



DIVERSITY IN ARTS LEADERSHIP (Coordinating Agencies)

CONNECTING THE NEXT GENERATION OF CREATIVE CHANGEMAKERS TO NONPROFIT ARTS & CULTURE MANAGEMENT

The Diversity in Arts Leadership Internship program (DIAL) is designed to promote equity in the arts leadership field, providing college students who have a career interest in arts, business, and community (social) change with a hands-on introduction to working in the non-profit arts sector. With a unique focus on creating more healthy, vibrant, and equitable arts ecosystems, intern participants are connected to an emerging arts community and a cohort of nonprofit arts organizational leaders, private sector mentors, and other cultural change practitioners. Together, they commit to continuous learning and advancing a more equitable arts ecosystem.

PARTNERING LOCALLY TO IMPACT NATIONALLY

The DIAL internship helps create a more healthy, vibrant, and equitable arts ecosystems by **strengthening career trajectories of interns, advancing the work of local arts organizations and influencing their communities.** Through place-based training, site visits, and facilitated conversations, all are engaged in the critical work of navigating towards the future of the arts.



25+ YEARS OF IMPACT

- 95% identify as people of color
- 50% have careers in the arts
- 40% are managers or above
- 110+ volunteer business mentors
- 98,000+ hours of added capacity for arts nonprofits

TIMELINE

December	Applications Open
February	Screening
March	Interviews
April	Notification
May	Onboarding
June	Program Begins
August	Program Ends

LEARN MORE: <http://AmericansForTheArts/DIAL> or contact: Emma Osore at eosore@artsusa.org

PROGRAM OVERVIEW

Arts management interns, traditionally untapped for arts leadership, are carefully chosen from a competitive nationwide pool of students. In partnership with the local coordinating agency, interns are matched with a business mentor and selected arts host organization for ten weeks (Monday – Thursday).

In addition, curated learning experiences (on Fridays) support cohorts of interns, arts hosts, and mentors to think critically about cultural equity and develop evergreen skills. Coordinating agency responsibilities include: staffing, planning, contracting, administration, and curating locally-relevant programming). Interns are paid a \$4,500 stipend.

By 2020, Americans for the Arts plans to partner with an additional city along with our New York City, New Jersey, and Des Moines DIAL sites.

WHAT AMERICANS FOR THE ARTS BRINGS TO THE TABLE



Through our commitment to cultural equity and investment in the future of the field, **AFTA supports member coordinating agencies who are looking for high-performing interns to bring needed skills, learn quickly, and offer new ideas.** AFTA centrally screens interns to fit needs of local host organizations and hosts for substantive projects and a supportive learning environment. AFTA also provides additional capacity: template documents, technical support, learning guides, seed capital, and a network of national peers advancing equity in the arts.

CORE COMPONENTS

- **Cost-share** at \$7,000/intern
- **Recruit, select, match, and orient** at least 5 interns, hosts, and mentors
- **Hire staff** to coordinate 60 hours of culturally conscious training, social support, and programming throughout 10-week summer (site visits, guided reflections, cultural events, professional development)
- **Administer monthly evaluations** provided by Americans for the Arts.
- **Connect interns** to DIAL alumni and Americans for the Arts' networks