

Radiate Application

A pilot fellowship program for BIPOC artists, facilitated by RAWdance

Today's art landscape requires working dance artists to expertly wear many hats — not only developing a vision for their craft, but also coordinating with collaborators and spaces, raising funds to support their projects, learning how best to promote their work to audiences, and more. It's an incredibly challenging balance between artmaking and administrative responsibilities, especially as an early-career artist still growing a system of support.

The Radiate Fellowship is a one-year, paid opportunity that will bolster artists as they pursue their own journeys. The 2021-2022 year will support three artists who self define as early-career and will prioritize artists who identify as Black, Indigenous, and people of color. For its pilot year, this program will work with over 25 local arts and community leaders to refer eligible artists to apply.

We acknowledge the problematic structures of traditional hierarchical mentorship programs, especially for BIPOC artists navigating an inequitable system rooted in white power structures. We're working hard not to replicate these models. While the program will be guided by RAWdance's three Co-Artistic Directors, in concert with the whole organization, the fellowship is designed to leverage the resources we have, making them more directly available to Fellows. Alongside participating artists, RAWdance aims to uphold mindful spaces for listening, sharing, community building, and developing a strong cohort among Fellows. We've arrived at a basic structure for the program, but the idea is to be as responsive as possible to each artist, so the year will truly be shaped by the cohort. We appreciate your partnership through this journey and are looking forward to developing something exciting together!

For more about the program and about RAWdance, check out: rawdance.org/fellowship

DETAILS

Program basics:

- Each Fellow will receive a \$4,000 honorarium to participate in the program and support their artmaking as they see fit.
- Some additional funds have been reserved to support select additional costs specific to each Fellow's plan (such as studio rental, meetings, etc.). This support will be discussed and agreed upon in early conversations between the company and Fellows.
- Fellows commit to monthly, 90-minute check-in meetings (each month will alternate between individual conversations with RAWdance Co-ADs/guests and conversations among cohort members), one initial orientation session to get to know fellow participating artists as well as RAWdance staff, dancers, board etc., and a special wrap-up session at the close of the program year. Additional conversations are encouraged and welcome at any time.
- RAWdance commits to creating a mindful container for Fellows to work within that will incorporate collaborative pathways to share space and feedback, including co-creating a community agreement and inviting guest BIPOC arts leaders to engage with the program throughout the experience.
- The program will designate a third-party individual, outside of RAWdance's staff, to provide a channel for Fellows to express any feedback that should be addressed during the fellowship period.

Who is this for?:

Three self-identified, early-career BIPOC dance artists based in the Bay Area, who are seeking a supported space to advance their vision and goals to the next stage of their career. As a pilot program, we are also looking for artists who will be comfortable shaping the fellowship experience with us as the year progresses. Feedback and open communication will be key to ensure that each Fellow receives the support that they desire.

Other details:

- Artists should be based in the Bay Area for the duration of the year. Meetings will be a mix of in-person and virtual.
- Artists should not be enrolled in a degree-granting program for the duration of the fellowship, if that program provides access to resources that aid the artmaking process. The fellowship aims to help facilitate resource-sharing for artists who don't have the access often provided through educational institutions. We understand that within degree-granting programs, access and support can vary greatly. For any specific questions or considerations regarding this eligibility requirement, please email fellowship@rawdance.org.
- Artists should be comfortable with written and verbal communication being in English. Additional communication needs, such as ASL interpretation, will be arranged as needed throughout the program.
- Artists will need access to a device and wifi for virtual communication. For applicants who need these resources, please email fellowship@rawdance.org and we can discuss options to access them.
- This opportunity is open to dancemakers based in any dance genre/form, but we want to be transparent that RAWdance, and we as Co-ADs, have the most direct experience with contemporary/modern dance.

Application process:

- Applications may be submitted by emailing written or recorded responses to the questions below by July 7, 2021.
- A panel will review all applications and recommend a small group of artists to move forward to Round 2. The panel is composed of a RAWdance board member, advisory board member, company dancer/collaborator, two outside community members, and RAWdance's three Co-ADs. Five of the eight panelists identify as BIPOC.
- Round 2 of the application process will consist of an informal conversation between each recommended artist and the Co-ADs to get to know one another better, and begin to discuss potential objectives for prospective Fellows.
- Following Round 2, three artists will be chosen for the pilot year of the fellowship.
- Timeline:
 - **June 9:** Applications become available
 - **July 7:** Applications are due by 11:59pm PT
 - **Late July:** Artists will be notified whether or not they have been invited to Round 2
 - **Early August:** The pilot cohort of artists will be finalized and Round 2 artists will be notified
 - **(On or around) August 23:** Radiate fellowship program begins

APPLICATION

Please email a completed application to fellowship@rawdance.org by 11:59PM PT on July 7. Because of the panel review timing, we do not have the capacity to accept applications submitted after that time. Written applications may be emailed either as an attachment or in the body of the email itself. To submit a verbal application instead, please record a voice memo or video of yourself responding to the questions below and email us with a link to the recording on google drive, dropbox, etc., or attach it directly to the email.

If you have any questions about the program or application process, please email the address above before 5pm PT on July 7.

Completed applications should be about **1-2 pages in total (or the spoken equivalent)** and include responses to all questions except for #9, which is optional. Our hope is that responding to these questions is not a lengthy or onerous process, but we also know shorter is sometimes harder. There are no fixed character or word counts, but please be mindful of the panelists' capacity to review lengthy submissions.

In many of the questions below, we have included further description, including several sub-questions, to suggest potential approaches to your responses. You should reply in a way that feels important and relevant to you — we are not expecting all sub-questions to be answered! The additional language is simply there to guide you towards what we are trying to learn from each section.

1. **Do you identify as an early career artist?** Y / N
2. **Do you identify as Black, Indigenous, or as a person of color?** Y / N
3. **Who referred you to this fellowship application?**
If no one has explicitly referred you to this program or if you have any uncertainty about who may have referred you, please email us before 5pm PT on July 7 at fellowship@rawdance.org for more information.
4. **Will you be part of a degree-granting program at any point during the fellowship year (Aug. 2021-Sept. 2022)?** Y / N
- 4b. **If yes, does the program provide you with access to resources to support your artmaking, which would not otherwise be available to you?** Y / N
5. **Please briefly tell us about your work and yourself as an artist.**
We want to understand what drives you and what your priorities are as a dance-maker. For example, if you are process-driven, we'd love to hear about your process and how it impacts your work. If it is important to you that your work serves a particular community, we'd love to hear about how you engage with that community. We're not looking for a resume or list of

accomplishments here — this is your space to share what inspires your passion and motivation for your work.

6. **Describe an artistic accomplishment or project that you are particularly proud of.**
What stood out about that project in particular? How did that project shape how you think about your art?

7. **Do you have any specific goals for the near future — big picture, targeted, or both?**
Are there specific projects that you're looking to launch? Is there a skill (artistic, administrative, production) that you hope to acquire? Lofty dreams that you'd like to work towards? Why are these goals important to you in this moment? Note: As part of Round 2 of the application process, we will begin the discussion about specific ways this fellowship might be able to serve your goals.

8. **How do you see yourself contributing to and/or benefiting from your fellow cohort members?**
Do you have specific skills that you are always excited to share with others? Are there specific conversations that you are hoping to engage in with other artists? Do you find yourself playing a specific role in small group settings? Do you jive with a particular style of communication?

9. **Work sample** (optional):
We know that art speaks for itself and it's often more effective to share examples of your work than trying to describe it in words. If you'd like to introduce your art to us through existing materials, we'd love to take a look at whatever you think is a good representation. This can be a website, public Instagram account, links to YouTube/Vimeo videos, etc. The panel will do a general review of whatever material you send along, as opposed to watching a defined duration of a traditional 'work sample'. We strongly encourage sending existing material and not spending additional time creating an edited work sample particularly for this application! Please make sure to send passwords for any links that are password protected. For the sake of the panelists, we request that you use discretion in how many links/samples you send along.

Please feel free to contact us if you have any questions: fellowship@rawdance.org.

Thank you!