



Mentorship Program for Women Administrators

*Established at the recommendation of the
Women's Opera Network*

Supported by OPERA America's Backstage Brunch

2021 Protégé Guidelines and Application Procedures

OPERA America
National Opera Center
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New York, NY 10001
operaamerica.org

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 (both female and male) to explore and work actively to advance gender parity field-wide. OPERA America's Women's Opera Network works to increase awareness of and discussion about diversity and gender parity in the field, create action plans to promote the advancement of talented women, and become a source of support for emerging female professionals.

The Mentorship Program for Women Administrators provides support for the professional development of female administrators at OPERA America and Opera in Canada 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 the most promising female professionals to be paired with administrative leaders who can help these protégés achieve their professional growth goals. Three female professionals 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 2022, as well as support mentorship teams with a structured program and additional resources for in-person and remote mentoring sessions.

Application Process

Application available online: March 2021

Application deadline: May 6, 2021, at 11:59 p.m. EDT

Selected protégés notified: June 2021

Protégés will commit to a full calendar 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.

Eligibility Requirements

- Protégés must be committed to a management career at an OPERA America or Opera in Canada member organization and seek mentorship to achieve the next level of their career development.
- Protégés are expected to make both a mental and physical time commitment to the mentorship program, including attendance at Opera Conference 2022.

- This mentorship program aims to support women in opera, including cis and trans women.

Required Materials

1. Resume
2. Two references
3. Six essay questions

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

Program Details

Beginning in July 2021, mentors will share their knowledge and experience to guide protégés in a positive and nurturing environment. Protégés will be selected based on their potential to make a significant contribution to the opera field. Each protégé will be matched with a mentor based on her expressed needs and interests. OPERA America will provide funding for protégés to travel to and attend Opera Conference 2022, as well as support mentorship teams with a structured program and additional resources for in-person and remote mentoring sessions.

Selection Process

All applications will be screened for eligibility. Ineligible applicants will be contacted by the program administrator.

A panel composed of members of the Women's Opera Network 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 Women's Opera Network. 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.

Participation

Those accepted into the Mentorship Program for Women Administrators are expected to participate fully in all aspects of the program. Protégés will commit to a full calendar year of participation in a mentorship partnership with prominent leaders from the opera field and must be available to attend Opera Conference 2022.

Requirements

Protégés must be committed to a management career at an OPERA America or Opera in Canada member organization and seek mentorship to achieve the next level of their career development. The application must be completed in full. Please note that this includes having the support of your direct supervisor and a letter of recommendation from someone in the opera field who can endorse your application.

Contact Information

Please direct questions about this program to Sarah Carter, director of learning and leadership, at SCarter@operaamerica.org.