Arts and Cultural Equity Fellowship Program
2023 APPLICATION PACKET

IMPORTANT DATES
Online Application Opens: January 23, 2023
Application Workshops: February 7, 2023 (12pm or 7pm PT, via Zoom)
Virtual Open Office Application Help: February 22 or February 28, 2023 (11am-1pm PT)
APPLICATION DEADLINE: March 6, 2023 (11:59pm PT)
Awards Announced: Late March 2023
Funding Period: April – December 2023
Fellows Community Presentation: Early 2024

QUESTIONS
Email CreativeSonoma@sonoma-county.org, call 1-707-565-6121, or visit www.CreativeSonoma.org/ace-fellows/.

TRANSLATION
A Spanish translation of this document is available on the Fellowship webpage, www.CreativeSonoma.org/ace-fellows/.

Creative Sonoma is committed to an equitable, inclusive, and accessible application process for the Arts and Cultural Equity Fellowship Program. We are seeking arts and culture workers of all races, cultural backgrounds, abilities, and gender identities to apply. If you require any assistance in accessing program information or require an accommodated application process please reach out for more information.

The Arts and Cultural Equity Fellowship Program is made possible by funding from Creative Sonoma and the California Arts Council.

Creative Sonoma, 141 Stony Circle, #110 · Santa Rosa, CA · 95401 · 707.565.6121
ABOUT THE FELLOWSHIPS

Creative Sonoma’s Arts and Cultural Equity Fellowship Program emerged in response to the artistic and financial detriment caused by the COVID-19 pandemic as well as ongoing barriers of systemic racism and inadequate funding across the arts sector that BIPOC (Black, Indigenous, and People of Color) arts and culture workers continue to face. Many organizations within the county have made public statements of solidarity with the racial and social justice movements, accompanied by various commitments to actualizing change. Please see Creative Sonoma’s full Equity Commitment at www.CreativeSonoma.org/equity-commitment/.

Over the past few years, Creative Sonoma—as a division of the Sonoma County Economic Development Board—has committed to that change via strategic plans for enhancing equal economic and socio-economic opportunities in the community. For complete economic strategy referenced please see Sonoma County Economic Recovery Action Plan (Workforce Recovery 3, Community Recovery 1,4). For complete social advancement strategy referenced please see Sonoma County Five Year Strategic Plan (Racial Equity and Social Justice Pillar).

Our work to remove barriers within the arts and culture sector and support our historically marginalized communities has led to the creation and implementation of the Arts and Cultural Equity Fellowship Program. A collaborative effort between Creative Sonoma staff, its advisors, and local arts and equity consulting group Kimzin Creative, this program aims to actualize the goals set forth by the County and Creative Sonoma.

FELLOWSHIP GOALS
The Creative Sonoma Arts and Cultural Equity Fellowship Program (Fellowship) exists to uplift and promote the artistic and economic advancement of emerging and mid-career artists and arts and culture workers who create work by, for and/or within Sonoma County’s diverse, racial and ethnic communities. The Fellowships will support up to six (6) arts and culture workers (Fellows) with funding, training, mentorship, and increased connection to the local arts and business communities.

For this Fellowship, arts and culture work is intended to be as expansive and inclusive of as many disciplines as possible, including performance, arts and culture administration or organizing, visual arts, photography, ceramics, dance, storytelling, literary arts, music, design, media arts, culture bearing, folk arts, traditional and fine crafts, selected artisans, and more.

FELLOWSHIP COMPONENTS
The Fellowship will include (3) components:

1. **Funding for artistic work and/or cultural worker leadership development ($6,250*)**
   - $5,000 grant to pursue the advancement of each Fellow’s artwork and/or leadership development. Various examples for use of funds may include the development of a new artistic or cultural work, documentation of new or existing work through the Fellow’s chosen media, registration or submission fees for exhibits, professional development or training, including in-state travel to them, such as: art fairs, festivals, conferences, classes, internships, etc. Use of funds will be co-defined upon invitation to participate in the program.
   - $1,250 stipend to offset barriers for required participation in Fellowship cohort meetings, including: transportation, missed or rescheduled work, childcare, etc. Stipend usage will be co-defined by Fellowship organizers and the selected Fellows.
   *PLEASE NOTE: This Fellowship award is considered taxable income. Fellows will receive an IRS 1099 Form for Fellowship payments received in tax year 2023.

2. **Training, Professional Development, and Mentorship** will be provided through a series of group training sessions and workshops presented by professional artists and cultural leaders. Once the Fellows are selected, topics will be customized for the cohort’s needs as a group. Potential
training may include (but not limited to): grant writing, budgeting, marketing, community engagement techniques, selling your work, etc.

3. **Community:** Fellows will be invited to connect and network with other Fellowship participants, program staff, workshop presenters, and local nonprofit and business leaders.

**WHO IS ENCOURAGED TO APPLY**

Arts and culture workers as described below are encouraged to apply.

- While all Sonoma County residents are encouraged to apply regardless of race, color, ethnicity, national origin, sex, gender identity, religious creed, age, and any other protected basis and there will be no preferences that are not available to all applicants, you are an artist, artisan, and/or arts and culture worker that ideally has a lived experience or an understanding or appreciation of the lived experiences of BIPOC communities (Black, Indigenous, and People of Color - which includes African, Latino/e/x, Asian, Middle Eastern, Pacific Islander, South Asian, and more), or be interested in acquiring such an understanding or appreciation.

- You are ideally an emerging to mid-career creative in the process of launching or expanding a professional career in arts or culture work.  
  - An emerging to mid-career arts and culture worker is usually defined as someone at the early stages of their creative career, regardless of age. Maybe, as an “emerging or mid-career” worker, you're newer to arts and culture work and are honing your style or craft and have obtained some projects, commissions, or recognition, but you crave taking your artistic entrepreneurship or administrative career to the next level. Or perhaps you've developed several pieces of work and have received regional recognition, but no larger publications of you or your work. You could also be a performance artist with a few notable performances but no residency under your belt. The Fellowship will gear mentorships and trainings to develop the creative capacity of emerging and mid-career arts and culture workers.

- You are a full-time resident of Sonoma County, California. Non-United States citizens are welcome to apply with work authorization in the United States.

**Who will NOT qualify for participation:**

- Staff of the Sonoma County Economic Development Board, its Board of Directors, or the Creative Sonoma Advisory Board
- Creative Sonoma grantees and contest winners of the following programs:
  - 2022 Arts and Cultural Equity Fellowship Grant
  - 2017, 2018 or 2019 Next Level Grant for Musicians or Songwriting Contests
  - 2017 or 2019 Discovered Program Awardees

**FELLOWSHIP PARTICIPANT RESPONSIBILITIES**

- Participate in at least 75% of the scheduled training sessions (will be scheduled according to Fellows’ schedules as much as possible).
- Collaborate with Creative Sonoma staff and consultants to create a planned outline of artwork and/or cultural activities to utilize the funding.
- Participate in a final exit interview or presentation at completion of the Fellowship.
- Use provided budget templates and training to report use of all funds.
- Co-create and implement project documentation goals through various photos, video, stories and testimonials for inclusion in the final interview and presentation, as applicable.

**WHAT WE ARE LOOKING FOR**

Applications will be evaluated by a diverse panel of arts and culture workers (both local and non-local). Panelists will review and evaluate all application materials based on the following:

- The purpose and quality of the creative work or leadership to date
• The strength of the proposed activities and use of funds
• The potential impact on the applicant’s creative career advancement and their community

A broad geographic distribution of grant funds throughout the county is a desired outcome, as is a variety of disciplines represented among chosen program participants.

HOW TO APPLY
The application is as streamlined as possible while still gathering the information necessary to assess it. If you require any assistance in accessing Fellowship program information or require an accommodated application, please reach out for more information.
• Spanish translation services and one-on-one assistance may be available. Email CreativeSonoma@sonoma-county.org if you need assistance.
• Read this Application Packet thoroughly, which includes all of the application questions. This document is available for download in either English or Spanish at www.CreativeSonoma.org/ace-fellows/
• Either click the black SUBMIT button on the grant webpage or go to Creative Sonoma’s Submittable account (https://creativesonoma.submittable.com/submit) to begin your application, which will appear on the platform on January 23, 2023 at 5:00pm PT.
• Informational Application Workshops will be held via Zoom on February 7, 2023 at either 12:00-1:00pm or 7:00-8:00pm PT (simulcast Spanish interpretation provided). The first portion will be devoted to general information and time for questions, followed by a line-by-line application review for those who would like further instruction. The sessions will be recorded and sent to all who register and will be posted to the webpage. Register via the link on the webpage: www.CreativeSonoma.org/ace-fellows/
• Receive application review and feedback by registering for our Application Feedback Sessions via Zoom on either February 22 or February 28, 2023, from 11am-1pm PT each day. These sessions are an opportunity to ask questions about your application, as you write or record your answers. Join via the link on the webpage: www.CreativeSonoma.org/ace-fellows/
• You may save a draft of your application but must officially submit it no later than the deadline on March 6, 2023, at 11:59 pm PST.
• If you do not have access to the internet, please call 707-565-6121.

GRANT AWARD NOTICE, PAYMENTS, FINAL REPORT
Grantees will receive an electronic award packet which will include a Fellowship agreement (contract) that must be completed, signed and returned within 2 weeks in order to participate.

Grant funding may NOT be used for:
• Live performance presentation costs (insurance, space rental, concessions). However, funding MAY be used to develop or produce a performance piece, including design costs (including graphic design or marketing plan), materials for costumes and scenery, etc.
• Re-granting of funds.
• The sole intent to present a fundraising activity.

Fellows will receive $5,000 of their award distributed in April 2023 and the final $1,250 of their award when their project is complete (no later than January 31, 2024); the final payment is dependent upon completion of the program and participation in the training session(s). A public panel, presentation and/or exhibition will be held to feature and celebrate the Fellows and their work at the close of the Fellowship, to be held on a mutually agreed-upon date and format in early 2024.
APPLICATION QUESTIONS

All of the questions found on the online application are below, and are intended as a preview and guide. Please ensure that the instructions in this document are followed for each question. Incomplete or applications submitted after the deadline will not be reviewed. All applications must submitted online via Submittable (https://creativesonoma.submittable.com/submit). Items with an asterisk are required.

BEFORE YOU BEGIN: ARE YOU ELIGIBLE TO PARTICPATE IN THE ARTS AND CULTURAL EQUITY FELLOWSHIP PROGRAM?

A. Are you a full-time resident of Sonoma County, age 18 or older?*
B. Are you an emerging or mid-career artist, artisan, and/or arts and culture administrator or organizer?

If you choose “No” to either A or B, you are not eligible to participate in the Fellowship program.

SECTION I: ABOUT YOU

1. Last Name*
2. First Name (and Middle Name or Initial, if used professionally)*
3. Email Address*
4. Physical Home Address: Street, City, State, Zip (must be a Sonoma County address)*
   - The Arts and Cultural Equity Fellowship is for Sonoma County-based arts and culture workers. Our intent in asking this question is to ensure that funds will be used by a Sonoma County resident. All information provided will be evaluated in private and not shared externally.
5. Sonoma County Supervisorial District in which the Applicant is based.* (Choose one item from the drop-down menu; based on your physical home address.)
   - District listing can be found at www.sonomacounty.ca.gov/Board-of-Supervisors/Services/Supervisorial-District-Lookup/
   - The Fellowship program is dedicated to diversity in representation of supervisorial districts within Sonoma County.
6. Mailing Address*
   - If the same as your Physical Home Address, write in “same as above.”
   - All information provided will be evaluated in private and not shared externally.
7. Daytime Phone Number*
8. Under which category does your PRIMARY arts and culture discipline best fit? (Choose one.)*
   - Administrator or Organizer (facilitator/organizer of community based arts and culture programming, activism, or advocacy; or professional staff of arts and culture organization)
   - Craft or Artisan Work (creates material objects partly or entirely by hand: glass, metal, wood, fiber, clay, and other materials)
   - Design Arts (architecture and interior design, textiles, fashion, graphic, web)
   - Literary Arts (poems, short stories, novels, creative writing, script writing, etc.)
   - Media Arts (using electronic media: digital, computer, film, television, radio, audio, video, the Internet, interactive and mobile technologies, video games, etc.)
   - Multidisciplinary Arts or Other (using more than one artistic discipline)*
   - Performing Arts (theater, dance, singing, music, spoken word, puppetry, circus, etc.)
- **Traditional and Folk Arts** (arts that reflect a cultural community's shared sense of aesthetics and meaning, and include music, sacred and secular crafts, occupational traditions like boatbuilding, quilting, and musical instrument making, folk and ethnic dance, and expressive culture associated with religious belief or seasonal celebrations)
- **Visual Arts** (printing, drawing, painting, ceramics, photography, etc.)

8a. If you choose Multidisciplinary Arts or Other as your PRIMARY discipline, describe it in a few words. Please do not list secondary disciplines in this space.*

9. Optional: Please provide links to your website or social media account(s) that are dedicated to your arts and culture work, if available.
   - Do not include personal social media accounts; only utilize this field if the account is dedicated to your arts or culture work.

**SECTION II: YOU, YOUR WORK AND YOUR GOALS**
For numbers 10, 11, and 12, you may either type a response or submit a video of you verbally answering the question. Select your preferred option under each item to proceed. If English is not your primary language, please feel free to answer in your personal primary language.

10. Briefly describe who you are as an art and culture worker and your “WHY” behind your creative work.
    - Include how you have learned to do your work, whether through hands-on learning, formal training or education, participating in community or family traditions, or any other ways of learning.*

    Choose method of response: (Word Limit: 300 words or 2-minute video)
    - Written Response (text box will appear)
    - Video Upload (upload link will appear)
    - Video Link (URL link box will appear)

11. How has your lived experience or understanding of the lived experiences of BIPOC communities informed you and your work?
    - Additionally, if do you do any work to recognize and/or celebrate the arts and cultural lives of BIPOC communities, please describe it.

    Choose method of response: (Word Limit: 300 words or 2-minute video)
    - Written Response (text box will appear)
    - Video Upload (upload link will appear)
    - Video Link (URL link box will appear)

12. Briefly state what project, educational opportunity, and/or training you hope to use these funds for and what you hope to gain from participating in this program.
    - Discuss the potential impact that receiving this fellowship might have on you, your career or artistic goals, your art form or cultural work, or your community.

    Choose method of response: (Word Limit: 300 words or 2-minute video)
    - Written Response (text box will appear)
    - Video Upload (upload link will appear)
    - Video Link (URL link box will appear)
13. What type of mentorship or training do you think you need the most to increase your creative capacity or career advancement? (Select up to three.)

- Artistic Skills or Techniques
- Branding and/or Marketing
- Business or Legal Strategy
- Community Engagement or Organizing
- Content and/or Digital Strategy
- Curriculum Development and/or Design Thinking
- Diversity, Equity and Inclusion
- Finances, Budgeting, or Fundraising
- Industry-Specific Mentoring (Publishing, Music, etc.)
- Leadership
- Pitching and/or Portfolio Development
- Tech Development (Software, Computer Systems, etc.)
- Other*

13a. If you choose Other, briefly state the training topic or mentorship area you need.*

SECTION III: WORK SAMPLES

14. UPLOAD: Samples of Your Arts and Culture Work
   - To better understand the style and type of work you create please include any combination of a minimum of three (3) and up to six (6) total images, video, audio, documents, or other examples of relevant prior or current creative work.
     o Recent work (2018 or later) is preferred and highly encouraged.
     o Examples of impactful work samples might be photos of public art pieces you’ve created, video clips of performances, writing samples, music tracks, a pdf of community event proposals, etc.
   - Do not upload items with non-descriptive titles, such as “2323593.jpg” – ideally, each item should have a title that matches the item description in #15, below.
   - Submit only one item per file type. Please do not submit photo collages of multiple images, or multiple different projects all within one pdf.
   - If you are applying as an arts or culture administrator or organizer, you may upload documentation to illustrate the work you have produced or contributed to, news clippings, events you have organized, your resume, etc.
   - File types accepted can include any mix of documents, images, audio, or video.

15. Briefly describe, in one to two sentences, each of your Samples of Your Arts and Culture uploads as shared above in #14.*

EXAMPLES OF DESCRIPTIONS:
Below are examples for various types of upload descriptions that will help the application reviewers to know more about each of your samples. If the work has a title, please include it.

**CRAFT / DESIGN / MEDIA / MULTIDISCIPLINARY / TRADITIONAL / VISUAL** - list title, date, materials, size, and (optional) up to a sentence about what/why, for example:
   - "Self Portrait," 2020, oil on panel, 12" x 16" - completed to submit to a Call to Artists for a portraiture show at the Community Center
   - Garden Gate, 2021, welded steel, 4' x 6' - installed at private home for a client in Sonoma County
   - "Joy," 2019, multimedia installation, found objects and original film exhibited at my local arts center
• Pomo cradle basket, 2020, willow, sedge, and twine, 12" x 18" x 12"

**PERFORMANCE / FOLK** - list title, date, who is performing and where (if applicable) and (optional) up to a sentence about what/why, for example:
• "Winter," 2022, an original 2-minute instrumental piece composed by me for two guitars, performed by me and Jorge Ramirez
• "Lion Dance," 2021, choreographed by me for the Chinese New Year Parade, performed by 20 members of my dance school

**LITERARY / ADMINISTRATOR / ORGANIZER / TEACHING ARTIST** - type of document, date, and your role or purpose in producing it or your relationship to it, for example:
• New Moon, 2022, chapter 1 from my self-published graphic novel
• "Mural unveiled at new market," 8/15/2022, Press Democrat article about our organization's mural program and our latest installation in Cotati
• 1st Annual 2022 Juneteenth Concert, flyer and program, designed by me on behalf of my employer; presented in Santa Rosa Courthouse Square
• Math and Movement, 2018, elementary school arts integration curriculum that I developed to teach multiplication through hip hop dance

**BEFORE YOU HIT SUBMIT**
Please check off each of the following items to ensure that you have included all the required elements before you submit.

- **REQUIRED:** Minimum of three (3) samples of your arts/cultural work uploaded
- I commit to attending the Fellowship trainings and workshops, except in cases of emergency

**SUBMISSION (must check to accept “Terms of Use” in Submittable)**
I declare that I am a full-time resident of Sonoma County, and that I have carefully examined the Arts and Cultural Equity Fellowship Program and agree that if funds are awarded, to contract with the County of Sonoma to furnish the services as specified in accordance in the resulting agreement.