain the most from this opportunity.

Collaboration

Working with others will be a key component of the program. You must be able to identify something you can gain as well as something you can offer to the FLF cohort. We are looking for people with varying degrees of professional experience and who come from different walks of life.

Purpose

Leadership in this context is defined by a set of distinct qualities that sets one apart from the crowd and does not necessarily refer to a specific position or title. Participants' reasons for pursuing leadership should be in line with the overall mission and goals of FLF (moving towards a more equitable arts sector in New York City and beyond).

Desire

The ideal participant would be excited about the idea of having an impact on the arts sector and wants to take on the role of being a leader.

Viability

Applicant must be able to fully participate in FLF and commit to completing the program from start to finish.

APPLICATION CHECKLIST

In order for your application to be considered complete you must have:

- ✓ registered as a Field Leadership Fund applicant;
To register:
 - *Visit thefield.org and go to “Field Leadership Fund”.*
 - *Scroll down and go to the appropriate registration link (“Manager Registration” or “Artist /Arts Organization Registration”).*
 - *Next, click on “Register for this program”*
 - *Then click on “Checkout” and complete the form.*
 - *Once you enter your information, click on “Review order” and print form for your records.*
 - *Click “submit order”. You will receive a confirmation message once you are registered.*

- ✓ completed and submitted an online application (please be sure you have provided all requested information); and

- ✓ submitted a resume through the online application.

If you have questions, please visit FLF FAQ's. If you still have questions, feel free to contact: Field Leadership Fund Project Manager, Rajeeyah Finnie-Myers at rajeeyah@thefield.org or 212-691-6969 x 16 .

Thank you!