



## EMERGENCE 2019

10 JUNE 2019

MONDAY / 10-5PM

SOMARTS CULTURAL CENTER

SAN FRANCISCO



EMERGENCE provides a collaborative platform for Bay Area arts and culture workers to connect, share ideas, and elevate their work and voices.

### MISSION

Emerging Arts Professionals

San Francisco/Bay Area

**IMPROVEMENT OF THE ARTS INDUSTRY**

**THROUGH EMPOWERMENT OF THE ARTS WORKER**

EAP is a network of Bay Area arts workers and emerging leaders who are driven to improve the arts sector together. By empowering the individual arts worker with personal and professional development, and through the research and development of new models of transaction/interaction in the field, our network works to shift the industry.

- ➔ If you dedicate your time to fostering the creation and dissemination of creative work, you are one of us!
- ➔ If you want to collaborate to create positive change in the art field that ripples out into communities, we want you by our side!
- ➔ If you are looking for a network of allies, mentors, and partners, we are here to support you!

Our end goal is an arts industry that is equitable for all people, is a valued & sustainable career sector, and honors the individual arts worker as a creative & whole person

EMERGENCE 2019 Co-Host:

**SOMARTS**  
CULTURAL CENTER

SOMArts leverages the power of art as a tool for social change through multi-disciplinary events and exhibitions. Equipping artists with the space, mentorship and support they need to shift perspectives and innovate solutions, SOMArts fosters access to arts and culture for collective liberation and self-determination.

934 Brannan Street, San Francisco, CA 94103

(415) 863-1414 | somarts.org

## GROUP AGREEMENTS

These agreements were adapted from *Agreements for Multicultural Interactions* at EBMC ([www.eastbaymeditation.org](http://www.eastbaymeditation.org)), *Visions Inc. Guidelines for Productive Work Sessions* ([www.visions-inc.org](http://www.visions-inc.org)), and *EAP's Equity Framework* ([emergingssf.org/equity-framework](http://emergingssf.org/equity-framework))

### TRY IT ON

*Be willing to “try on” new ideas, or ways of doing things that might not be what you prefer or are familiar with.*

### PRACTICE SELF FOCUS

*Attend to and speak about your own experiences and responses. Do not speak for a whole group or express assumptions about the experience of others.*

### UNDERSTAND THE DIFFERENCE BETWEEN INTENT AND IMPACT

*Try to understand and acknowledge impact. Denying the impact of something said by focusing on intent is often more destructive than the initial interaction.*

### PRACTICE “OOPS/OUCH”

*When a statement or action negatively affects an individual in the group, they can call “Ouch.” The person who caused the ouch will then call “Oops” to acknowledge the moment and the impact. The affected party can then choose to discuss in the moment or outside the group.*

### PRACTICE “YES, AND...”

*When speaking, substitute “and” for “but.” This practice acknowledges and honors multiplicities and varied experience.*

### REFRAIN FROM BLAMING OR SHAMING SELF & OTHERS

*Practice giving skillful feedback. Consider the situation with empathy. Use affirmative statements that point to preferred or suggested behavior. Refrain from focusing on the past and criticizing actions. Focus on what one does well and make suggestions about future actions that may be more effective.*

### MOVE UP / MOVE BACK

*Encourage full participation by all present. Take note of who is speaking and who is not. If you tend to speak or use space often, consider “moving back” and vice versa.*

### PRACTICE MINDFUL LISTENING

*Try to avoid planning what you’ll say as you listen to others. Be aware of your assumptions and that they may not be accurate. Be willing to be surprised, to learn something new. Listen with your whole self.*

### TAKE THE TIME IT NEEDS

*Important things—like learning, connecting, and making positive change—take time. If it isn’t taking “too much” time, we’re probably not doing it right.*

### CONFIDENTIALITY

*Take home learnings but don’t identify anyone other than yourself, now or later. If you want to follow up with anyone regarding something they said in this session, ask first and respect their wishes.*

### RIGHT TO PASS

*You can say “I pass” if you don’t wish to speak or participate in an activity*

# *Welcome!*

Welcome to EAP's 9th annual Emergence! Today you join colleagues for an inspiring day of critical introspection, collective strategizing, and creative action!

This year's theme of "Peeling Back Professionalism" has been a hefty topic of conversation in the last year. As some politicians are pardoned for speaking crudely while others are chastised for speaking up, as black folks are fired for wearing their nature-given hair in "ethnic" ways and stories of sexual harassment are gushing up like Old Faithful, as arts workers are struggling to learn their trade while straddling the line between "corporate" and "creative", we have to wonder: what the \*bleep\* are we really talking about when we use the word "Professional"?

After a lot of processing and breaking down elements those around me have defined and professional, I have narrowed it down to this: professional is the space where COMMITMENT, RESPECT, and VALUE intersect. Commitment can be defined by the long hours we've studied or worked, the degrees and certifications we've acquired, or how long we hope to last in this industry. Respect is encapsulated in the power we yield over others or that we embody from within, the way we treat ourselves and our colleagues, the way society views our work. And value is the exchange of resources we give and expect within this work, whether between people or within financial systems. This framework is, of course, imperfect. It is a starting point and a way to deconstruct the old and reconstruct a new, equitable, creative way of being a Professional in the arts and culture field.

As the arts reflect the humanity in human history, so should the arts field reflect the humanity in how we work, plan, and connect to the world. Therefore, our network works to shift the arts field to be equitable for all people, to be a valued and sustainable career sector, and to honor the individual arts worker as a creative and whole person.

Thank you for sharing your time with us today. We hope you'll walk away with actionable next steps, tangible tools, and a strengthened network to support your work.

—Rhiannon Evans MacFadyen  
EAP Director & Emergence 2019 Creative Director

## GUIDING QUESTIONS

- What makes a person a professional?
- How is the term “professional” used as a weapon in favor of xenophobia (“your kinky hair is not professional”) or exploitation (“it’s not professional to discuss your salary at work”)?
- How can the word “professional” be a demarcation of respect for your work and colleagues (“It’s not professional to blow off that grant deadline”) or note the depth of knowledge and commitment to your creative practice (“This isn’t a hobby; I’m a professional artist.”)?
- When capitalism falls, what will professionalism look like? What will we continue to value?
- What kind of professionalism would your ancestors get down with?
- When crisis and injustice erupt, what kind of “professionalism” should we or should we not maintain?
- What is professional in an intersectional, creative field?

## EMERGENCE TEAM

Zoe Donnellycolt, Project Manager & Volunteer Coordinator  
Celeste Christie, Chief Librarian, Logistical & Outreach Support  
Jubilee July helps  
Jevohn Newsome, Storyteller-in-Residence  
Abraham Chan, Event Photographer  
Rhiannon Evans MacFadyen, Creative Director  
Katherin Canton & Dominique Fernandez, Masters of Ceremony  
Dominique Fernandez, Member & Alumni Liaison

## FELLOWSHIP COHORT IX (2018-2019)

Erina Alejo  
Jubilee Brumbaugh  
Celeste Christie  
Therese Davis  
Zoe Donnellycolt  
Dominique Fernandez  
Carman Gaines  
Vee Jenkins  
Shelley Kuang  
Sriba Kwadjovie  
Qianjin Montoya  
Lisa Pradhan  
Randy Reyes  
Adan Romo  
Maya Sisneros

## EMERGENCE LOGISTICS

### Social Media

This event will be documented and shared through our channels, and we encourage you to, as well!

@emergingsf #emergence2019 #emergingartsprofessionals  
#peelingbackprofessionalism #artisanonion #artsadminlife  
#professionalonion #thenewprofessionalism #switchingprofessionalism  
#intersectionalunion

### Library

What resources do you want to take with you from the day? What resources do you want to share? Join us in the Library to reflect on the day's learning and find new sources of inspiration, sourced from Cohort IX, speakers and presenters, and the wider community. A photocopier is on-site to copy sections of text from books and articles, as well as a binder to compile your notes and pages from the day. We encourage you to leave a photocopy of your notes from sessions for attendees and the wider EAP network to learn from your unique perspective.

This room is a quiet space, and you are encouraged to rest, relax, or make use of the craft supplies to have an "art break."

An interactive installation, Candle Lighting Time, by Allison Smith encourages us to contribute messages of our intentions for the day on the collective "hearth."

With generous support from the San Francisco Public Library.

### Write about your experience!

We want to know how your life and work was enriched (or not) by spending your time here. Please share your experience and your feelings about the program with us, and let us know if we can share it out with our network! Email [rhiannon@emergingsf.org](mailto:rhiannon@emergingsf.org)

### Other Logistics

Creating an event and space that is accessible to everyone is a priority. Please let us know what accessibility needs you have, so that we can do our best to provide them.

Bathrooms are located behind registration and are non-gendered.

Some breakfast snacks will be provided. Taco trucks will be parked outside for lunch and if you have specific food needs, please take the time to explore options in the neighborhood.

Please practice awareness and help us make this event healthy to all by arriving and helping to maintain a fragrance free environment.

By attending the event, you agree that your image and voice may be recorded and used by EAP for documentation and promotion and to share on all platforms.

## DAY at a GLANCE

### All Day | 9:30 AM–5:00 PM

- ➔ Family Room
- ➔ Library & Self-Care Salon + Building an Archive
- ➔ Alternative Recipe Book
- ➔ Community Altar
- ➔ Neo-Professional Headshots by KaliMa Amilak
- ➔ Interactive installations:
  - *subversion is my kink* by Stephanie Hewett
  - *Art Respondent* by Todd Berman
  - *Art World Suggestion Cards* by Jon Fischer
  - *Candle Lighting Time* by Allison Smith
- ➔ Sponsor & Partner Tables
  - SOMArts Cultural Center
  - Paybee
  - Root Division
  - San Francisco Public Library
- ➔ MCs: Dominique Fernandez & Katherin Canton

### Morning | 9:30 AM–12:00 PM

- ➔ 9:30–10AM: Registration
- ➔ 10–10:45AM: OPENING & Acknowledgements with Kanyon Sayers-Roods
- ➔ 10:45–11:15AM: Un-Conference Breakout
- ➔ 11:15AM–Noon: Roundtable Plenary moderated by Kevin Seaman

### Afternoon 1 | 12:00 PM–2:15 PM

- ➔ Noon–12:45PM: On-site No-host Lunch from El Tonayense (or brown bag)
- ➔ 12:45–1PM: Announcements & EAP Teams' Stories
- ➔ 1–1:45PM: KEYNOTE: Leila Weefur
- ➔ 1:45–2:15PM: Un-Conference Breakout

### Afternoon 2 | 2:15 PM–5:00 PM

- ➔ 2:15–3:15PM: "Breakdown" Sessions
  - The Glory & The Agony of Code-Switching
  - Denial as a Strategy for Working (and Staying) in the Arts
  - Hella Professional Documentation
- ➔ 3:15–4:15PM: "Work Forward" Sessions
  - New Professional Manifesto
  - *subversion is my practice*
  - Live Archive
- ➔ 4:15–5PM: Collective Closing
  - EAP Fellowship Cohort Commencement Ceremony

## DETAILED SCHEDULE

### **All Day | 9:30 AM–5:00 PM**

#### Family Room

For caregivers, a family room will be available for kiddos, breast-feeding, and other family needs, so you can participate as your full self! Family care applies to members of all ages. A professional caregiver will be on-site all day.

#### Library & Self-Care Salon

Join us in the Library to reflect on the day's learning and find new sources of inspiration, sourced from Cohort IX, speakers and presenters, and the wider community. This room is a quiet space, and you are encouraged to rest, relax, or make use of the craft supplies to have an "art break."

#### Alternative Recipe Book | *Passed out at each session*

Compile a "cookbook" of resources to help you move forward with the lessons from the day. Each session will provide a take-home recipe, which will also be available in the Library, where you can bind your recipes into a book.

#### Building a Live Archive | *Library*

Share your notes from the day, words of advice, or a recorded video contribution at the Listening Station.

#### Neo-Professional Headshots by KaliMa Amilak | *Bay Gallery 2 (behind the altar)*

Sign up at Registration for a slot to be photographed by KaliMa during the day. They will be set up on the other side of the wall at the far end of Bay Gallery 2.

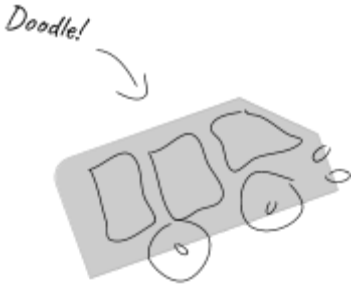
KaliMa Amilak is an Afro-Caribbean photographer native from Brooklyn, New York. In their experience as a photographer, they have sold and exhibited artwork in various galleries in Brooklyn, and was Head Photographer for the artist collective Brooklyn Artistry and Company. They have also been published in online publications such as AFROPUNK.

As they adapted to their surroundings of the Bay Area in California, KaliMa has expanded their creativity in a way that shows their strongest expressions in raw beauty. Having the opportunity to shoot for clients, organizations and participating in artistry collectives, gave KaliMa the drive to participate and network with other artists as well. Seizing life and nature as is through photos, they have discovered many unique angles and focuses. KaliMa has a strong motive to not only deliver a photo, but to tell a story with that image.

#### Community Altar | *Bay Gallery 2*

Shylah Pacheco Hamilton will help ground us in the space by building an altar. Please feel free to respectfully add items to the altar throughout the day.

Shylah Pacheco Hamilton is an Afrosurrealist filmmaker who works with experimental video, intersectional feminisms, and ritual performance. Shylah



lives in Oakland and is a member of the artist collectives, The Black Woman Is God and Filmmakers Unite (FU). She is chair of the Diversity Studies program at California College of the Arts and sits on the board of The Edwidge Danticat Society. She holds an MFA from the School of the Art Institute of Chicago in Film, Video, New Media & Animation and an MA from California Institute of Integral Studies in Women, Gender, Spirituality & Social Justice.

Art Respondent by Todd Berman | *Bay Gallery 1*

We, as arts professionals, use art to understand the world. During Emergence 2019, Todd is creating a "Making Learning Visible wall" which is an arts education tool that will help us all get the most out of our experience - it's the stock pot where we can put all of our onion peelings. No skill needed to participate. What quotes should be recorded? What ideas are being sparked in your head? What comments would you like to tweet?

Borrow some markers or use any old scrap of paper. Bring any doodles, ephemera, or notes to the table in back to add them to the wall. Even if you just scribble on some paper while you are listening to a presenter, that is meaningful.

Art World Suggestion Cards by Jon Fischer | *Bay Gallery 1*

Tell the Art World how you *really* feel and display it for all to see

Candle Lighting Time by Allison Smith | *Library*

This installation (in the library) encourages us to contribute messages of our intentions for the day on the collective "hearth" using color-coded ribbons and messages.

Sponsor & Partner Tables | *Theater*

SOMArts Cultural Center  
PayBee  
Root Division  
San Francisco Public Library

## **Morning | 9:30 AM–12:00 PM**

9:30–10AM: Registration

Check in, grab your clipboard, and get your bearings. Feel free to wander over to the community altar or visit our sponsors and partners in the theater.

10–10:45AM: **OPENING & Acknowledgements with Kanyon Sayers-Roods** | *Bay Gallery*

Kanyon Sayers-Roods is Costanoan Ohlone-Mutsun and Chumash; she also goes by her given Native name, "Coyote Woman". She is proud of her heritage and her native name (though it comes with its own back story), and is very active in the Native Community. She is an Artist, Poet, Published Author, Activist, Student and Teacher. The daughter of Ann-Marie Sayers, she was raised in Indian Canyon, trust land of her family, which currently is one of the few spaces in Central California available for the Indigenous community for ceremony. Kanyon's art has been featured at the De Young Museum, The

#HonorNativeLand  
usdac.us/nativeland  




Somarts Gallery, Gathering Tribes, Snag Magazine, and numerous Powwows and Indigenous Gatherings. She is a recent graduate of the Art Institute of California, Sunnyvale, obtaining her Associate and Bachelor of Science degrees in Web Design and Interactive Media. She is motivated to learn, teach, start conversations around decolonization and reinidgenization, permaculture and to continue doing what she loves, Art.

10:45–11:15AM: Un-Conference Breakout

A loosely-facilitated moment to discuss and share

11:15AM–Noon: Roundtable Plenary moderated by Kevin Seaman with guests Beatrice L. Thomas, Europa, Zoe Donnellycolt, and staff from SOMArts Cultural Center | *Bay Gallery 1*

ALL attendees will have a moment to get to know each other and participate in this conversation to peel back “professionalism”.

### **Afternoon 1 | 12:00 PM–2:15 PM**

Noon–12:45PM: LUNCH

- Connect with each other and interact with our space
- On-site No-host Lunch by El Tonayense taco truck with inside and outside seating (brown-bag lunches are welcome; Trader Joe’s and other food venues are close by)
- Interactive Art Installation: *subversion is my kink* by Stephanie Hewett. During lunch, you are encouraged to engage with Stephanie’s performative installation by exploring spontaneous moments of “unprofessionalism.”
- Visit our Sponsor & Partner Kiosks

12:45–1PM: EAP Announcements & Story Time | *Bay Gallery 1*

1–1:45PM: **KEYNOTE by Leila Weefur** | *Bay Gallery 1*

Leila Weefur (She/They/He) is an artist, writer, and curator who lives and works in Oakland, CA, and received an MFA from Mills College. Weefurs practice considers the complexities of phenomenological Blackness through video, installation, printmaking, and lecture-performances. Using materials and visual gestures to access the tactile memory, Weefur explores the abject, the sensual and the nuances found in the social interactions and language with which our bodies have to negotiate space. // Weefur is a recipient of the Hung Liu award, the Murphy & Cadogan award, and the Walter & Elise Haas Creative Work Fund. Weefur has worked with local and national institutions including SFMOMA, Southern Exposure, The Wattis, and Minnesota Street Project in San Francisco, Berkeley Art Museum and Pacific Film Archive, and Smack Mellon in Brooklyn, New York. // Weefur is the Audio/Video, Editor In Chief at Art Practical and a member of The Black Aesthetic.

1:45–2:15PM: Un-Conference Breakout

A loosely-facilitated moment to discuss and share



## **Afternoon 2 | 2:15 PM–5:00 PM**

2:15–3:15PM: “Breakdown” Sessions

The Glory & Agony of Code-Switching with Rachel Lastimosa & Sriba Kwadjovie | Stage

Rachel Lastimosa is a musician, composer and producer contributing to the Bay Area arts scene since 2000. She is the principal songwriter of the indie-soul duo, Dirty Boots and is one-half of Ibilin & Oblivion, a sample-based R&B band with Clockwise Records labelmate Professor Brian Oblivion. She has toured nationally and internationally as a performing artist and theatrical musician. // Ms. Lastimosa was featured in Tree City Legends, written by playwright and musician Dennis Kim, directed by Marc Bamuthi Joseph, with Campo Santo’s residency at Intersection for the Arts. She served as the musical director and performed as part of Magic Theater’s “Sheparding America” celebration in Holy Crime, a collaboration directed by Sean San José and ACT’s Associate Artistic Director, the late Mark Rucker. She composed and produced the score for the Isabella Duncan nominated dance theater production - Kularts’ Incarcerated 6x9, under the direction of Alleluia Panis as well as People Power Media’s animation Priced Out, a series on the SF housing crisis. // Rachel is proud to serve as the Arts & Culture Administrator for SOMA Pilipinas - SF Filipino Cultural Heritage District and organizes to uphold and defend indigenous peoples’ rights in the Philippines.

Sriba Kwadjovie is the Intellectual Property Manager for the San Francisco Museum of Modern Art (SFMOMA) where she manages copyright, permissions and licensing for exhibitions, programs, events and merchandise produced by the museum. Born and raised in the San Francisco Bay Area, Sriba began her classical dance training with the Oakland Ballet and African Diaspora dance study with the Beatriz Ross Cultural Dance Ensemble. She has worked with Bay Area based dance companies such as Company Chaddick, Robert Moses’ Kin and Epiphany Dance Theater. In 2015, she performed a solo work for the Havana Biennial in Cuba. Sriba holds B.A. in Political Science from the University of California, Irvine and a J.D. from John F. Kennedy School of Law. She is passionate about the intersections between art and jurisprudence and how they shape artistic practice and public engagement.

Denial as a Strategy for Working (and Staying) in the Arts | Bay Gallery 1

Laili Gohartaj’s career is driven by her passion for equity in, and access to, the arts in Oakland. She is most proud of supporting performing arts and culture opportunities in her community and has worked in several capacities from producer to fundraiser. Laili was selected as a Western States Arts Federation Emerging Leader of color in 2018 and a San Francisco Emerging Arts Professionals Fellow in 2017. Laili holds degrees in clarinet performance and creative writing and enjoys gardening, collage, and glass working. When she isn’t creating or supporting the arts she is often on Lake Merritt where she rows competitively.

- Things to do while you're here....
- Meet a Fellow!
- Get your Neo-Professional Portrait
- Visit the Altar; Leave something there
- Photocopy some good books in the Library
- Participate in an Installation
- Share your notes with the Art Respondent
- Drop your loved ones at the Family Room

## Hella Professional Documentation | *Bay Gallery 2*

Erina Alejo is an educator, organizer and artist. Through ethnographic and archival frameworks, Alejo examines the role of the city, family and body in intergenerational memory, healing and trauma. They hold bachelor's degrees in Visual Arts and Human Development and a minor in African Studies from UC San Diego, all formative in their multidisciplinary praxis.

Alejo's Asian American Women Artist Association Emerging Curatorial Fellowship with Diana Li formed Appendix Collective, a growing collective of multi-ethnic Asian Pacific Islander womxn and gender nonconforming, queer and allied artists. Receiving seed funding as a grantee of Southern Exposure's Alternative Exposure, Alejo co-founded SoMapagmahal, a youth photography mxntorship program that teaches its emerging artists about the hxstory and people of SoMa Pilipinas (San Francisco South of Market's Filipino Cultural Heritage District). Born and raised in San Francisco, Alejo documents their experience as a third-generation renter with family through their Instagram visual essay, *A Hxstory of Renting*.

3:15–4:15PM: "Work Forward" Sessions

## New Professional Manifesto with Beatrice L. Thomas & Kevin Seaman | *Bay Gallery 1*

Now that we've broken down the tyranny of Professionalism, spend some time with Beatrice and Kevin building a new model of respect, commitment, and value that honors the whole person in a creative and equitable landscape.

Influenced by San Francisco's rich drag culture and history of queer provocation, Kevin Seaman creates community-engaged interdisciplinary performance and digital media exploring contemporary queer experiences at the intersection of gender and sexuality. Bridging the gap between fine arts and nightlife, Kevin Seaman curates dynamic community and corporate events that reflect the diversity and distinction of San Francisco. With 15 years experience working with Bay Area artists, nonprofits and philanthropic institutions, Kevin Seaman provides a culturally competent and multi-perspective approach to fundraising, project planning and organizational development.



Mx. Beatrice L. Thomas is a social practice artist, creative producer, and national queer arts advocate. Their organizational consulting and executive coaching practice operates at the intersection of arts, equity, diversity and inclusion! Beatrice applies an intersectional holistic approach to individuals and organizations. Beatrice Thomas is a multi-disciplinary artist, creative producer and equity, diversity and inclusion consultant. Thomas has worked in administrative, curatorial, grantmaking, and educational roles for the municipal agencies, community colleges, galleries and non-profits. Thomas leads workshops and facilitates dialogues on grant strategy, queer arts, and cultural equity. They have served as Program Officer for San Francisco's Cultural Equity Grants program, Program Manager for First Night Austin, an

interdisciplinary, urban, arts festival, and Chair of the Austin Art and Public Places Panel. Thomas has worked on designing and facilitating capacity building projects with L.A.N.E./NPN (Leveraging Arts Networks for Equity) and The Akonadi Foundation. They re-imagined AIRspace, one of the Bay Area's longest running queer arts residency as a leadership residency for queer and trans artists of color with SAFEhouse Arts. Artistically, Thomas is directing a show that examines toxic masculinity in gay online culture, artistic lead for a queer arts cabaret that roasts allyship using comedy and magic, producing the Singing Bois, a gender-queer boy band that will leave your heart throbbing and reading gender and culture inclusive books in drag to children at public libraries with Drag Queen Story Hour. Thomas is committed to facilitating exceptional art from diverse communities onto national platforms and into meaningful public experience. Beatrice is an inaugural Association of Performing Arts Professionals (APAP) Leadership Fellow (LFP), a 2019 APAP/NYC Conference co-chair and recipient of the 2018 Ebony McKinney Arts Leadership Award.

subversion is my practice with Stephanie Hewett | *Stage*

In this workshop we will explore how the body adapts to a traditionally structured dance class with moments of spontaneous "unprofessionalism" specific to conservatory style principles.

Live Archive with Celeste Christie and Jevohn Newsome | *Library*

What knowledge have you taken away from the day? What knowledge would you like to share with the community? This facilitated work session gives us time and space to reflect and build our "cookbook" from the day.

Jevohn Newsome is a short-fiction writer/essayist with a poet's brain, a digital illustrator, non-profit arts worker, aspiring educator, and an imaginary jazz musician who lives by the mantra (taken from Cornell West) "lift every voice in the orchestra." As a recent graduate from California College of the Arts with a BA in Writing/Literature, Jevohn's next venture involves telling stories off the page and creating platforms for others to confidently make their stories known.

4:15–5PM: Collective Close | *Bay Gallery*

Fellowship Cohort Commencement Ceremony

## CLOSING QUESTIONS

What questions do you take away from the day?

What questions would you like to leave with us?



## Meet NIDHI DOSHI Founder of PayBee

Donations in the Moment of Inspiration



Nidhi is a nonprofit advocate and believes that her impact in his world can be exponentially higher if she helps all nonprofits be successful. After completing her Bachelors and Masters in Computer Engineering at the University of Illinois – Urbana Champaign, she worked on building processors at AMD and Speech Recognition technology for XBOX Kinect at Microsoft. During her corporate work life, volunteering on weekends gave her fulfillment and a taste of true joy. 3 years ago, she cofounded PayBee with the mission to create intuitive and useful products that delight our nonprofits. Building end-to-end experiences that just work, make her proud!



[www.paybee.io](http://www.paybee.io)  
[nidhi@paybee.io](mailto:nidhi@paybee.io)  
408-915-7275

Want to learn more about Nidhi and PayBee?  
Find their kiosk in the Theater at Emergence 2019.  
Walk up, say hi, make a connection today!

Where we are now and EAP's vision for the future...

The San Francisco Bay Area has attracted generations of peoples with its natural environment and climate, and continues to attract those with an affinity for its identity as a hotbed of cultural, artistic, and technological production. While these sectors of production on the spectrum between culture and commerce are all essential to the positive forward momentum (they feed off of each other) of our home, the contemporary Bay Area is experiencing an imbalance between the cost of living and the price paid to cultivate the arts. The arts have been and continue to be a major contributor to the region's unique quality of life by creating cultural, social, political, and economic impacts that ripple across disciplines and sectors in meaningful and lasting ways. Emerging Arts Professionals (EAP) envisions a sustainable environment for both cultural producers and consumers, where the transformative power of the arts is nurtured.

*As the arts reflect the humanity in human history, so should the arts field reflect the humanity in how we work, how we plan, and how we connect to the world. Our network works to shift the arts field to be equitable for all people, to be a valued and sustainable career sector, and to honor the individual arts worker as a creative and whole person.*

### Current Long Range Goals

- Bay Area arts and culture organizations are modeling leadership that is responsive to, reflective of, and able to be effective in the complex context of the Bay Area.
- Arts and culture workers with emerging ideas and ways of working, or emerging in their careers, are supported to be a part of and participate in policy conversations and decisions impacting their lives and the lives of their organizations.
- The arts industry is equitable for all people, is a valued & sustainable career sector, and honors the individual arts worker as a creative & whole person.

### EAP LEADERSHIP

Rhiannon Evans MacFadyen, Director  
Katherin Canton, Fellowship Facilitator  
Jevohn Tyler Newsome, Network Coordinator & Storyteller in Residence

EAP Advisory Board  
Megan Brian  
Cristina Ibarra  
Michelle Lynch Reynolds  
Kevin Seaman  
Tyese Wortham

## EQUITY FRAMEWORK

EAP has adopted an action-based equity framework that is applied to all programs and decision-making opportunities across our organization. This framework is also shared with partner and outside organizations as a model for creating and implementing their own action-based Equity Framework.

- Remove assumptions
- Increase diversity of experience
- Re-center marginalized experience and voices  
(race, ability, gender, sexuality, class, age, health status)
- Create models for systemic power shift

Emerging Arts Professionals, Bay Area embodies a Cultural Equity Framework. Our framework incorporates the varied communities of the bay area.

We require representation of those communities, and will actively seek out communities and experiences that are not currently represented and work to bring those outside in.

Our creative community is inclusive and holds space for people regardless of race, age, physical ability, health status, incarceration history, gender, or sexuality.

We seek to remove assumptions based on external markers, holding that each person at the table is whole and has a wealth of experience and nuance to share.

We invest time into knowing the people we interact and work with by having deep conversations and asking questions, understanding that this means every interaction takes longer.

Models for systemic power shifts:

- Implementation of an Organizational Culture Statement, highlighting EAP's intentions and outcomes
- Omni-directional mentorship approach - everyone has something to learn and to teach, and we are seeking knowledge-sharing at all levels
- Leadership term limits - evolving the work and focus of our organization; acknowledging and planning for change to allow for the organization and programs to evolve with the needs of the sector.
- Developing advisory boards and fellowship cohorts that reflect the diversity of our community, casting a wide net to find a large cross-section of participants
- Broad outreach, casting a wide net to include those who may not self-identify as arts administrators but who are doing the work: artists, laborers, cultural workers, youth workers, activists, and people interested in supporting the arts as a place for cultural expression and human values.
- Actively sharing resources and organizational experiences, when appropriate
- Transparent and ongoing evaluation to track and highlight this work

## EAP PROGRAMS

EAP offers many programs to broaden our communities' capacity, create space to share and platforms to empower, and to push our industry closer to our goals. Here are a few:

### Affinity Circles

Topic-Centered collaborative learning and working groups including Capacity Building for Culturally-Specific Projects, Bay Area Data Network, Curator Circle, Teaching Artists Meet-ups, among others.

### MADE & The Ebony McKinney Arts Leadership Award

In line with the powerful work done by our friend and Co-Founder Ebony McKinney, who passed two years ago, but continues to inspire our great work, this award was created to uplift creative leaders who have a rich history of breaking old models, experimenting with emerging ideas, and empowering those around them.

**Our inaugural awardees are Beatrice L Thomas and Thuy Tran.** Learn more about them and the award at [emergingsf.org/ebony-award](http://emergingsf.org/ebony-award)

MADE is a micro-grant and incubator platform for emerging ideas. More at [emergingsf.org/made](http://emergingsf.org/made)

### Emerge: a journal for arts leadership

As a cross-discipline, pan-arts industry publication, Emerge highlights the personal stories, unique knowledge, and skills of cultural workers and arts leaders with the goal of sharing creative solutions. Visit [emergemag.org](http://emergemag.org)

### The Fellowship

The Fellowship is a nine-month\* participatory learning cohort of 17-20 emerging and mid-level arts and culture workers in the Bay Area. The Fellowship expands your skill-sets through personal (i.e personal vision statements, network mapping) and professional development (team communication, peer coaching, etc) and encourages you to build long-term relationships across sector, discipline, and role. Previous affinity topics have included: The Creative City, Art & Enterprise, Cultural Equity, Regenerative Practices, Open Systems, Networked Approaches, Research & Development, Business Development, Communications...

\* In honor of our 10th Anniversary cohort, we are shifting this year's program to a 6-month program, pairing new fellows with alumni mentors. More details will be released in the coming weeks, so keep your eyes out!

Letters of Interest for Cohort X are now open!

Program Details: [www.emergingsf.org/fellowship](http://www.emergingsf.org/fellowship)

### Membership

Join our inner network and get discounts at Emergence and other events!  
[emergingsf.org/join](http://emergingsf.org/join)



## EAP FELLOWSHIP ALUMNI

Note: Some names may have changed since each cohort; below represents the names at the time of each group.

<p>FELLOWSHIP COHORT I (2010-2011)</p> <p>Megan Brian Patricia Carino Calcagno Cullen Allison DeLauer Maura Dilley Beatriz Domiguez Lauren Frieband Jackie Hasa Michelle Lynch Randi Lund Therese F. Martin Ian Smith-Heisters Ernesto Sopprani Dan Wolf Tyese M. Wortham Louise Yokoi</p>	<p>FELLOWSHIP COHORT II (2011-2012)</p> <p>Stacy Bond Kathleen Brennan Katherin Canton Mariko Chang Karl Cronin Michael DeLong Katie Fahey Marcella Faustini Joshua Hesslein Sasha Kelley Diana Krell Esther Manilla Lex Nonscripta Julie Potter Virginia Reynolds Danielle Siembieda Alyson Sinclair Colleen Stockmann</p>	<p>FELLOWSHIP COHORT III (2012-2013)</p> <p>Emma Bailey Christy Bors Arielle Brown Allison Byers Shuai Chen Leah Curran Drew Foxman Duygu Gün Alison Konecki Christine Laquer Gladys Malibiran Jeanne Pfeffer Ryan Ryan Karena Salmond Stephanie Schnorbus Gregory Stock</p>	<p>FELLOWSHIP COHORT IV (2013-2014)</p> <p>Gina Acebo Sheeka Arbuthnot Claire Frost Adriana Griñó Jessie Johnston Tossie Long Carrie Leilam Love Adriana Marcial Hannah Merriman Lisa Nowlain Jen Ontiveros Alex Randall Leah Reisman Malia Rose Brittney Shepherd Tavia Stewart-Streit Matt Sussman Victor Valle Caroline Walthall Madeleine Wilhite</p>
<p>FELLOWSHIP COHORT V (2014-2015)</p> <p>Angela Anderson Lauren Benetua Kwan Booth Erin Bregman Ashara Saran Ekundayo Luis Escareño Kate Goldstein Jay-Marie Hill Summer Hirtzel Rebecca Huval Cristina Ibarra Sam Seung Jung Rhiannon Evans MacFadyen Bridget McMahon Dorothy Santos David "DC" Spensley Creatrix Tiara Manish Vaidya</p>	<p>FELLOWSHIP COHORT VI (2015-2016)</p> <p>Lindsey Adams Ariana Allensworth Jason Bayani, Program Manager Fionnuala Bradley Kayan Cheung-Miaw Dara Katrina Del Rosario Eva Enriquez Tarin Griggs Tayyibah Hasan Wynne Leung Aqueila Lewis Tatiana Marshall Amanda Spector Jayna Swartzman-Brosky Lauren Marie Taylor Addie Ulrey Alex Wang Tassiana Willis Amina Yee</p>	<p>FELLOWSHIP COHORT VII (2016-2017)</p> <p>Jose Abad Laura Amador Luiza Berthoud Sarah Cargill Jackie Clay Zeph Fishlyn Eric Garcia Shirley Huey Astrid Kaemmerling Marcelo Garzo Montalvo Rena Nishijima Amanda Rawson Rasheed Shabazz Sarah Thomas Thuy Tran Naomi Quinonez Shamsher Virk Kwesi Wilkerson Nicole Wisler Amber Yada</p>	<p>FELLOWSHIP COHORT VIII (2017-2018)</p> <p>Mrinalini Aggarwal Amelia Uzategui Bonilla Becca Decoud Candace Eros Díaz Megan Friel Laili Gohartaj Amanda Harris Shani Heckman Paula Junn Claudia Leung Diana Li Muisi-kongo Malonga Lisa Martin Elizabeth O'Malley Carla Belinda Margarita Orendorff Bhumi B. Patel Adam Ryan Aishwarya Vardhana Carolina Zamora</p>

## EAP FUNDERS & PARTNERS



EAP/SFBA is a member of Intersection for the Arts. Intersection for the Arts is a bedrock Bay Area arts nonprofit that provides people working in arts and culture with fiscal sponsorship and resources to grow. Visit [www.theintersection.org](http://www.theintersection.org).

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CAL-Now Grants Program grant from the Center for Cultural Innovation. CCI's mission is to promote knowledge sharing, networking, and financial independence for individuals in the arts.



The William and Flora Hewlett Foundation, a nonpartisan, private charitable foundation that advances ideas and supports institutions to promote a better world. Visit [hewlett.org](http://hewlett.org).



Kenneth Rainin Foundation is a private family foundation dedicated to enhancing quality of life by championing and sustaining the arts, promoting early childhood literacy and supporting research to cure chronic disease. Collaboration and innovation are at the heart of all its programs. Its vision is guided by the belief that change is possible through inquiry, creativity and compassion.



The California Arts Council is committed to building public will and resources for the arts; fostering accessible arts initiatives that reflect contributions from all of California's diverse populations; serving as a thought leader and champion for the arts; and providing excellent, effective, and relevant programs and services.



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