



NASAA DEI Mentorship Program Announcement & Call for Applications

Program Description

NASAA acknowledges its role as a change leader within the nation's arts sector and shares with state arts agencies a commitment to diversity, equity and inclusion (DEI) as a foundational principle of arts leadership. The public sector is instrumental in advancing DEI in arts programs, policies and practices that make the arts central to the well-being of all communities in America. As the professional association for state arts agencies (SAAs), NASAA offers a portfolio of [programs and services to support SAAs' DEI work](#) and to equip SAA staff and appointed council members with resources, training and support systems to effect meaningful change. Among these services is a new pilot program beginning in 2018 that is designed to serve our members of color: the NASAA DEI Mentorship Program.

While there are many ways for an organization serving diverse constituents to promote equity, NASAA is launching the DEI Mentorship Program with a deliberate focus on race equity. This is out of recognition that race is often subsumed into broader policies and practices around equity, making the particular circumstances faced by people of color less visible, and therefore left unaddressed. Moreover, NASAA recognizes that, as in other sectors, people of color in the state arts agency sector face unique barriers to career advancement, such as implicit bias in organizational hiring practices and inaccurate perceptions about the availability of qualified candidates of color. A mentorship program is one strategy to eliminate or reduce these race-related barriers.

Program Objectives & Guidelines

NASAA envisions the DEI Mentorship Program as a means to "open a window" on middle management and executive level careers in state arts agencies, so that more of NASAA's

members of color can efficiently and effectively chart a course toward those roles. The two primary objectives of the NASAA DEI Mentorship Program are:

- To provide professional development for individual members of color to identify and achieve self-determined goals related to the skills and competencies needed to enter, sustain and advance into middle and executive management careers in state arts agencies
- To ensure equity and inclusion of people of color within state arts agencies and the NASAA membership at large

Guidelines for Mentors

NASAA recognizes the need for a flexible approach to pairing mentees and mentors within a DEI focused program. Some mentees may wish to be paired with a mentor of color to build and benefit from a relationship that intentionally prioritizes shared experiences related to race and ethnicity. Other mentees may seek a mentor relationship in which shared race or ethnicity is a less salient factor than the opportunity to build a new network or achieve a specific professional goal.

To broaden the possibilities for mentee candidates' preferences to be realized, NASAA encourages NASAA People of Color Affinity Group participants in middle management and leadership roles to serve as **mentors** in the DEI mentorship program, according to their interests and circumstances. However, to alleviate the burden on our members of color to be mentors if it is not their interest or desire to serve as such, NASAA invites all interested SAA deputy and executive directors and council members to volunteer as mentors as well.

To ensure that all mentors have adequate support around race equity and mentoring best practice, NASAA will provide an annual orientation for mentors, led by NASAA's DEI Mentorship Program co-coordinators, as a prerequisite for participation as a mentor in the program.

Depending on the number of mentees who apply to participate in the program, mentors may or may not be paired with a mentee, or may be invited to serve as a mentor for more than one mentee.

It is NASAA's expectation that mentors will:

- secure support from their agency's leadership to participate in the mentorship program prior to applying (if applicable);
- commit to full participation according to the program time line (outlined below);

- uphold the principles of diversity, equity and inclusion stated in NASAA's [Policy Statement on Diversity, Equity and Inclusion](#).

Guidelines for Mentees

All state arts agency staff and council members who identify as people of color are invited to apply to participate in the DEI Mentorship program. NASAA anticipates that the first cohort of **mentees** for the DEI mentorship program will come from NASAA's People of Color Affinity Group; however, participation in the affinity group is not required to participate in the DEI Mentorship Program.

To ensure that all mentees have adequate support around race equity best practice, NASAA will provide an annual orientation for mentees, led by NASAA's DEI Mentorship Program co-coordinators, as a prerequisite for participation as a mentee in the program.

It is NASAA's expectation that mentees will:

- secure support from their agency's leadership to participate in the mentorship program prior to applying (if applicable);
- commit to full participation according to the program time line (outlined below);
- uphold the principles of diversity, equity and inclusion stated in NASAA's [Policy Statement on Diversity, Equity and Inclusion](#).

Mentor-Mentee Application & Pairing Process

According to requests and interests communicated in mentor and mentee applications, NASAA's DEI Mentorship Program co-coordinators will pair interested SAA staff or council member mentees of color with mentors selected either from NASAA's People of Color Affinity Group or from SAA executive director, deputy director and council member candidates for a six-month, one-to-one mentorship. The structure of the mentorship will consist of a minimum of five one-hour phone calls or video chats between each mentor and mentee pair, scheduled at their mutual convenience. Mentor-mentee pairs are encouraged, but not required, to meet in person at one of NASAA's annual conferences or board meetings, or other mutually convenient locations, as circumstances allow.

NASAA's DEI Mentorship Program co-coordinators will assist mentees in preparing a skills inventory and statement identifying their professional development goals prior to pairing them with a mentor, matching their preference to the fullest extent possible. The co-coordinators will then initiate a 15-minute conference call to introduce mentee and mentor, and support the pair in scheduling a minimum of five one-hour phone calls or video conferences over the course of the mentorship term to address the mentee's professional development goals. While NASAA encourages mentor-mentee pairs to meet in

person when possible, it is not required so that travel expenses are not a barrier to participation. A brief survey distributed to both mentor and mentee at the end of the mentorship will serve to gather data for program evaluation.

Deadline to Apply: Monday, November 12, 2018

Interested mentors and mentees should complete the [NASAA DEI Mentorship Program application form](#).

Applications for the 2018 NASAA DEI Mentorship Program are due by **5:00 p.m. Eastern on Monday, November 12, 2018**.

Mentor and mentee pairs will be notified by 5:00 p.m. Eastern on **Friday, November 30, 2018**.

Thank you for your interest in NASAA's DEI Mentorship Program. If you have any further questions about the program, contact NASAA DEI Mentorship Program Co-coordinators Susan Oetgen and Connie Souto Learman: susan.oetgen@nasaa-arts.org; connie.souto-learman@nasaa-arts.org

See next page for Program Time Line & Key Dates

Program Time Line & Key Dates

Monday, October 1, 2018 3:30-4:30 p.m. Eastern Thursday, October 4, 2018 11:30 a.m. – 12:30 p.m. Eastern	Information sessions for potential mentees	Application & pairing process Format of mentorship General questions
Tuesday, October 2, 2018 3:30-4:30 p.m. Eastern Friday, October 5, 2018 11:30 a.m. – 12:30 p.m. Eastern	Information sessions for potential mentors	Application & pairing process Format of mentorship General questions
Friday, November 2, 2018, 8:00-9:00 a.m. Eastern	Assembly 2018 – People of Color Affinity Group meet & greet event	Formal launch of NASAA DEI Mentorship Program Introduce NASAA program co-coordinators General questions
Monday, November 12, 2018	Applications DUE	On-line application
Friday, November 30, 2018	Notification of mentorship pairings	Via e-mail
Monday, December 3, 2018 3:00-4:30 p.m. Eastern Wednesday, December 5, 2018 3:00-4:30 p.m. Eastern	Mentee webinar orientation	Meet NASAA DEI Mentorship Program co-coordinators Review program guidelines & goals Race equity training
Tuesday, December 4, 2018 3:00-4:30 p.m. Eastern Thursday, December 6, 2018 3:00-4:30 p.m. Eastern	Mentor webinar orientation	Meet NASAA DEI program co-coordinators Review program guidelines & goals Race equity training
Week of December 10-14, 2018	Introductory phone calls	15-minute phone calls with NASAA DEI Mentorship Program co-coordinators and individual mentorship pairs
TBD, January 2019	Individual mentorship pair suggested meeting (1 of 5)	
TBD, February 2019	Individual mentorship pair suggested meeting (2 of 5)	
TBD, March 2019	Individual mentorship pair suggested meeting (3 of 5)	
TBD, April 2019	Individual mentorship pair suggested meeting (4 of 5)	
TBD, May 2019	Individual mentorship pair suggested meeting (5 of 5)	
Friday, June 28, 2019	Conclusion of mentorship program Surveys DUE	