



Mentorship Program for Opera Leaders of Color

2024 Application Questions

The Mentorship Program for Opera Leaders of Color provides a unique opportunity for motivated participants to cultivate professional skills and long-term relationships. It was created to acknowledge that Black, Native American/Indigenous, Asian, Pacific Islander, Latiné, South Asian, Arab, Middle Eastern, and North African administrators face many systemic barriers that have limited their professional advancement, regardless of their leadership potential, level of experience, or current title.

The program provides support for administrators who are at the threshold of advancing to their next level of leadership by pairing them with more seasoned leaders in the opera field who can serve as coaches and advocates. This program intentionally identifies and disrupts barriers to increase representation and agency for BIPOC leaders at all levels in the opera field.

OPERA America will provide support for three mentorship teams and resources for professional development, including registration, travel, and housing for OPERA America's annual conference, and financial support for one on-site visit at the mentor's organization during the year-long program for which they are engaged. Rather than having a set curriculum, this program designs professional development learning opportunities based on the needs of each mentee.

Applicants' identities must include one or more of the following races/ethnicities: Black, Native American/Indigenous, Asian, Pacific Islander, Latiné, South Asian, Arab, Middle Eastern, and North African. Applicants must have current or recent employment experience at an OPERA America organizational member and be available to participate in mentorship activities between April 1, 2024, and June 30, 2025.

** required field*

Applicant Information

- Name*
 - First Name*
 - Other Name(s)
 - Surname/Family Name*

- Personal Phone Number*
- Personal Email*
- Personal Address*

- Current Employer(s)*
- Current Professional Title(s)*
- Work Phone Number*
- Work Email*
- Work Address*
- Length of tenure with current employer(s)*
- Length of tenure in current position(s)*
- Number of years employed in the opera field (part-time, contract, full-time, etc.)
 - If you've participated in different professional capacities in the opera field, please list those roles and associated years (e.g., five years as a professional soloist, five years as an administrator, etc.)
- Number of direct reports*

Biography

Please include a current 200-word biography below. If you are accepted into the program, this biography will appear in the related press release and be shared with the faculty and other participants. (Please note: If you are accepted into the program, you will need to submit a high-resolution headshot.)*

Resume

Please submit a resume outlining your administrative experience. Artistic resumes listing roles performed or works directed/conducted/produced will not be accepted. Please be sure to include:*

- Higher-education degrees completed or in progress
- Other types of training or leadership development
- Relevant certifications or memberships
- Professional, social, or volunteer experience that highlights areas of expertise that can support your leadership in the field

Essay Questions

Please respond to the following prompts about your experience and goals, prioritizing and communicating your own needs and how they can be supported by a mentorship program. Your responses will allow the selection committee to learn more about you as an administrator and leader and to provide insight into your needs when considering possible mentors if you are selected for the program.

Why have you chosen to pursue a career in the field of opera?*

What would you hope to achieve in your career that would contribute to the opera field? Is there a specific position and/or type of organization that would help you to achieve this?*

What support, opportunities, or areas of growth would you need to advance your career in this direction?*

OPERA America is committed to addressing systemic barriers and also aims to support participants in addressing additional barriers. What other challenges do you experience in achieving your career goals?*

Describe your personal learning objectives and your expectations of participation in this program and working with a mentor. What specific skills or knowledge do you hope to gain by participating in this program?*

Please share about any prior mentorship, leadership, or trainings. What did you find most meaningful about your experience(s)?*

What does leadership in opera mean to you?*

References

Please provide two professional references. Your references may be contacted by OPERA America staff or members of the Racial Justice Opera Network Steering Committee during the selection process. These contacts should be able to speak to at least one of the following:

- Your administrative experience
- Your leadership skills
- Your interest in and engagement with the field of opera.

Reference #1

- Name*
 - First Name*
 - Other Name(s)
 - Surname/Family Name*
- Professional Title*
- Current Employer*
- Email*
- Phone Number*
- How long have you known this reference and in what context?*

Reference #2

- Name*
 - First Name/Name*

- Other Name(s)
- Surname/Family Name*
- Professional Title*
- Current Employer*
- Email*
- Phone Number*
- How long have you known this reference and in what context?*

Identity

To better understand the demographics of OPERA America's applicant pool and evaluate the impact of our professional development programs, we invite you to optionally select all of the terms that you use to self-identify racially and/or ethnically and in regard to gender identity. You will also have the opportunity to write in additional or alternate responses in the “Self-Description” category. The choices below are neither exhaustive nor intended to be limiting or prescriptive.

Applicants' identities must include one or more of the following races/ethnicities: Black, Native American/Indigenous, Asian, Pacific Islander, Latiné, South Asian, Arab, Middle Eastern, and North African. OPERA America does not discriminate on the basis of race, color, religion, sex, gender identity, national origin, political affiliation, sexual orientation, disability, age, or any other status protected under federal, state, or local law.

- **Black** — includes those who identify with nationalities or ethnic groups originating in any of the Black racial groups of Africa including African American and Caribbean.
- **Latiné** — includes those who identify with nationalities or ethnic groups originating in Mexico, Puerto Rico, Cuba, Central and South America, and other Spanish cultures.
- **Asian** — includes those who identify with nationalities or ethnic groups originating in the Far East, Southeast Asia, the Indian subcontinent.
- **Pacific Islander** — includes those who identify with nationalities or are from ethnic groups originating in Hawaii, Guam, Samoa, or other Pacific Islands.
- **Arab** — includes those who identify with one or more nationalities originating in the Arabian peninsula and neighboring territories, inhabiting much of the Middle East and North Africa.
- **Native American** — includes those who identify as Indigenous peoples, First Nations, Aboriginal peoples, and/or Native peoples of the Americas with tribal affiliation or community attachment.
- **White** — includes those who identify with nationalities or ethnic groups originating in Europe.

Racial/Cultural/Ethnic identity (Please select all that apply.)*

- Black
- Hispanic/Latinx/é

- Asian/South Asian
- Pacific Islander
- Arab/Middle Eastern/North African
- Native American/Indigenous
- White
- Self-Description
- Race/Ethnicity — Prefer Not to Say
- Additional

Gender identity (Please select all that apply.)*

- Female
- Male
- Nonbinary/Third Gender
- Self-Description
- Prefer Not to Say

Age:

Please note that there is no age minimum or limit for the program, but this helps us to better understand the demographics of people working in the field.

- 20–30
- 31–40
- 41–50
- 51–60
- 60–70
- 71–80
- 81+
- Prefer not to say

Please share the pronoun(s) you use in reference to yourself (e.g., she/her/hers, he/him/his, they/them/their, ze/hir/hir — to learn more about gender pronouns, [click here](#)).*

Other Information

How did you hear about this program?

By agreeing below,*

- You confirm that the statements and information in this application are true and correct to the best of your knowledge.
- You confirm that you have the support of your direct supervisor and, if accepted to this program, you commit to the Mentorship Program for Opera Leaders of Color from April 1, 2024–June 30, 2025.

- You agree to participate fully in all aspects of the Mentorship Program for Opera Leaders of Color's active learning environment.