

Radiate: A fellowship program for early-career artists

I felt so supported throughout the duration of the RADIATE Fellowship. As a dancer creating my own work, the path can feel lonely and overwhelming at times. Coming away from this fellowship, I feel more ready to lay the foundations for the next phase of my practice and am grateful for the new relationships of care I have with my fellow Fellows and RAWdance. – Johnny Huy Nguyen, Radiate pilot Fellow

The fellowship gave me the time/resources to identify the next steps in my dance career while helping me find ways to strive for sustainability through all my choices. It was also deeply inspiring to work alongside other talented artists and learn what dance work and collaboration can look like in different capacities. – Saharla Vetsch, Radiate pilot Fellow

Today's art landscape requires dance makers 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 art-making and administrative responsibilities, especially as an early-career artist who's still growing a support network, and even more so for those with voices that are underrepresented in the field, combating deeply rooted, inequitable systems.

We're excited to launch our second Radiate Fellowship cohort — an 18-month paid opportunity supporting early career BIPOC dance makers as they pursue their own journeys and goals (artistic, administrative, activist, and any permutation in between) by expanding resources, emphasizing relationship building, and providing a mindful structure for explorations and discovery.

We acknowledge the problematic structures of traditional hierarchical mentorship programs, especially for BIPOC artists navigating an inequitable system, rooted in white colonial power structures. We're working hard not to replicate these models. Alongside participating artists, RAWdance aims to uphold mindful spaces for listening, sharing, community building, and developing a strong cohort among Fellows. The idea is to be as responsive as possible to each artist, so the fellowship 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, past Fellows, and RAWdance, check out: rawdance.org/fellowship

Program Basics:

- The fellowship period will run from October 2023 to March 2025.
- Each Fellow will receive a \$4,500 honorarium to participate in the program and support their art-making as they see fit.
- Each experience in the program will be designed by the Fellow to serve their specific needs, with support from the team at RAWdance.
- RAWdance's Co-Artistic Directors will serve as facilitators/connectors along with our Managing Director and the company's extended family/network of collaborators, advisors, donors, dancers, etc.
- Fellows are expected to outline specific objectives (that can, and likely will, evolve over the course of the fellowship) to guide their individualized fellowship experience.
- Fellows must commit to participate in the sessions below. The schedule will be mutually agreed upon and set before the start of the fellowship period.
 - Monthly, individual 1hr calls with the Artistic Directors
 - 1.5hr sessions every other month as a cohort (beginning and ending sessions will be longer)

- A public presentation towards the end of the fellowship period (short performance/Q&A/other). The exact format may be decided on by the cohort and RAWdance) and is intended to further connect the artists to the company's extended community without adding significant work.
- Three social media takeovers, one at the beginning, middle, and end of the fellowship, for each Fellow to share about themselves and whatever they're working on and/or thinking about.
- Sessions and engagements will be a mix of in-person and virtual (phone and zoom).
- RAWdance commits to creating a mindful container for Fellows to work within that will incorporate collaborative pathways to share space and feedback. Among other elements, this includes creating a community agreement as a group. Guest BIPOC arts leaders will be invited to engage with the program throughout the experience.
- There will be a designated third-party individual, outside of RAWdance's staff, who is available for Fellows to express any feedback that should be addressed during the fellowship period, should the need arise.

Who is this for?:

Two self-identified, early-career BIPOC dance makers based in the Bay Area, who are seeking a supported space to advance their vision and goals to the next stage of their career. The artists should be interested, prepared, and committed to put in the work and to help steer their fellowship experience. 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 18 months. Meetings will be a mix of in-person and virtual. (Some travel is of course okay.)
- Artists should not be enrolled in a degree-granting program for the duration of the fellowship.
- 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. The company's Managing Director also brings experience performing with a West African dance company.

Application process:

- Applications are due **September 7** and may be submitted via written response or audio/video recording.
- A panel of dance makers and dancers will review all applications and recommend a small group of artists to move forward in the process to Round 2. A majority of the panel will identify as BIPOC.
- Round 2 consists of an informal conversation with the Co-ADs to get to know one another better and begin to discuss specific potential objectives for the fellowship. Questions will be shared in advance.
- Fellows will be selected following the Round 2 conversations.

- Timeline (*please refer to rawdance.org/fellowship for the most updated dates*):
 - Applications will be available on **August 7**
 - Applications are due on **September 7**
 - Artists will be notified about whether or not they will be invited to Round 2 by **mid to late September** (exact date TBD)
 - Artists will be informed of final decisions by **early October** (exact date TBD)
 - Radiate Fellowship program will begin in **early to mid October** (exact date TBD)

APPLICATION

Please email a completed application to fellowship@rawdance.org by 11:59PM PT on September 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 September 7.

Completed applications should be about **1-2 pages in total (2-4 minutes if recorded)** and include responses to all questions except for #7, 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.

Name: _____

Email: _____

1. **Do you identify as an early-career dance maker?** Y / N
2. **Do you identify as Black, Indigenous, or as a person of color?** Y / N

3. **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.

4. **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?

5. **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: In Round 2 of the application process, we will begin the discussion about specific ways this fellowship might be able to serve these goals.

6. How do you see yourself contributing to and/or benefiting from your fellow cohort member?

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?

7. 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!