



## LACNA Executive Leadership in the Performing Arts Fellowship Program

### Application Questions

Welcome to the application for The Executive Leadership in the Performing Arts Fellowship Program. Please note: This is a preview document of the program application. In order to be considered for this fellowship you must [complete the application linked on the Executive Leadership in the Performing Arts Fellowship Program website here](#).

This application will take about 30 – 45 minutes to complete. Submissions will be reviewed by a committee of performing arts centers CEOs and NAS staff.

All applicants must:

- Have a demonstrated commitment towards equity in the performing arts field
- Have management experience
- Be working at mid-career level with 10-15 years of experience working in the arts field

*Regarding candidate experience having been exclusively in the arts field, exceptions may be made especially for those candidates ready to proceed to CFO, COO and CAO roles. For applicants pursuing a CEO future, the nominee must have at least 5 years of experience at a Performing Arts Center.*

If selected as a fellow:

- Participation in the program will require travel and time away from your job for as many as 20 days.
- You must have the support of your supervisor and/or CEO
- Most performance arts centers require employees to have a COVID vaccination. Your participation in this program will be contingent upon proof of vaccination (and negative COVID rapid test at arrival to in-person Fellowship events).

In addition to completing the following application, consideration for the Executive Leadership in the Performing Arts Fellowship Program is contingent on receipt of a letter of recommendation from a current or previous supervisor who can speak to your leadership ability and readiness for a C-suite position.

**Please direct this person to send their letter of recommendation by February 25, 2024 to Jade Cintrón Báez at [jade@artstrategies.org](mailto:jade@artstrategies.org).**



If you do not yet have confirmed participation for your letter of recommendation, you may skip this next question and return to it later.

### Letter of Recommendation Information

1. For our records, please share the name, title, organization, and contact information of the person who will be submitting the letter of recommendation on your behalf.

### Contact information

1. Name
2. Pronouns
3. Contact Information (This will only be used to contact you regarding your participation in the program)

### Identity

1. Please share a little bit about who you are. What makes you, you! Share a little about your lived experience.

### Career Goals

1. This program is designed specifically for individuals seeking a chief executive officer, chief operating officer, chief financial officer, and/or chief advancement/development officer position. Please identify which track you are most interested in pursuing.
  - a. Chief Executive Officer
  - b. Chief Operating Officer
  - c. Chief Financial Officer
  - d. Chief Advancement/Development Officer
2. Please tell us why you are interested in participating in the Executive Leadership in the Performing Arts Fellowship Program. Specifically, what excites you about the program? What could you envision sharing with other fellows in the program?
3. Please describe how you have tangibly demonstrated your commitment to equity in the performing arts field.

### Career Arc

1. Please describe where are you now in your career. How might this program help advance you to the next level in your career?
2. Please share what changes in the performing arts field need to be tackled. How do you imagine leading this change?



## Demographic Information

This fellowship seeks to accelerate diversity in the performing arts field. The following information will help us select a fellowship cohort of diverse identities, abilities, and lived experiences. **Sharing this information is entirely optional.** Only the selection review committee will have access to it. Your responses will be kept private and secure. Please answer all questions you feel comfortable with.

1. Please indicate your race/ethnicity (check all that apply)
  - a. First Nations/Native American/Indigenous
  - b. Black/African Descent/Diaspora
  - c. Asian/Asian American
  - d. Hispanic/LatinX
  - e. Pacific Islander/Hawaiian
  - f. White
  - g. Prefer not to disclose
2. Please indicate your gender identity (select all that apply)
  - a. Agender
  - b. Genderqueer or genderfluid
  - c. Mahu
  - d. Man
  - e. Muxe
  - f. Non-binary
  - g. Questioning or unsure
  - h. Two spirit
  - i. Woman
  - j. Prefer not to disclose
3. Please indicate your sexual identity (select all that apply)
  - a. Aromantic
  - b. Asexual
  - c. Bisexual
  - d. Fluid
  - e. Gay
  - f. Lesbian
  - g. Pansexual
  - h. Queer
  - i. Questioning or unsure
  - j. Same-gender-loving
  - k. Straight (heterosexual)
  - l. Stud
  - m. Prefer not to disclose



n. Other