

# EMERGING LEADERS OF COLOR

2022 Participant Guide



# MONDAY, JANUARY 31

All listed times are in Eastern Time (ET)

**10AM**            **Faculty Welcome and  
Program Overview**

**10:20AM**       **How We Got Here:  
WESTAF and South Arts**

Joy Young and Anika Kwinana share a conversation on the “why” of this program.

**10:40AM**       **Participant  
Introductions**

This is an opportunity to briefly meet fellow cohort members and share personal leadership mission and visions.

**11:20AM**       **Break**

**11:30AM**       **The Foundation of the  
Arts In the U.S.**

Presented by Margie Reese, this session is a survey of the events that lead to the policies that created national funding support for arts and culture.

**12:30PM**       **Lunch**

Feel free to take this time to individually re-energize and practice any activity you need.

**1:15PM**       **Arts Policy and Data**

Presented by David Holland, participants will explore how to use data to construct narratives about arts policy with an equity lens, in an interactive session.

# MONDAY, JANUARY 31 (cont.)

All listed times are in Eastern Time (ET)

**2:15PM**      **Break**

**2:30PM**      **Artist Presentation**

Presented by Tanya Wideman-Davis and Thaddeus Davis, Co-Directors of Wideman Davis Dance, the duo shares how their company's work invites reflection about shared humanity and liberation.

**4:00PM**      **Instructions for  
the Next Day**

We'll briefly overview discussion items and programming for the next day, as well as collect topics for facilitation during tomorrow's lunch.

**4:10PM**      **Social Hour**

Facilitated by Madalena Salazar, this session is an opportunity to begin to build deep connections with your cohort who will, undoubtedly, serve as a longtime resource and sounding board for years to come.

**5PM**      **Adjourn**

As a part of your ELC care package, you have been given a journal to reflect, take notes, doodle, and scribble throughout the ELC program and beyond. On the microsite, there are optional journaling prompts curated by Madalena Salazar, which offer grounding exercises and a practice to integrate the rich lessons from the program.

# TUESDAY, FEBRUARY 1

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**10AM**      **Reflections on Our  
Previous Day**

**10:30AM**      **Healing Ourselves to  
Create Communities  
of Care**

Black feminist activist adrienne marie brown notes that, in the work we are doing, “Pleasure is the point. Feeling good is not frivolous, it is freedom.” In this workshop, designed by Madalena Salazar, we will explore how we can center our needs to make this practice sustainable as well as lead the way to create communities of care and liberation for all.

**11:30AM**      **Leadership Practice**

This session will introduce key concepts of leadership, particularly leading in the arts, and followership. Participants will be directed to the readings to discuss key concepts of leadership practice.

**12:30PM**      **Unconference + Lunch**

In small breakout groups, participant-driven discussions will be centered around conversations areas of shared interest.

# TUESDAY, FEBRUARY 1 (cont.)

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## 1:30PM **Overcoming: Tools for Leader Success**

Participants will break out into small groups in which they will discuss a real-life challenge they faced in which their leadership was questioned or suppressed. They will discuss alternative behaviors based on assigned reading and previous presentations by Margie and Joy.

Participants will be directed to the readings to discuss key concepts of leadership and “race”.

## 2:45PM **Break**

## 3:00PM **Totem Creation**

Participants will create an artifact that reflects their core beliefs and values regarding leadership and vision. These artifacts serve as a memento of their personal reflection.

## 4:00PM **Provocateur Presentation**

Heather Infantry is the Founder of the Atlanta Taskforce for Philanthropic Reparations, whose work resulted in an unprecedented contribution of nearly \$1.4M to 33 Black organizations.

## 5:00PM **Adjourn**

On the microsite, Madalena Salazar offers optional prompts centered on essential self-care practices and intersectionality.

# WEDNESDAY, FEBRUARY 2

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**10AM**      **Reflections on Our  
Previous Day**

**10:30AM**      **Strategic Foresight  
for Equity in the Arts**

A leader is a person with a vision. Being able to understand the forces that are shaping the arts field is crucial to be an effective leader. In this workshop session, we'll work in small groups to analyze and define four different potential scenarios for the future of the arts in the U.S., its implications, and potential outcomes.

**11:00AM**      **Strategic Foresight  
Small Groups**

The cohort will break into assigned small groups and work on their assignment. Each group will receive a link to their own Google slide show to collaborate in real-time. Faculty will advise each small group and, if appropriate, participate in their discussions, clarify the tasks, and answer questions—participants will lead the discussion.

**12:30PM**      **Lunch**

Feel free to take this time to individually re-energize. Alternatively, participants might decide to have lunch with their small groups and continue the discussion.

# WEDNESDAY, FEBRUARY 2 (cont.)

All listed times are in Eastern Time (ET)

**1:30PM**

## **What's Next? ELC Alumni Network**

With ELC Alumni in conversation, participants will learn more about the ELC Alumni Network and ways participants have maintained their relationship with fellow ELC Alumni upon completion of the program.

**2:30PM**

## **Strategic Foresight Small Groups (cont.)**

**4:00PM**

## **Adjourn**

Grounded in your leadership mission, vision and values, Madalena Salazar posits an optional point of reconnection to intentions. Check out the microsite for the prompt.

# THURSDAY, FEBRUARY 3

## Council Hours

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Council will be available for consultation with each of small group to provide feedback and encouragement, answer questions, and any other way participants would like to use this time.

As an optional reflection practice for the day, visit the microsite for prompts on personal leadership development and community.

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# FRIDAY, FEBRUARY 4

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**10AM**                      **Reflections on Our  
Previous Day**

**10:30AM**                **Small Group  
Presentations**

Each small group will present the result of their future scenario. They need to send a list of their needs in advance, if any. They need to include an image of their artifact in their presentations.

**12:30PM**                **Lunch**

Feel free to take this time to individually re-energize.

**2:00PM**                **Synthesis and Reflection**  
Plenary for small group discussion: “what are the factors that will have the most influence on the future of the arts in the U.S.”?

**2:30PM**                **Final Reflections**  
Cohort, alongside faculty, will share reflections on the overall program, with emphasis on our network of leaders of color in the country.

**3:00PM**                **Talent Show**

**4:00PM**                **Adjourn**  
As an optional final integration practice, Madalena Salazar offers a starting point for continued introspection and visioning.