



Mentorship Program for Women Administrators

Supported by OPERA America's Backstage Brunch

2022 Protégé Guidelines and Application Procedures

OPERA America
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Goals

Women represent more than half of the national population, yet the percentage of women in leadership roles within the field of opera is comparatively small. OPERA America is addressing these issues by convening a group of stakeholders (female and male), the Women's Opera Network (WON). The WON aims to explore and work actively to increase awareness of and discussion about diversity and improving gender parity in the field, create action plans to promote the advancement of women, and become a source of support for emerging female professionals. The Mentorship Program for Women Administrators was conceived through the continued work and efforts of the Women's Opera Network.

The Mentorship Program for Women Administrators provides support for the professional development of female administrators at OPERA America member organizations, advancing the important objective to increase gender parity across the field.

About

The Mentorship Program for Women Administrators is an ongoing initiative to promote the advancement of women leaders in the field of opera administration. This program will provide a unique opportunity for dedicated female professionals to be paired with administrative leaders who can help them achieve their professional growth goals. Three female professionals (protégés) will be paired with established leaders in their areas of interest for a yearlong program to identify barriers and achievement gaps, and then establish and execute an action plan for professional growth.

OPERA America will provide funding for protégés to travel to and attend Opera Conference 2023, as well as support mentorship teams with additional resources for in-person and remote mentoring sessions. Protégés and mentors will commit to a full calendar year of participation in a mentorship partnership. Each protégé will be matched with a mentor based on her expressed needs and interests.

Application Process

Application available online: September 1, 2022

Application deadline: October 12, 2022

Selected protégés notified: November 2022

Eligibility Requirements

- *Applicants must identify as female. This mentorship program aims to support women in opera, including cis and trans women.*
- *Applicants must have current or recent employment experience at an OPERA America organizational member and seek mentorship to achieve the next level in their career development.*
- *Protégés must be available to participate in mentorship activities from **December 2022** – **November 2023**. They are expected to make both a mental and physical time commitment to the program, including attendance at Opera Conference 2023.*

Required Materials

1. Completed Application, which includes:
 - Responses to six long-form questions
 - Two references
2. Resume (outlining academic, professional, and administrative experience)
3. Current biography

Apply: All protégé applications must be submitted [online](#).

Program Details

Participants will be selected based on their leadership growth needs, motivation to bring positive change to the field, and an eagerness to learn and make the most of the opportunity. Participants will commit to a full year of participation in a mentorship partnership with prominent leaders from the opera field. Each protégé will be matched with a mentor based on her expressed needs and interests. OPERA America will provide support for the mentorship teams with additional resources for mentoring sessions and professional development through the entirety of the one-year program. OPERA America will provide funding for protégés to travel to and attend Opera Conference 2023 and to visit to their mentors' organizations. Additional support will be provided through the community of the Women's Opera Network.

The program will help to establish the one-on-one relationship of the mentor and protégé, who will work together to support the growth and goals of the protégé. This work is supported by OPERA America through facilitated meetings with all cohort members, regular check-ins with each individual participant, and the offerings of private learning opportunities, as mutually decided by the program participants. For professionals seeking to move into executive leadership positions in the next stage of their career, we encourage you to also consider our [Leadership Intensive](#), a rigorously structured program of advanced learning for opera leaders.

Selection Process

All applications will be screened for eligibility. Ineligible applicants will be contacted by the program administrator with an explanation as to why their application will not be moved forward to the next round. A panel composed of members of the Women's Opera Network (WON) will review all eligible applications and select candidates to advance. A second round of review will include an interview with one or more members of the WON. OPERA America staff will facilitate the panel and selection process. Final selections will be made by the full evaluation panel. All applicants will be informed of their status at each stage of the selection process and receive feedback and guidance to prepare for a future application cycle.

Requirements

The application must be completed in full, including answering all application questions and providing two references with full contact information. These references may be any combination of employment, professional, academic, or character/personal references. The

applicant must submit a resume that includes education, professional development, and professional and social experience that highlights areas of expertise that can support the field.

Contact Information

Please direct questions about this program to Ebony Menefield, education manager, at EMenefield@operaamerica.org.