

Equity Ambassadors Program

Application Guidelines

Administered by the Arts Council of Indianapolis and supported in part by the National Endowment for the Arts.

Application: <https://bit.ly/3aRwMNR>

Deadline: Friday, October 2, 4:30 PM



PURPOSE

Four local artists will be selected as Equity Ambassadors to assist in evaluating how Arts Council of Indianapolis policies and practices impact individual artists of color in Indianapolis. The ambassadors will employ simple research methods using the lens of inclusion, diversity, equity, access, and sustainability to evaluate all artist-related activity including grant and fellowship programs (Beckmann Emerging Artist Fellowship, Creative Renewal Arts Fellowship, DeHaan Artist of Distinction Award, etc.), presenting venues (Gallery 924 and Indianapolis Artsgarden), Artist Services programs, and public art. Their findings will inform a series of recommendations to be considered and implemented by the Arts Council for stronger and more inclusive engagement with communities of color.

The Equity Ambassadors program is funded in part by an Art Works grant from the National Endowment for the Arts.

HISTORY

In 2016, the Arts Council of Indianapolis adopted the following [Equity Statement](#) as a guiding principle for how the organization would serve artists, arts organizations, students, and audiences in Indianapolis. This also led to the development of an internal Equity Task Force to address issues of equitable access to resources internally and within the arts community as a whole. Since the adoption of this statement, the Arts Council has restructured the Annual Grants Program to prioritize small and mid-sized arts organizations; required that all staff members attend racial equity training offered through Indianapolis Public Schools; and developed an annual Equity Report to track our progress in the areas of race, gender, and disability status. To continue this important work, the Equity Ambassadors application was submitted to the National Endowment for the Arts in 2019 in an effort to more specifically target our efforts based on feedback directly from artists.

ELIGIBILITY

In order to apply to the Equity Ambassadors program, you must fulfill the following eligibility requirements.

- You must be pursuing a professional, working career in the arts (incl. dance, theatre, music, literary, media, or visual arts) and must have been working in the arts for **at least two years**.
- You must be a current resident in Central Indiana, which includes Marion, Morgan, Boone, Hamilton, Hendricks, Hancock, Johnson, and Shelby Counties.
- You must have reliable access to internet.
- Must have reliable access to transportation.
- You must be available to participate in **12 mandatory 2-hour monthly meetings** over the course of 2021. These will likely be conducted virtually.
- You must be 18 years of age or older.

COMPENSATION

Equity Ambassadors will be compensated at a total rate of \$4,500. Payments will be made upon delivery of 5 required reports in the amount of \$900 each (report deadlines in March, May, July, September, and November). Ambassadors will be provided with a 1099 form following completion of the ambassadorship and will be responsible for all tax liability.

DEADLINE FOR APPLICATIONS

Applications to the Equity Ambassadors Program are due by **4:30 PM on Friday, October 2**. Applications must be submitted through [Cognito Forms](#). Paper applications will not be accepted.

EVALUATION PROCESS AND SELECTION CRITERIA

A committee of arts professionals will adjudicate applications and make recommendations for consideration. Finalists will require final approval by the Arts Council Board of Directors.

Panelists will make their decisions based on the application responses and supporting documentation. Applicants will be evaluated according to the following:

- **Artistic Career (5 points)**
Applicant should demonstrate that they have an active arts career (for at least the past two years) with regular performance, exhibition, publication, and/or commissioned opportunities. Strong applicants will be well-connected with local arts and community-based organizations.
- **Culturally Engaged Artistic Practice (5 points)**
Applicant should demonstrate that their artistic practice respectfully and accurately connects to and/or addresses the culture of one or more communities of color. Applicant should also demonstrate the depth of their experience in actively connecting their artform to communities of color through designing and organizing programs, education (i.e. teaching artistry), participating in a collective, or other means.
- **Community-based Involvement (5 points)**
Applicant should demonstrate a commitment to the work of racial equity within the arts and culture sector. Applicants should also demonstrate their level of experience or interest in asset-based community development within an artistic context.

NOTIFICATION AND AWARDS

Applicants will be notified of their selection electronically by **Friday, December 4, 2020**. Once the official Ambassadors have been announced, an agreement, an IRS W9 form, and other applicable forms will be provided to Ambassadors to complete and return.

TIMELINE

August 24, 2020:	Application released
August 26, 2020, 5:00 pm:	Application workshop (Register to attend)
September 9, 2020, 10:00 am:	Application workshop (Register to attend)
September 23, 2020, 5:00 pm:	Application workshop (Register to attend)
October 2, 2020, 4:30 pm:	Application deadline
October & November 2020:	Adjudication and selection of ambassadors
December 4, 2020:	Applicants notified of their status
Jan. 1 – Dec. 31, 2021:	Ambassadorship timeframe, meeting dates/times TBD

CONTACT INFORMATION

Questions concerning the Equity Ambassadors program which are not answered through the guidelines, should be directed to **Rishard Allen**, rallen@indyarts.org.

ACCESSIBILITY

Requests for alternate formats of this document (large print, ASL, braille, etc.), and all other accommodations, should be addressed to Rishard Allen, rallen@indyarts.org.