












We, the arts and creative community of the Pikes Peak region, DECLARE that...

Leadership within our creative community is vital to our survival and growth. We commit to developing and advancing **DIVERSE AND EMERGING ARTS LEADERS.**

OPPORTUNITIES WITHIN REACH:

KEY:  IMPLEMENTATION TACTIC

 EQUITY, DIVERSITY, AND INCLUSION FOCUS

-  **1.** Create an Emerging Arts Leaders (EAL) Council that participates in Americans for the Arts EAL network and has a defined advisory role for local leadership with the Cultural Office, Bee Vradenburg Foundation, arts funder consortium, etc.
-  **2.** Prioritize hiring diverse and emerging candidates for positions in arts administration.
-  **3.** Support and empower diverse and emerging arts leaders to take their place in leadership on the Boards of Directors of local arts organizations.
 -   **a.** Explore setting a percentage goal for racial and ethnic diversity for individual arts and culture boards.
 -   **b.** In selection, cultivate board members based on their expertise, experience, and diverse perspectives, not only their access to financial resources.
 -   **c.** Grow diversity training to boards to ensure new voices are validated and supported equitably.
-  **4.** Actively and intentionally create a leadership program to reach and train diverse and emerging creatives as leaders.
- 5.** Fund scholarships to increase access for creative leaders to become members in regional leadership and professional networking programs, like Leadership Pikes Peak, Colorado Springs Leadership Institute, Rotary, chambers of commerce, etc.
-  **6.** Nominate diverse creative leaders for awards, scholarships, and recognition throughout the region.
- 7.** Ensure that established leadership programs in the region include arts and culture as a featured sector in their curriculum and program conversations.
- 8.** Hire a Public Art Expert in accordance with the Colorado Springs Public Art Master plan. This position would serve as a leader and a resource to build and guide public art for the region.

OPPORTUNITIES TO REACH FOR:

- 1.** Partner with higher education to offer arts administration and nonprofit training - including Masters of Arts Administration, internship and career pipeline programs - to serve the region's arts organizations.
- 2.** Offer more mentorship and/or apprenticeship programs to connect student-artists and emerging artists to creatives with more established careers.