overview

TCG strongly believes that improving equity, diversity and inclusion in the U.S. theatre field is essential to the vitality of theatre as an art form. To that end, TCG is fully committed to supporting a wide range of aesthetics, perspectives, organizational sizes and structures as well as celebrating all areas of identity, including: gender, race/ethnicity, nation of origin, class, age, ability, sexual orientation and religion/spirituality.

TCG’s strategic plan includes a multi-year, six-point Equity, Diversity & Inclusion Initiative (EDII) to transform the national theatre field into a more equitable, inclusive and diverse community. The Rising Leaders of Color Program (RLC) is part of that initiative, and is an expansion and re-envisioning of TCG’s Young Leaders of Color Program (YLC) which launched in 2008. Alongside TCG’s SPARK Leadership Program, RLC is changing the face of the theatre field by nurturing and supporting an intergenerational network of leaders of color at various stages in their careers.

In 2020, RLC will form a cohort of exceptionally talented early-career leaders of color (based in New York, NY) who are advancing their careers in the U.S. not-for-profit theatre and related sectors; and who demonstrate the potential to impact the field in a positive way. Activities will span from May 2020 through May 2021. Participants will be required to attend an orientation meeting in mid-May 2020. In addition, all RLC participants are required to participate in professional development workshops and events in Phoenix from June 2-8 during the 2020 TCG National Conference in Phoenix, AZ. The orientation meeting date will be announced at the time of notification and a detailed agenda will be provided in advance of each event.

The RLC cohort will be highlighted in TCG’s Spotlight On programming at the Conference, including networking opportunities, appearing in a Spotlight On slideshow that will be shown at the Conference, and inclusion in an online Spotlight On brochure that will be shared with all Conference attendees.
RLC seeks to develop and highlight exceptionally talented early-career leaders of color across the U.S. who are committed to upholding equitable practices in the theatre field. The program acknowledges that leadership takes place throughout the theatre field and its related sectors. With that in mind, the program supports leaders working in all areas of the theatre field, including but not limited to acting, administration, craft areas, design, directing, dramaturgy, literary management, producing, stage management, technical production, and theatre criticism/journalism.

Beginning with the orientation meeting in May, the RLC program will offer a year-long networking and professional development curriculum designed to strengthen the participants’ leadership skills and expand their network of empowering relationships with peers across the country.

RLC participants will undergo values clarification training, and explore how an individual’s values can serve in sustaining a career in the theatre field over time. The curriculum will also include training designed to deepen the participants’ analysis of equity, diversity and inclusion, and identifying where they can serve in allyship within the theatre field and beyond.

TCG recognizes the unique journey early-career leaders of color will experience in the theatre field, and will provide areas of support and guidance during the program period and beyond. TCG, along with its program advisors, will help participants navigate challenging situations in the workplace and identify ways in which their differences can be used as strengths to help them exercise leadership.

For members of the 2020 cohort who are early-career theatre critics and journalists, the year-long professional development curriculum will include participation in the National Critics Institute at the Eugene O’Neill Theater Center, June 27–July 11, 2020, mentorship opportunities with arts editors and journalists around the U.S., including at American Theatre magazine, and a publishing relationship that may include stipends.
TCG will provide the following to 2020 RLC participants:

- Roundtrip economy travel between New York, NY and Phoenix, AZ
- Ground Transportation to and from the airport in Phoenix and New York
- Housing in Phoenix while attending the TCG National Conference
- A limited daily per diem while attending the TCG National Conference
- A full registration scholarship to attend the 2020 TCG National Conference in Phoenix, AZ
- Professional development workshops and networking opportunities
- Access to veteran leaders in the field
- Access to a national network of peers
- One-on-One career counseling with TCG staff
- 1-year subscription to American Theatre magazine (print and online)
- 1-year subscription to ARTSEARCH®
- RLC Toolkit, including publications and resource materials

All RLC participants will be required to participate in an Orientation Meeting in mid-May, and Pre- and Post-Conference Programming, as well as the TCG National Conference beginning on June 2–8. The Orientation Meeting dates will be announced at the time of notification and a detailed agenda will be provided in advance of each event.

The following is an outline of required RLC programming.

Please visit www.tcg.org for the full Conference agenda on June 4–6:

- Mid-May, 2020 — RLC Orientation Meeting (Date TBD)
- June 2–3, 2020 — RLC Pre-Conference Programming
- June 4–6, 2020 — Conference Programming
- June 7, 2020 — RLC Conference Debrief
timeline

Application and Recommendation Deadline
March 10, 2020, NOON Eastern Time

Applicant Notification
Week of April 27, 2020

Orientation Meeting
Mid-May, 2020 (EXACT DATES TBD)

Pre-Conference Programming
June 2–3, 2020

TCG National Conference
June 4–6, 2020

Post-Conference Programming
June 7, 2020

Additional Professional Development Activities
June 2020–May 2021

RLC participants must commit to attend and participate in all program activities listed above as well as periodic workshops, webinars and phone meetings, and are required to treat all scheduled activities as professional obligations. TCG will provide a detailed curriculum to participants.
SELECTION PROCESS
Early-career leaders of color in all areas of theatre, including but not limited to acting, administration, craft areas, design, directing, dramaturgy, literary management, producing, stage management, technical production, and theatre criticism/journalism may apply. Early-career leaders of color based in New York, NY will be selected to participate in the year-long program.

ELIGIBILITY
RLC Applicants must:
- Be based in New York, NY
- Have been working in the theatre field or related sector(s) for approximately 3-8 years
- Have taken a leadership role at a performing arts organization, in a community, at an arts publication, or in the theatre field (including but not limited to artistic, production, administration, education, and theatre criticism/journalism)
- Self-identify as a person of color

SELECTION CRITERIA
RLC Applicants must demonstrate:
- Talent, skills and professional experience as an early-career leader
- Evidence of maturity, flexibility and ability to adapt to change
- Degree to which the program will impact the participant
- Potential to take on greater leadership responsibilities
- Potential for positive impact on the theatre field
- Commitment to equity, diversity and inclusion
- Commitment to a career in the not-for-profit theatre

RLC defines a leader as an individual who has had experience leading staff, organizations and/or communities, as well as those who’ve led artistic processes and programmatic initiatives, and those charged with documenting and reflecting the work of the field. The program acknowledges that leadership takes place in all departments throughout performing arts organizations and the field at large. With that in mind, the program supports leaders working in all areas of the theatre field, including but not limited to acting, administration, craft areas, design, directing, dramaturgy, literary management, producing, stage management, technical production, and theatre criticism/journalism.

A panel of theatre professionals will identify applicants who clearly demonstrate a commitment to equity, diversity and inclusion through a competitive application process. Applicants must clearly articulate why this is the right time in their career to participate in the program, and how this program will impact them and advance their career in the theatre field.
ONLINE APPLICATION SUBMISSION DEADLINE: TUESDAY, MARCH 10, 2020 NOON ET

Applications must be developed and submitted by the applicant. The online application will require that the applicant name two references who will each submit a recommendation on their behalf. Both recommenders should be familiar with the applicant’s work and be available to submit their recommendation directly to TCG via email by TUESDAY, MARCH 10, 2020 NOON ET.

The applicant should receive a confirmation e-mail indicating a successful submission within one hour. If not, the applicant should contact TCG immediately. Applicants must save their Submission Confirmation E-mail as proof of submission. Those who cannot provide proof of application submission will not be eligible.

1. Apply via the TCG ONLINE APPLICATION PORTAL at https://www.GrantRequest.com/SID_1933?SA=SNA&FID=35063

The TCG ONLINE APPLICATION PORTAL will require applicants to complete the online application form and upload the following one or two file(s). Please note that only applicants applying as critics/journalists will be required to submit two writing samples. Each file must be under 15 MB.

FILE #1: Upload a two-page resume/CV for the applicant. Name the file as follows: ApplicantLastName_ApplicantFirstName_Resume.pdf

FILE #2: Those applying as theatre critics/journalists must also upload two non-first person writing samples (features or reviews). Name the file as follows: ApplicantLastName_ApplicantFirstName_Samples.pdf

2. Failure to assemble and submit application materials properly may result in the application being considered ineligible for review.

3. Save the Application Confirmation E-mail as proof of submission. Applicants who cannot provide proof of application submission by the deadline will not be eligible. If you do not receive an Application Confirmation E-mail within an hour of submission, please email Michael Francis at mfrancis@tcg.org. NOTE: Confirmation emails will be sent from mail@grantapplication.com, so be sure to check your spam folder.

4. Application materials will NOT be accepted after the aforementioned deadline and must be submitted via the TCG ONLINE APPLICATION PORTAL.

5. The application requires two letters of recommendation that address why the applicant is a strong candidate for the RLC program. The applicant will be responsible for sharing the following information with both of their recommenders. Recommenders MUST submit their letters directly to TCG by emailing a PDF file to Michael Francis at mfrancis@tcg.org by Tuesday, March 10, 2020 at NOON Eastern Time. Recommendations must be submitted by the recommender, not the RLC applicant.
RECOMMENDATION INSTRUCTIONS

You are being asked to provide a recommendation for a candidate for the Rising Leaders of Color (RLC) Program. The overall intent of RLC is to nurture and support a more diverse and inclusive landscape in American theatre by supporting the professional development of exceptional early-career leaders of color who are committed to upholding equitable practices in the theatre field.

RLC defines a leader as an individual who has had experience leading staff and/or organizations as well as those who've led artistic processes and programmatic initiatives, and those charged with documenting and reflecting the work of the field. In addition to your overall assessment of the candidate, please describe at least one example in which you have experienced this candidate’s leadership skills and potential to impact the field in a positive way. You should also address your experience of the applicant’s maturity level and ability to adapt to change.

It is possible that members of the selection panel will not be familiar with the applicant’s work. Therefore, your assessment will carry considerable influence.

NOTE: Your letter must not exceed two pages and should include your name, title and email address. Additional pages will not be forwarded to the panel.

ONCE YOU’VE COMPLETED YOUR RECOMMENDATION, SAVE THE FILE AS A PDF LABELED: “ApplicantLastName_ApplicantFirstName_RLC_REC.pdf”

EMAIL THE TYPED AND DATED LETTER TO: Michael Francis, Senior Artistic and International Programs Associate, mfrancis@tcg.org NO LATER THAN March 10, 2020, NOON Eastern Time. UNSIGNED AND/OR LATE RECOMMENDATIONS WILL NOT BE ACCEPTED.

The deadline for recommendations is March 10, 2020, NOON Eastern Time. Recommendations must be submitted directly to Senior Artistic and International Programs Associate, Michael Francis at mfrancis@tcg.org by the recommender, not the RLC applicant.
Howard Gilman believed in the power of the arts to transform lives. The Howard Gilman Foundation honors his legacy by supporting the most robust, innovative, and promising performing arts organizations in New York City. [www.howardgilmanfoundation.org](http://www.howardgilmanfoundation.org)

The Hearst Foundations are national philanthropic resources for organizations and institutions working in the fields of Education, Health, Culture and Social Service. The goal of the Foundations is to ensure that people of all backgrounds have the opportunity to build healthy, productive and inspiring lives. The charitable goals of the Foundations reflect the philanthropic interests of William Randolph Hearst. [www.hearstfdn.org](http://www.hearstfdn.org)

Walt Disney Imagineering is the creative engine that designs and builds all Disney theme parks, resorts, attractions, and cruise ships worldwide, and oversees the creative aspects of Disney games, merchandise product development, and publishing businesses. [https://disneyimaginations.com](https://disneyimaginations.com)

**Theatre Communications Group (TCG),** exists to strengthen, nurture, and promote professional theatre in the U.S. and globally. Since its founding in 1961, TCG’s constituency has grown from a handful of groundbreaking theatres to over 700 Member Theatres and affiliate organizations and nearly 10,000 Individual Members. Through its Core Values of Activism, Artistry, Diversity, and Global Citizenship, TCG advances a better world for theatre and a better world because of theatre. The Global Theater Initiative, TCG’s partnership with the Laboratory for Global Performance and Politics, serves as the U.S. Center of the International Theatre Institute. In all of its endeavors, TCG seeks to increase the organizational efficiency of its Member Theatres, cultivate and celebrate the artistic talent and achievements of the field, and promote a larger public understanding of, and appreciation for, the theatre. TCG is a 501(c)(3) not-for-profit organization. [www.tcg.org](http://www.tcg.org)