

# rising

LEADERS OF COLOR

## 2022 GUIDELINES PITTSBURGH, PA COHORT



DEVELOPED AND ADMINISTERED BY **Theatre Communications Group**

Embedded in [TCG's mission and vision](#) is a long-range goal to transform the national theatre field into a more equitable, inclusive and diverse community. TCG is committed to centering Black, Indigenous and People of Color (BIPOC), Transgender and Gender Nonconforming and Disability communities. Through its programs and services, TCG is actively addressing and eliminating the structural barriers preventing BIPOC from thriving to their full potential.

TCG strongly believes that improving equity, diversity and inclusion in the U.S. theatre field is essential to the vitality of theatre as an art form. To that end, TCG is fully committed to supporting a wide range of aesthetics, perspectives, organizational sizes and structures as well as celebrating all areas of identity, including: gender, race/ethnicity, nation of origin, class, age, ability, sexual orientation and religion/spirituality.

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# What is the Rising Leaders of Color program?

The **Rising Leaders of Color (RLC)** Program is a core TCG professional development program for BIPOC, and is an expansion and re-envisioning of TCG's Young Leaders of Color Program (YLC) which launched in 2008 and TCG's SPARK Leadership Program. The program's structure brings national recognition to a cohort of early-career leaders, creates a learning space for affinity and accountability, and expands their network of empowering relationships with leaders across the country.

In 2022, RLC will form a cohort of six exceptionally talented early-career leaders of color from Pittsburgh, PA who are advancing their careers in the U.S. not-for-profit theatre and related sectors, and who demonstrate the potential to impact the field in a positive way.

Activities will span from May 2022 through June 2023:

- Late May 2022 (Online): Two-Part orientation meeting. The exact meeting dates will be announced at the time of notification. A detailed agenda will be provided in advance of each event.
- June 14 - 19, 2022 (In-person): Professional development workshops and events in Pittsburgh during the 2022 TCG National Conference.
- July - October 2022 and February - June 2023: Individual coaching, full cohort meetings, and professional development webinars on topics selected specifically for the needs of the cohort.

Please visit [TCG National Conference's website](#) for the full agenda.

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# Who is the RLC program for?

RLC 2022 seeks to develop and highlight six exceptionally talented early-career leaders of color based in Pittsburgh, PA who are committed to upholding equitable practices in the U.S. theatre field.

RLC is created for leaders in early stages of their career, for whom participation would accelerate their leadership development and knowledge of the theatre field. Leaders who have already had significant national recognition and participated in similar programs would be beyond the scope of this program. At the same time, those who are not yet at a point in their career to take full advantage of this type of program will generally not be competitive.

RLC acknowledges that leadership takes place throughout the theatre field and its related sectors and is not necessarily defined by a position or title. With that in mind, the program supports leaders working in all areas of the theatre field, including but not limited to acting, administration, craft areas, design, directing, dramaturgy, literary management, producing, stage management, technical production, and theatre criticism/journalism.

The program defines a leader as an individual who has had experience leading staff and/or organizations as well as those who have led artistic processes and programmatic initiatives.

Applicants of diverse backgrounds representing the full spectrum of leadership experience, including those who have worked in non-traditional organizations and structures, are encouraged to apply to this program.

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# Am I eligible?

RLC applicants must:

- Be based within 70 miles of [the Westin Pittsburgh](#), PA;
- Have experience in a **leadership role** in the theatre field\* or related sector(s) for approximately 2 - 5 years. This may include positions in the theatre field (including but not limited to artistic, production, administration, education, and theatre criticism/journalism), at a performing arts organization, a community-based organization, or an arts publication;
- Self-identify as Black, Indigenous, and People of Color (BIPOC\*).

## Clarifying Language

RLC embraces the broadest range of models and methods for theatre-making and understands that theatres are not uniform in aesthetic, approach, context, structure or delivery. At its core, theatre is an expressive and collaborative art form using any combination of words, voice, movement, media and visual elements to convey an idea, emotion or feeling.

BIPOC are terms used here for solidarity purposes representing a multiplicity of racial, ethnic, and cultural groups. We acknowledge that the terms “BITOC” and “BIPOC” are imperfect, not universally embraced by many who identify as People of Color and/or People of the Global Majority, and that language is in a constant state of reimagination and redefinition. For reference, Black, Indigenous, and People of Color represent over 80% of the global population. It is possible that during the program period, the language may shift again.

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# What happens during the RLC program?

Beginning with the two-part orientation meeting in late May 2022, RLC participants will undergo values clarification training, and explore how an individual's values can serve to sustain a career in the theatre field over time. The curriculum will also include training designed to deepen the participants' analysis of anti-racism and equity, diversity and inclusion (EDI), and identify where they can serve in allyship within the theatre field and beyond.

The RLC cohort will be highlighted in TCG's *Spotlight On* programming at the Conference, including networking opportunities, appearing in a *Spotlight On* video that will be shown during the Conference, and coverage in *American Theatre* Magazine and TCG's website.

The program activity period is divided into two parts: May - October 2022 and resuming February - June 2023. Activities will be a combination of individual coaching and reflection; full cohort meetings and webinars on selected topics; and conversations with field leaders.

TCG recognizes the unique journey early-career leaders will have in the theatre field, and will provide areas of support during the program period and beyond. TCG program staff will help participants navigate challenging situations in the workplace and identify ways in which their differences can be used as strengths to help them exercise leadership.

## *What happens during the RLC program? (cont.)*

The 2022 cohort includes an early-career theatre critic/journalist, who will also participate in the National Critics Institute at the Eugene O'Neill Theater Center July 12 - 24, 2022. Their activities will also include mentorship opportunities with arts editors and journalists in Pittsburgh and around the U.S., including with American Theatre magazine where their writing will be published.

**Note:** Scheduled RLC activities are considered professional commitments. Participation is required in real time, with the exception of online webinars which are recorded for viewing at a later date.

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## What will RLC provide?

- A full registration scholarship to attend the 2022 TCG National Conference in Pittsburgh;
- Local transportation and meals during Conference programming (Note: Housing during the Conference will not be provided.);
- Professional development workshops during the Conference and the 2022 - 23 program period;
- Networking opportunities with veteran leaders in the field and a national network of peers;
- One-on-one career counseling with TCG staff;
- One-year subscription to American Theatre magazine (online);
- One-year subscription to ARTSEARCH®;
- RLC Toolkit, including publications and resource materials.

The RLC 2022 critic/journalist will be provided with all of the above and in addition:

- Full registration for the National Critics Institute at the Eugene O'Neill Theater Center;
- Round-trip transportation to the Institute;
- Housing;
- Per diem.



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# How do I apply?

**Online application submission deadline:**

**Tuesday, April 19, 2022 at 6pm ET.**

## **1. Apply via the RLC22 Online Application Portal:**

[https://www.grantrequest.com/SID\\_1933?SA=SNA&FID=35092](https://www.grantrequest.com/SID_1933?SA=SNA&FID=35092)

Applications must be developed and submitted by applicants. The RLC22 Online Application Portal will require applicants to complete the online application form and upload the following one or two file(s). Please note that only applicants applying as critics/journalists will be required to submit two writing samples. Each file must be under 15 MB.

File#1: A resume/CV of less than 2 pages for the applicant. Name the file as follows: **LastName\_FirstName\_Resume.pdf**

File#2: For those applying as theatre critics/journalists, three writing samples (features or reviews). Save as a single pdf file and name the file as follows: **LastName\_FirstName\_Samples.pdf**

Application materials will not be accepted after the deadline and must be submitted via the RLC22 Online Application Portal. Incomplete applications may not advance to the selection panel for their consideration.

## **2. Save the Application Confirmation Email as proof of submission.**

Confirmation emails will be sent from *mail@grantapplication.com*, so please check your spam folder and keep the email as proof of submission.

## *How do I apply? (cont.)*

If you do not receive an Application Confirmation Email within an hour of submission, please email Raksak Kongseng (she/they) at [rkongseng@tcg.org](mailto:rkongseng@tcg.org).

### **3. Request two statements of recommendation from two recommenders.**

The application requires two statements of recommendation that address why the applicant is a strong candidate for the RLC program. Both recommenders should be familiar with the applicant's work. The statements must be submitted directly by the recommenders, not the RLC applicant, via RLC22 Recommendation Portal by Tuesday, April 19, 2022 at 6pm ET.

#### **RLC22 Recommendation Portal:**

[https://www.grantrequest.com/SID\\_1933?SA=SNA&FID=35093](https://www.grantrequest.com/SID_1933?SA=SNA&FID=35093)

Applicants are responsible for providing both of their recommenders with the link to the RLC22 Recommendation Portal. TCG will not send the link to the recommenders on an applicant's behalf.

The RLC program acknowledges that applicants may face barriers. Applications are accepted online in English; however, alternatives are possible. Program staff will help applicants navigate challenges related to language and/or technology. To request accommodation or assistance, please contact Raksak Kongseng (she/they) at [rkongseng@tcg.org](mailto:rkongseng@tcg.org), preferably two weeks before the application deadline.

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# What is the timeline?

Online Info Session (The recording will be available.)

**Friday, March 11, 2022 at 12pm ET**

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Application and Recommendation Deadline

**Tuesday, April 19, 2022 at 6pm ET**

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Applicant Notification

**Week of May 2, 2022**

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Finalist Interviews

**Monday - Wednesday, May 9 - 11, 2022**

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Finalist Notification

**Week of May 16, 2022**

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Two-Part Orientation Meeting

**Week of May 23, 2022**

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TCG National Conference

**Pre-Conference programing: June 14 - 15, 2022**

**In-person: June 16 - 18, 2022**

**Post-Conference Programming: June 19, 2022**

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Additional Professional Development Activities

**June - October 2022 and February - June 2023**

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(For theatre critics and journalists only) Participation in the National Critics Institute at the Eugene O'Neill Theater Center

**July 12 - 24, 2022**

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RLC participants must commit to attending and participating in all program activities listed above as well as periodic workshops, webinars and meetings, and are asked to treat all scheduled activities as professional obligations. TCG will provide a detailed curriculum to participants.

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# What is the selection process?

Applications will be reviewed through a competitive narrative and interview process by an independent and diverse selection panel composed of theatre professionals from across the U.S.

The selection process will take place in two stages:

**Stage 1:** Based on the panel's evaluation of each applicant's proposal including two statements of recommendation, finalists will be selected to participate in an online interview. TCG staff will contact finalists to schedule an interview that will take place on either May 9, 10 or 11, 2022.

**Stage 2:** If invited to the final stage of the selection process, finalists must be available for a one-hour online interview with the selection panel to be scheduled on either May 9, 10 or 11, 2022.

RLC applicants must demonstrate:

- Talent, skills, and professional experience as an early-career leader;
- Maturity, flexibility, and ability to adapt to change;
- Degree to which the program will impact the participant;
- Potential to take on greater leadership responsibilities;
- Potential for positive impact on the theatre field;
- Commitment to anti-racism and EDI in their work;
- Commitment to a career in the U.S. not-for-profit theatre.

Applicants must clearly articulate why this is the right time in their career to participate in the program, and how this program will impact them and advance their career in the theatre field.

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# Recommender Instructions

**Dear Recommender:** You are being asked to provide a recommendation for a candidate for the **Rising Leaders of Color (RLC) Program**. The program's structure brings national recognition to a cohort of early-career leaders, creates a learning space for affinity and accountability, and expands their network of empowering relationships with leaders across the country.

**RLC** supports leaders working in all areas of the theatre field and its related sectors, including but not limited to acting, administration, craft areas, design, directing, dramaturgy, literary management, producing, stage management, technical production, and theatre criticism/journalism.

In addition to your overall assessment of the candidate, please describe at least one example in which you have experienced this candidate's leadership skills and their potential to become change agents impacting the theatre field in a significant way. You should also address your experience of the applicant's maturity level and ability to adapt to change. It is possible that members of the selection panel will not be familiar with the applicant's work — therefore, your assessment will carry considerable influence.

Your statement of recommendation must be submitted by you, not the applicant. The statement must not exceed 1,000 words and should include your name, title, and email address.

Please submit your statement no later than **Tuesday, April 19, 2022 at 6pm ET** via **RLC22 Recommendation Portal:**

[https://www.grantrequest.com/SID\\_1933?SA=SNA&FID=35093](https://www.grantrequest.com/SID_1933?SA=SNA&FID=35093)

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**[www.howardgilmanfoundation.org](http://www.howardgilmanfoundation.org)**



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**Theatre Communications Group (TCG)**, the national organization for theatre, leads for a just and thriving theatre ecology. Since its founding in 1961, TCG's constituency has grown from a handful of groundbreaking theatres to over 700 Member Theatres and affiliate organizations and over 7,000 Individual Members. TCG reaches over 1 million students, audience members, and theatre professionals each year through its programs and services. The Global Theater Initiative, TCG's partnership with the Laboratory for Global Performance and Politics, serves as the U.S. Center of the International Theatre Institute. TCG believes its vision of "a better world for theatre, and a better world because of theatre" can be achieved through individual and collective action, adaptive and responsive leadership, and equitable representation in all areas of practice. TCG is a 501(c)(3) not-for-profit organization. **[www.tcg.org](http://www.tcg.org)**