

# Arts Leadership Training Program 2023-2024 Application

## Arts Administration Focused Stream

Following two successful and informative editions, the Arts Leadership Training Program is recruiting participants for the third iteration.

This program is delivered in two phases:

1. **Seminars**

Zoom Seminars once a week for twelve weeks.  
September 11 – December 1, 2023.

2. **Internships**

A paid Internship, three-months full time, or part-time over an extended period, at an arts organization, which meets the needs of the participant. Dates to be determined between the Intern and the organization.

For the first time, applicants may choose to participate in one of two ways:

1. **Seminars Only**

OR

2. **Both Seminars and Internship**

This program initially came about as a way to respond to ideas posed and needs expressed by IBPoC (Indigenous, Black and/or Person of Colour) artists and arts administrators during a deliberative forum held in Victoria, BC, in June 2020. It is intended to create learning opportunities for those interested in leadership positions in the performing arts. Since its inception in 2020, more than 20 individuals have benefited from the initiative.

As performing arts organizations, we acknowledge the colonial and oppressive systems we have inherited and perpetuated. We also realize the need to change the ecosystem. Through the process of developing and implementing the pilot project, we asked ourselves: “How can we presume to teach IBPoC participants when we have inherited a colonial legacy and are in the midst of trying to put down old tools and pick-up new ones?”

We are operating in ways that have colonialism embedded within them - ways that we may not believe in, but which most of us have not had time to stop and question. We also acknowledge that most IBPoC theatre makers do not trust the current system. By inviting recognized arts leaders from IBPoC communities to lead most of the seminars, we create a safe and informative program, which speaks directly to the participants needs.

We are opening the doors of these institutions with humility and ethical intentions, with the goal of creating a safe and healthy environment in which to share institutional knowledge, together with the wisdom and experience of leading members of the national IBPoC arts community.

**This third year is a collaboration between the following organizations:**

*Arts Club Theatre Company (Vancouver, BC); Belfry Theatre (Victoria, BC); Electric Company Theatre (Vancouver, BC); Globe Theatre (Regina, SK); Green Thumb Theatre (Vancouver, BC); National Arts Centre (NAC) (Ottawa, ON); Newworld Theatre (Vancouver, BC); Pacific Opera Victoria (Victoria, BC); Persephone Theatre (Saskatoon, SK); Prairie Theatre Exchange (Winnipeg, MB); Centre for Socially Engaged Theatre, University of Regina (Regina, SK); University of Victoria (Victoria, BC) Theatre Calgary (Calgary, AB); Vancouver Opera (Vancouver, BC); and Victoria Symphony (Victoria, BC).*

Interested applicants should submit this application to [nida@belfry.bc.ca](mailto:nida@belfry.bc.ca) by June 30, 2023

*If there are any potential barriers that might prevent you from applying, please contact us, and we will work with you to resolve it. Please reach out to us at: [nida@belfry.bc.ca](mailto:nida@belfry.bc.ca).*



## 2023-2024 Arts Leadership Training Program Application

(Alternatively, applicants may respond to the following questions via video submission)

Name: \_\_\_\_\_

Preferred Pronouns (optional) \_\_\_\_\_

Address: \_\_\_\_\_

\_\_\_\_\_

Email: \_\_\_\_\_

Phone: \_\_\_\_\_

Please check the box to best describe your desired participation in the Arts Leadership Training Program:

- Zoom Seminars only (Fall 2023)
- Zoom Seminars and 3-month In-Person Internship

If you are not selected for the internship, would you still be interested in participating in the Zoom Seminars?

- Yes
- No

**For the 2023-2024 cohort, the Arts Leadership Training Program will focus solely on ARTS ADMINISTRATION. Please note, this program does not support artistic practice (acting, directing, design, dramaturgy, etc.).** This training program will be designed collaboratively, assembling the program components based on the administrative interests of the participants. Please indicate the themes and topics of interest to you in your pursuit of arts administration and career growth.

Please check the top three areas of Arts Management listed below you wish to investigate.

- Communication & Collaborative Teamwork
- Community Engagement
- Company Management

*Continued...*

- Executive Direction
- Finance
- Fundraising
- Human Resources
- Marketing
- Producing
- Team Building
- Theatre School / Arts Education
- Other Areas of Interest: \_\_\_\_\_.

Please check the types of Arts Organizations you wish to investigate.

- Dance
- Educational Institution
- Music
- Opera
- Regional Theatre
- Summer Theatre
- Theatre for Young Audiences
- Touring
- Other: Please Specify \_\_\_\_\_

*Continued...*

Please check one or two preferred internship tracks (please note, these can change at a later date):

- Bookkeeping and Finance
- Communications and Engagement
- Education and Theatre School
- Marketing and Communications
- Producing or Company Management
- Other: Please Specify \_\_\_\_\_

As there is some flexibility with each individual internship, is there a time of year/timeframe you would like to work?

---

---

Internship intensity and its impact on work/life balance is always a factor to consider – would you be interested in:

- Occasional / Part-Time Internship
- Full-Time Internship

Please provide a snapshot of who you are - your past experiences, your aspirations, and your goals for the next five years. (max. 250 words)

---

---

---

---



*Continued...*

---

---

Identify three or four goals/objectives you want to achieve if you are selected to this program.  
(max. 75 words)

---

---

---

---

Please tell us what kinds of values, practices, and/or knowledge you would like to share as a program participant. (max. 100 words)

---

---

---

---

---

Signature: \_\_\_\_\_ Date \_\_\_\_\_

Interested applicants should submit this application to [nida@belfry.bc.ca](mailto:nida@belfry.bc.ca) by June 30, 2023