

Creative Youth Development BIPOC Alumni Council Pilot

Overview

To create systemic change, steps need to be taken for alums in the field of [Creative Youth Development](#) (CYD) to enter into, inform, and begin to change the often closed off worlds of power and privilege in philanthropy. With a desire to learn and deepen our commitment to diversity, equity and inclusion in every aspect of Mass Cultural Council, we wish to provide opportunities for CYD alums to find support with each other, utilize and build platforms for their voices and visions, and to work together to better see and build more equitable programs, networks, and systems.

Black, Indigenous and People of Color represent approximately 80% of the young people in Creative Youth Development programs in Massachusetts. However, these demographics are largely underrepresented in leadership, staff and teaching roles in the cultural field of Massachusetts. With this in mind, we are forming a **Black, Indigenous, and People of Color (BIPOC) CYD Alumni Council** to create a solid place for youth voice on our team, in our Agency, and in the field.

Nine alumni (ages 18 to 24) will be chosen from current YouthReach grantees for a six-month pilot, with preference given to BIPOC youth. Alumni Council members will take leadership roles in bi-weekly CYD meetings, hold monthly Alumni Council meetings, contribute to the communications for the Agency, have opportunities to establish cross-sector partnerships and connections with mentors, participate as thought partners in agency meetings, and will design a creative summary of their experience. Alumni Council members will work with Mass Cultural Council's CYD team to embody and fuel the values and goals of CYD in creative expression, youth leadership, social and racial justice, and collective action.

Goal

To partner with youth in creating safe and brave spaces for alums to develop goals, share stories, creativity, and strategies for greater impact in CYD programs, philanthropy, and communities.

Eligibility

1. You are an alum of a YouthReach organization, having participated for at least one year.
2. You are between 18-24 years old.
3. You can commit to 2-4 hours a week in meetings (over Zoom) with a schedule determined in February for monthly Alumni Council meetings, CYD bi-monthly calls, and Mass Cultural Council meetings.
4. You have a desire to create safe and brave spaces to share stories, creativity, and strategies for alumni to have greater impact in philanthropy, CYD programs, and communities.
5. You have a desire for learning and for contributing to building bridges and systemic change in the cross-sector worlds of CYD in Media/Tech, Mental Health, Racial Equity, Research, Funding, or Advocacy.

Selection Criteria

For the purposes of the pilot, applications to the BIPOC Alumni Council will be reviewed by staff at the Mass Cultural Council using the following review criteria:

1. Commitment to and teamwork in a CYD YouthReach organization (25 points)
2. Commitment to and experience in one's creative practice (25 points)
3. Social justice awareness/commitment/experience (25 points)
4. Innovation and ideas (25 points)

Commitment

Time commitment will average three hours per week, from February-June 2021. Please designate in the application if you are interested in being a member and/or the BIPOC Council Chair.

All members will:

1. CYD alums will serve as "thought partners" with the Mass Cultural Council and the CYD field to integrate their voices and leadership into the core structures and practices of the field, participating in existing Creative Youth Development calls twice a month on Thursdays with the CYD field. Alumni will take leadership roles in facilitating, speaking, taking notes, and/or compiling summaries.
2. CYD alums will connect with Mass Cultural Council staff, potential mentors, and networking partners through meetings with designated CYD team staff, with members of the POC Staff Team at Mass Cultural Council, and with partners outside of the Agency.
3. CYD alums will design a culminating project/summary for the CYD community based on "truths" and learnings from participating on the

Council. This work will be supported through participation in one BIPOC Alumni Council meeting once per month focused on goal setting, planning, reflection, team-building and creative pursuits.

In addition, the Alumni Council Chair will:

1. Envision, organize, and convene all BIPOC Alumni Council meetings at least once per month.
2. Participate in at least one Mass Cultural Council staff meeting per month (these may be in areas of Equity, Technology, Trauma, or our general 411 Council meetings) to be identified by CYD staff and Chair.

Timeline

January 13, 2021: Application available for alums of YouthReach organizations

Application link: <https://www.surveymonkey.com/r/AlumniCouncilMCC>

January 25, 2021: Applications due at 11:59pm

January 26, 2021: Call references and meet with POC team

February 1, 2021: Finalists are notified this week by Zoom

February 5, 2021: Announcement of BIPOC Alumni Council

*The first BIPOC Alumni Council meeting is tentatively scheduled for **Feb. 12th at 12pm** but may be rescheduled based on availability of selected Council members.*

Budget

Stipends for each Alumni Council Member: up to \$1,800 total for approximately 3 hours per week (12 hours of work a month) from Feb. – June 2021 for a total of 60 hours at \$30/hour.

Stipends for the Alumni Council Chair: up to \$2,520 total for approximately 4 hours a week (16 hours of work a month) for a total of 84 hours at \$30/hour to co-plan and facilitate meetings and initiatives.

Supply Budget: There will be \$900 for supplies and tech for meetings and culminating project.

Application and Questions: If you are interested in applying, please click on [this link](#) to fill out an application by **January 25, 2021**. For questions, please be in touch with Käthe Swaback at kathe.swaback@art.state.ma.us