

2023

ARTS ADMINISTRATORS  
OF COLOR NETWORK  
ANNUAL CONVENING

CHICAGO

NOVEMBER 11 + 12

AGENDA

SATURDAY, NOVEMBER 11

**WE WILL FLOURISH:**

*Building Our Table, Defining Our Legacy*

**#AAC23Convening**

**2023**

**ARTS ADMINISTRATORS  
OF COLOR NETWORK  
ANNUAL CONVENING**

**CHICAGO**

**NOVEMBER 11 + 12**

**SATURDAY, NOVEMBER 11**

**LOCATION**



**SCHOOL OF THE ART INSTITUTE  
OF CHICAGO**

**112 S MICHIGAN AVE, CHICAGO, IL 60603**

**8:00 am: Registration Opens**

**9:00 am: Networking Breakfast + Affinity  
Group Meet-ups**

2023

# ARTS ADMINISTRATORS OF COLOR NETWORK ANNUAL CONVENING

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NOVEMBER 11 + 12

## 10:00 am: Welcome Remarks

Karla Estela Rivera, AAC Executive Director and Special Guest Erin Harkey, Commissioner of Cultural Affairs and Events for City of Chicago



KARLA ESTELA RIVERA

Karla Estela Rivera is a writer, performer, activist, and arts advocate that has leveraged her gift of storytelling to uplift and create opportunities for, with, and in divested communities. As a product of Chicago Public Schools, Karla credits investments in both in and out-of-school arts education programs among the foundational pillars of her lifelong connection to the arts community. For over a decade, Karla has balanced her artistic practice and serving in non-profit institutions, beginning as a teaching artist and youth worker, to making national history in systems-level leadership and policy as the co-chair of the Illinois Fine Arts Indicator work group, which notably developed the nation's first K-12 indicator in the arts for the Illinois state ESSA plan, unanimously adopted by the Illinois State Board of Education in 2020.

Prior to becoming the executive director of the Arts Administrators of Color Network, she had the honor of being the executive director of the historic Free Street Theater. She is currently a company member of 2nd Story in Chicago and the author/narrator of the first-ever commissioned young audiences piece for the Joffrey Ballet, *Rita Finds Home* (a co-production with the Miami City Ballet).

Karla continues to perform in venues and zoom rooms across the country, actively teaches storytelling and consults on arts education, social justice, and advocacy initiatives. Most recently, she served as an advisor for the National Guild for Community Arts Education's Rootwork cohort program and Groundwork Symposia, and is a co-host of the Creative Generation's *Why Change?* podcast. She is a native of Mayagüez, Puerto Rico, and holds a BA from Columbia College Chicago's Department of Film & Video, with graduate studies at New York University.

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## 10:00 am: Welcome Remarks

Karla Estela Rivera, AAC Executive Director and Special Guest Erin Harkey, Commissioner of Cultural Affairs and Events for City of Chicago



ERIN HARKEY

Erin Harkey is the Commissioner of the Chicago Department of Cultural Affairs and Special Events (DCASE) – appointed to the post by Mayor Lori E. Lightfoot in November 2021. She holds 20 years of experience working in the nonprofit and government sector helping individuals and communities succeed through the arts. Commissioner Harkey has served the City of Chicago since 2016 as Projects Administrator, then Deputy Commissioner for Programming, then First Deputy Commissioner and Acting Commissioner at DCASE, following the retirement of Mark Kelly. In her dual role as Senior Policy Advisor for Arts in Culture in the Mayor’s Office, she advised on cultural policy and arts strategy across all City departments and agencies. She previously managed public art programs at Los Angeles County Arts Commission and the Arts Council for Long Beach. She holds two master’s degrees in Public Art Administration and Urban Planning from the University of Southern California (USC) and a bachelor’s degree in Marketing from Howard University.

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## 10:30 am - Opening Plenary

featuring speaker Tracie D. Hall, the tenth Executive Director of the American Library Association.



TRACIE D. HALL

Tracie D. Hall most recently served as the tenth Executive Director of the American Library Association (ALA), the oldest and largest library association in the world, serving library and educational institutions throughout and beyond the US. The first Black woman to helm ALA in its nearly 150-year history, Hall left that post this fall and is now devoting time to her writing and grassroots advocacy work. She has served in numerous library and arts leadership positions nationwide. Her other former posts include Culture Program Director at The Joyce Foundation where she was recognized for creating numerous programs in support of arts-based community and economic development; Deputy Commissioner of Chicago's Department of Cultural Affairs and Special Events where she received citations for her work to expand arts, fresh food, and social services access; Vice President of Strategy and Organizational Development at Queens Library where during her tenure she founded the NYC Early Learning Network; Community Investment Strategist and Community Investor for the Boeing Company's Global Corporate Citizenship division; Assistant Dean of Dominican University's Graduate School of Library and Information Science; other library positions at the Hartford Public Library, New Haven Free Public Library, and Seattle Public Library and non-profit and public sector roles across the country.

Holding dual bachelor's degrees from University of California at Santa Barbara, and master's degrees from the Yale University School of International and Area Studies and the University of Washington School of Information, Hall's work in library and arts administration has focused on advancing early and adult literacy, expanding broadband access, advocating for library and literacy services for people who are incarcerated. In 2022, Hall became only the second librarian to be honored with a National Book Foundation Lifetime Achievement Award. Early in 2023, she was named the recipient of the Literacy Leader Award by scaleLIT. In April 2023, TIME Magazine named Hall to its annual TIME100 list of the most influential people in the world. This September, Hall followed Rep. John Lewis and journalist Nikole Hannah-Jones in receiving the medal for Freedom of Speech and Free Expression from the Franklin D. Roosevelt Institute.

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**11:20 am: Grab and Go Provided**

**12:05 pm: Meet Site Visit Buses**

**12:15 pm: Buses Depart**

**1:00 - 5:00 pm: Site Visits**

Site 1: Arts + Public Life

Site 2: National Cambodian Heritage Museum + Asian Americans  
Advancing Justice - Chicago

Site 3: Plant Chicago + Free Street Theater + Yollocalli +  
Lawndale Pop Up Spot

Site 4: Front Porch Arts + Congo Square Theatre + Black Arts &  
Culture Alliance

Site 5: El Schomburg + Urban Theater Company

Site 6: Hyde Park Art Center

**5:00 pm: Buses Return to Conference Hotel**

Attendees may also choose to stay out for dinner and  
local activities

*Dinner Saturday evening is on your own. Attendees are  
encouraged to explore Chicago and meet up with others for 1-1 or  
small group happy hours, dinners, or other outings. We will offer  
recommendations for local restaurants, bars, events, etc.*

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**Site Visit Addresses**

(For those choosing to ride share, drive, etc.)

**Site 1: Arts + Public Life**

301 East Garfield Blvd, Chicago, IL

**Site 2: National Cambodian Heritage Museum + Asian  
Americans Advancing Justice - Chicago**

2831 W Lawrence Ave, Chicago, IL 60625

**Site 3: Plant Chicago + Free Street Theater + Yollocalli  
+ Lawndale Pop Up Spot**

Plant Chicago, 4459 S Marshfield Ave, Chicago, IL 60609

Boys & Girls Club, 2801 S. Ridgeway, Chicago, IL 60623

**Site 4: Front Porch Arts + Congo Square Theatre +  
Black Arts & Culture Alliance**

Bethel New Life, 1150 N Lamon Ave, Chicago, IL 60651

**Site 5: El Schomburg + Urban Theater Company**

2538 W Division, Chicago, IL 60622

**Site 6: Hyde Park Art Center**

Hyde Park Art Center, 5020 S Cornell Ave, Chicago, IL 60615

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**CHICAGO**

**NOVEMBER 11 + 12**

**SUNDAY, NOVEMBER 12**

**LOCATION**



**CHICAGO CULTURAL CENTER  
78 E WASHINGTON ST, CHICAGO, IL 60602**

**8:00 am: Registration/Welcome Desk Open**

**8:30 am: Breakfast Buffet**



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9:15 am: Opening Inspiration + Welcome  
Remarks

ROOM: PRESTON BRADLEY HALL



avery young

Chicago's inaugural Poet Laureate, interdisciplinary artist and educator avery r. young [him, him, his] is a Leader for a New Chicago 2022 awardee, a Cave Canem fellow and a co-director of The Floating Museum. His poetry and prose have been featured in BreakBeat Poets, Teaching Black, Poetry Magazine and alongside images in photographer Cecil McDonald Jr's, In The Company of Black. He is the composer and librettist for a new commissioned work from The Lyrics Opera of Chicago titled safronia. His full length recording tubman. is the soundtrack to his collection of poetry, neckbone: visual verses. 3Arts Awardees Caitlin Edwards and Justin Dillard both respectfully are accomplished composers and musicians who have worked with avery on several projects. They join him in this special performance in consideration of this year's theme, and in dedication to the honored guests.

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# ARTS ADMINISTRATORS OF COLOR NETWORK ANNUAL CONVENING

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**10:00 am: Interactive Plenary: "I tried to work it away," Attending to our Collective Grief**

## ROOM: PRESTON BRADLEY HALL

The trauma, grief, and spectacle of the last 3 years has been world-shattering. COVID-19 & anti-blackness endures, inflation outpaces costs of living, and as a collective workforce of arts administrators of color we continue to navigate our mental health and well-being alongside increased expectations around output and productivity.

This Sunday workshop will address this reality and create an intentional container for attendees to collectively:

- Understand the cultural nuances of grief and its various manifestations at the personal & community levels for people of color
- Explore the intersection of grief, racial disparities, & systemic challenges through discourse and art-making
- Cope with pandemic-related losses, including personal, professional, & community losses while working in the sector

The ultimate goal of this workshop is to create a community-designed manifesto that articulates creative strategies to:

- Shift the culture of shame around experiencing grief at work
- Imagine what institutional support structures are necessary to uplift our well-being and quality of life as arts administrators; and
- Action these aspirations in order to hold cultural institutions accountable to the harm that is derived from hyper-professionalism.

This workshop is a living testimony to our collective lived experiences as arts administrators of color working in this field. We aim to provide the healing medicine that is necessary for our collective care. We cannot flourish if we are not well. We cannot build our table if we are doing so in isolation. We cannot define our legacies if we are intentionally suppressing certain aspects of our past – our traumas and our grief. The only way through is together.

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**BERYL BRIANE FORD**

Passionate about liberation, black studies, and black cultural production, Beryl Briane Ford strives to build community and work alongside Black folx to map and preserve our histories and geographies. She is an experienced arts administrator, culture fundraiser, grant writer, and creative consultant working at the intersections of the visual and performing arts, urbanism, and design. Beryl Briane has a vested interest in supporting cultural and community organizations who work with communities of color to maximize their funding and mission impact. She is currently the Co-Executive Director of viBe Theater Experience and founder & principal consultant of Knollwood Arts Consultancy. Beryl Briane holds a B.A. in Art History with a concentration in Museum Studies from Smith College and an M.A. in Arts Administration from Columbia University's Teachers College.



**JORDAN W. CARTER**

Jordan W. Carter is a musician, record producer, arts educator and arts administrator hailing from Southwest Atlanta. He currently serves as Manager of Education & Community Engagement at Harlem Stage where he developed the 'STRIVE 4 JOY' arts education curriculum adopted by Harlem Stage Teaching Artists and implemented across after-school programs and community centers in Manhattan. Jordan lives in Brooklyn with his longtime partner, Priya, and their two dogs BiBi and Cheeni.

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# ARTS ADMINISTRATORS OF COLOR NETWORK ANNUAL CONVENING

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NOVEMBER 11 + 12

11:00 - 12:00 am: **Round 1 Breakout Sessions**

## REDEFINING LEADERSHIP: A CANDID CONVERSATION WITH LOCF PARTICIPANTS

### ROOM: CLAUDIA CASSIDY

During this session, a diverse group of panelists, from across the U.S. and territories, will discuss their personal experiences as participants of the inaugural National Leaders of Color Fellowship (LoCF). Attendees will take away a better understanding of how artists, arts administrators, and community members can leverage local, state, and federal funding to advance projects/initiatives forward to create a more equitable and diverse arts field. In addition to better understanding policy, attendees will also reflect on how they see themselves as leaders and what support (both personal and professional) they need to flourish.



JACQUILINE SMITH

Jacqueline Smith is a former participant of the National Leaders of Color Fellowship program and the current youth studios manager at The Union for Contemporary Art, in Omaha, NE. In addition to developing and administering The Union's Youth Engagement programs, she serves as a liaison between the artists, partner organizations, youth, and their families. She graduated from the University of Nebraska at Omaha with a Bachelor's in General Studies - Art Concentration, with a certification in nonprofit management. They have long been an advocate for youth, dedicating nearly 20 years of service through mentorship, summer camps, schools, and other youth-based programs. Prior to joining The Union, they served as a teaching artist locally at The Montessori Co-Op School and Metropolitan Community College as well as abroad in San Ignacio, Belize and Baños, Ecuador.

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## REDEFINING LEADERSHIP: A CANDID CONVERSATION WITH LOCF PARTICIPANTS



**A. ALANDA GREGORY**

A. Alanda Gregory is a dynamic and multifaceted individual, a wellspring of inspiration for those she encounters. As a certified Life Coach and Life Mentor, she empowers individuals to unlock their true potential and reach for their highest aspirations. Alanda is also a Creative Professional, a Community Advocate, and a captivating Speaker.

In her role as the Co-Owner of Tri-Phoenix Group, LLC, Alanda has helped shape the creative landscape and provide invaluable guidance for emerging talents. She is the visionary behind the Tri-State Black Business Expo and Black Excellence Awards, which has become a beacon of support for entrepreneurs and professionals within the Black community. Furthermore, she is the Co-Founder of the Black Indigenous People of Color (BIPOC) Leader & Professional Collective, where she champions the voices and contributions of underrepresented individuals.

Drawing from her extensive corporate background, Alanda tailors her services to cater to the needs of those in the art, culture, entertainment, and small business industries. Her primary focus is on BIPOC-owned businesses and professionals, recognizing the institutional disparities they face in the United States. Alanda's commitment to this community is unwavering. Her commitment to the arts extends to her volunteer work and board service within the arts community.

Alanda's exceptional contributions have not gone unnoticed. She is the recipient of numerous awards, including the prestigious National Leaders of Color Fellowship, the 2022 Master Force Life Coaching Academy Coach of the Year, the 2023 Governor's Emerging Leaders Art Award, and Her Magazine's 2023 Woman of Innovation Award. These accolades celebrate her unwavering dedication to empowering and uplifting those around her.

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**ANNIE Y.  
SALDAÑA MATÍAS**

Annie Y. Saldaña Matías is an artist, arts administrator and educator from Puerto Rico. She has participated in multiple professional development programs such as the National Leaders of Color Fellowship, AS220's Practice//Practice, and NALAC's Leadership Institute. Saldana started her career as curator and arts administrator at Vargas Gallery, FL in 2012, where she curated and coordinated 19 exhibitions in two years. She founded Prisma Art Projects in 2015, an artist-run organization focused on supporting contemporary emerging artists through curated exhibitions and events. She currently serves as program coordinator at Museo de Arte de Puerto Rico where she has developed and managed educational programming for the past seven years. Her work in arts education programming focuses on equity for all creatives, envisioning the professional development of emerging and established artists to achieve their highest creative potential and access to funding through various means in order to remain independent economically while they can continue working full time on their creative practices.

As an artist, Saldaña has participated in exhibitions in Puerto Rico, United States, United Kingdom, Mexico, and Germany, including her latest solo show at the National Museum of Puerto Rican Arts & Culture in Chicago and group shows such as Bienal SalaFAR at Museo de Arte de Puerto Rico, Bienal de Fotografía at Museo de Las Americas in San Juan, Miami Independent Thinkers in Miami and PINTA Art Fair in London. Saldaña holds a bachelor's in graphics arts from the University of Puerto Rico in Carolina and a master's in fine arts with a concentration in Photography from Miami International University of Art and Design.

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**REDEFINING LEADERSHIP: A CANDID CONVERSATION  
WITH LOCF PARTICIPANTS**



**ALICIA MARGARITA  
OLIVO**

Alicia is a Mexican American playwright, director, and arts administrator based in Houston, Texas. Alicia was the Texas representative for the 2022-2023 the National Leaders of Color Fellowship cohort through the Mid-America Arts Alliance. Outside of BA, Alicia has worked with TEATRX, Rec Room Arts, Stages, Company One Theater, The Workshop Theater, Teatro Chelsea, Telatúlsa, AlterTheater, and The Inkwell Theater. Alicia holds a B.A. in Theatre Studies and Comparative Race and Ethnicity Studies from Wellesley College. Alicia loves talking about comic books, good food, and the weather.

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11:00 - 12:00 am: **Round 1 Breakout Sessions**

## OUT OF THE WOODS: HOW TO ENGAGE WITH BIPOC ARTISTS IN RURAL COMMUNITIES

### ROOM: PRESTON BRADLEY HALL

In this roundtable discussion, we will briefly share our experiences with working with BIPOC artists in rural communities. This will be followed by a conversation with the following prompts:

- “What barriers have you faced in connecting with BIPOC artists?”
- “What are some successes you have had in your outreach?”
- “What are some of your goals for ongoing outreach?”

This session will be a dynamic and informative discussion of challenges and best strategies to engage with BIPOC artists in rural communities. This is also a great opportunity for our peers who are not from rural communities to learn more about artists in rural areas. Let's discuss how we can build the table to include artists from rural communities."



KIA BAIRD

Kia A Baird is the Outreach and Impact Coordinator for Southeastern Connecticut Cultural Coalition. Ms. Baird is the immediate Past President of the New London County Section of the National Council of Negro Women. Kia is also the Co-Chair of the Southeastern CT Re-entry Council, serving individuals that are returning to the community after incarceration.

Kia Baird is a classically trained soprano. Kia is a former Board of Directors member of the Norwich Arts Center, where she created Miss Lottie's Café, a jazz- theater series, named for art and community activist, Lottie B Scott in historic Norwich, CT and is the Founder of Girls in Jazz. Kia's dream to connect people with passion and creativity to opportunities that develop exceptional business acumen, drive economic development allows her to help strengthen the community as a whole.



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### OUT OF THE WOODS: HOW TO ENGAGE WITH BIPOC ARTISTS IN RURAL COMMUNITIES



**KOLTON HARRIS**

Kolton Harris is a creative visionary leader, educator, facilitator and multi-disciplinary artist currently serving as a program manager at the CT Office of the Arts. In his role he is charged with the mission to design programs and experiences that empower artists and demonstrate the centrality of the arts to the human experience. He spent years working with youth as the artistic and executive director of a social justice youth theater, while also instructing educators and theater practitioners in his method of devising new works of theater that center on community engagement and development.

As a recording artist, producer and musician he has created a growing body of work that sonically explores dream-like landscapes with timeless messages in both lyrical and visual presentation. He is also a director, actor and writer whose mission is to inspire the artist in every human being by telling powerful stories that can shift the culture towards a posture of innovation and forward thinking.



**SARBANI HAZRA**

Sarbani Hazra is the Norwich Arts & Culture Coordinator at The Cultural Coalition of Eastern Connecticut. She has over 15 years of experience in the arts and community advocacy. Sarbani has been a lifelong advocate for equity and inclusion and has worked with several community organizations: South Asian Lesbian and Gay Association, South Asian Mental Health Awareness in Jersey, and Asian Task Force Against Domestic Violence.

Sarbani is also an actor and writer and is deeply committed to helping share the limitless stories of all our communities.

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NOVEMBER 11 + 12

11:00 - 12:00 am: **Round 1 Breakout Sessions**

## RESTORATIVE PRACTICES FOR BIPOC ARTS ADMINISTRATORS

### ROOM: MILLENIUM

This workshop by Re-Present Media is focused on principles and practices for BIPOC arts administrators working within environments rooted in white supremacist culture. The vision is to focus on working sustainably and effectively amid predictable challenges that arise.

We will discuss common institutional and interpersonal dynamics within white dominant culture organizations and introduce restorative practices and strategies within the areas of sustainability, recentering BIPOCs, and community building.

The following are key concepts we will cover:

- Letting go of having to convince or get the approval of others and the idea that “struggle” is a necessity
- Engaging in strategic healing practices
- Making language, concepts, and attitudes from your cultural perspective(s) as the root of communications
- Acknowledging power differentials between groups by using Dr. Ken Hardy’s communication responsibilities
- Creating community, support, and programming that is needed without waiting for permission or funding
- Cultivating a collective rather than an individualistic mindset in work
- Understanding how to advocate for change while still creating and presenting art within your fields

The goal of this workshop is to support decolonization of participants towards healthier ways of relating to organizations, others, oneself, and the work, which relates to the conference theme of “We Will Flourish.” This session is most helpful for those who are BIPOC working with or inside white dominant culture organizations and environments and comes from a collective empowerment cultural lens.



TONI BELL

Toni Bell is the creator/host of the What’s Up with Docs Podcast. She is the Impact Producer for Re-Present Media’s “The Power of Personal Documentary Films” and is also the Impact Partnerships Strategist for Odyssey Impact. She has been a speaker, panelist, mentor, and juror at documentary film festivals and labs such as EBS, Dok Leipzig, European Film Market, Docs by the Sea, and many others. She holds an MA in Visual Anthropology from USC, an MFA in Creative Writing from Naropa University, and a certificate in professional screenwriting from UCLA.

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11:00 - 12:00 am: **Round 1 Breakout Sessions**

RESTORATIVE PRACTICES FOR BIPOC ARTS  
ADMINISTRATORS

ROOM: MILLENIUM



JENNIFER CRYSTAL  
CHIEN

Jennifer Crystal Chien is a documentary filmmaker and the co-founder of Re-Present Media, a nonprofit advocating for personal storytelling from underrepresented communities in documentary film and nonfiction media. She is a recipient of the Center for Cultural Innovation's CALI Catalyst award for creating greater equity in documentary film. In 2022, she was recognized as one of DOC NYC's Documentary New Leaders.

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NOVEMBER 11 + 12

11:00 - 12:00 am: **Round 1 Breakout Sessions**

**THE CALL'S COMING FROM INSIDE THE HOUSE**

**ROOM: WASHINGTON**

Join us in a thought-provoking and introspective panel discussion, as we explore the profound influence of internalized white supremacy within marginalized communities. Rooted in the theme of "We Will Flourish: Building Our Table, Defining Our Legacy," this session delves into the complexities of how communities of color can unwittingly internalize the culture and characteristics of white supremacy, all while sharing personal narratives that illuminate the insidious impact of proximity to power.

Our panelists, drawn from diverse backgrounds and experiences, will courageously share their own journeys and insights, shedding light on the hidden ways in which white supremacy manifests itself within our communities. Through introspective conversations and personal anecdotes, we invite attendees to embark on a transformative journey of self-awareness and accountability, encouraging them to confront their own biases and foster a sense of collective responsibility.



**JR "NEXUS" RUSS**

JR "Nexus" Russ is a fervent advocate for anti-racist work and community engagement. Grounded in his Black and Filipino American heritage, JR's diverse identity fuels his passion for dismantling white supremacy. Founder of Ask Dear Nexus, he champions candid dialogue to drive change. Centering accountability and curiosity, he has been a part of too many spaces of the global majority that still internalized and perpetuated characteristics of white supremacy. And while only one year into his PhD studies, Nexus has already identified ways to bring that critical theory experience into practice regarding this issue.

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11:00 - 12:00 am: **Round 1 Breakout Sessions**

### THE CALL'S COMING FROM INSIDE THE HOUSE

ROOM: WASHINGTON



**TORIE WIGGINS**

Torie just began her journey with Ensemble Theatre Cincinnati as an Artistic Associate this year. She has spent the past 20 years as an actor, director, voiceover artist, playwright and professor. She is a graduate of the University of Cincinnati (CCM) with a BFA in Dramatic Performance and a certificate in African-American studies. She is most proud of a one-woman show she adapted entitled *Your Negro Tour Guide*, which she performed for almost 20 years, and a recently mounted production she wrote entitled *Who All Over There*, a reimagining of *Guess Who's Coming to Dinner*.



**KIM DAVIS**

Kim Davis (she/her/hers) is an artist, educator, mentor, and researcher with more than 25 years of experience in arts and culture performance, education, and administration for nonprofit and municipal organizations. Her background includes program design, workshop and curriculum development, individual mentorship and group facilitation, project management, strategic planning, and executive leadership, curating programs for festivals, conferences, artist residencies, and workshop presentations and she served as an Art of Rehearsal mentor for six years at Chicago's famed Links Hall. She is passionate about using the arts as a gateway to communication and the dismantling of systemic racism and injustice in communities. Kim is completing a Doctorate of Education in Leadership and Innovation from Arizona State University and her research investigates the success of Black women in leadership positions within the arts and culture sector. She is the Founder and Principal of Five/6teen Consulting, a firm whose main thrust is leadership coaching and consulting for the arts and culture sector, and she currently serves on the Executive Committee of the board of Links Hall, a performing arts organization in Chicago, IL.

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11:00 - 12:00 am: **Round 1 Breakout Sessions**

**THE CALL'S COMING FROM INSIDE THE HOUSE**

**ROOM: WASHINGTON**



**JOEY REYES**

Joey Reyes is a queer and Latinx creative producer, arts administrator, and cultural consultant from Southern California. Now based in Chicago, they are currently working as an Associate with Evolution Management Consultants following their experience as the Pathways to Consulting Fellow at AMS Planning & Research. Additionally, they are the Creator and Host of the Mx It Up podcast – a show dedicated to celebrating the brilliance of LGBTQ+ creatives of the global majority who work across arts, culture, and entertainment. They hold an MS in Leadership for Creative Enterprises from Northwestern University and a BA in Theatre Arts with a minor in Business Administration from Azusa Pacific University and Oxford University.

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**ARTS ADMINISTRATORS  
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**CHICAGO**

**NOVEMBER 11 + 12**

**12:10 - 1:10 pm: Round 2 Breakout Sessions**

**E.L.E.V.A.T.E: 8 GUIDING PRINCIPLES FOR BIPOC-LED  
AND SERVING ORGANIZATIONS**

**ROOM: MILLENIUM**

Malesha (Mali) Taylor-Browning is Founding Director of museSalon Collaborative, a 501(c)3 arts services organization with bi-coastal hubs in Los Angeles, CA and Atlanta, GA. Mali will share their newly developed curriculum, The ELEVATE Framework: 8 Guiding Principles for BIPOC-led and serving organizations. Named as an acronym E.L.E.V.A\*.T.E. (Energy, Legacy, Ecosystems, Village, Archives + Ancestors, Think Global, 4 Elements) is an internal assessment tool and blueprint designed for conscious capacity building, professional development, and strategic planning. Capacity building for BIPOC-led and serving organizations is dynamic and requires a conscious framework that accounts for heritage, cultural tradition and repairing or answering to the impact of colonization. The work of ELEVATE is centered in remembrance, repair, regeneration, healing, empowerment and sustainability. The ELEVATE Framework is apart of museSalon's organizational vision to build sustainable, village-support for BIPOC-led and serving arts and cultural organizations. Learn more at [musesalon.org/curriculum](https://musesalon.org/curriculum).



**MALESHA (MALI)  
TAYLOR-BROWNING**

Malesha (Mali) Taylor-Browning is a vocal artist, TEDx Speaker, strategist and the creator of The E.L.E.V.A\*.T.E. Framework: 8 Guiding Principles for BIPOC leaders and organizations. This framework has emerged from her lived-experience as trained opera singer, Black woman, Mother, professor, arts administrator and consultant working across arts disciplines and multiple sectors for the past 25 years. Malesha is a proud Urban Bush Woman SLI Alum 2019 and has published articles with Arts for a Changing America and HowlRound. As a transdisciplinary artist and scholar, Mali thinks holistically about redesigning ecosystems for leaders, teams and communities to thrive. Malesha is committed to leading organizations and stakeholders to use the arts as a catalyst for community care and social change. Malesha seeks to bridge connections between art, culture and community by providing opportunities for interdisciplinary dialogue, transformation, and innovation through culture. She has been a professor and/or guest lecturer at Harvard University, Spelman College, Scripps College- The Claremont Colleges, California State University, San Marcos and Clark Atlanta University and is currently writing an auto-ethnography entitled, Transcending Performance: Exploring Black Liberatory Praxis in Vocal Arts. Malesha currently resides in Atlanta, GA with her husband and 4 children.

2023

# ARTS ADMINISTRATORS OF COLOR NETWORK ANNUAL CONVENING

CHICAGO

NOVEMBER 11 + 12

12:10 - 1:10 pm: **Round 2 Breakout Sessions**

## WORKPLACE DEMOCRACY 101

### ROOM: PRESTON BRADLEY

A major challenge for many arts institutions working towards any kind of anti-oppressive cultural shift is the concentration of power in the hands of the few. Whether our leaders are white or people of color, no one person nor small group of people can ever perfectly hold the needs of an entire workplace. In this participatory workshop participants will build a foundational understanding of workplace democracy and be introduced to simple tools and techniques for implementing democratic practice on their teams and in their workplaces. By disseminating power across workers using democratic management practices we can build workplaces where the staff have real say in their working conditions, we can create multi-directional systems for accountability, and we can share the power and burden of responsibility for making hard decisions that will impact all of us.



**DANIEL PARK**

Obvious Agency, based out of Philadelphia, is one of the nation's only performance based worker-owned cooperatives. We create interactive and game-like experiences for major cultural institutions that instill a sense of belonging and play in their audiences, share our expertise in democratic processes and participatory performance, and produce the artistic work of our members.

Daniel Park is a theatre and performance artist, facilitator, and organizer for racial and labor justice in the cultural sector whose work brings people together to understand and experiment with their individual and mutual roles in bringing about the liberation of all people. He was a co-designer and lead facilitator for ArtPlace America's "Local Control, Local Fields" project and the Creatives Rebuild New York think tank. His thought leadership has been shared through platforms such as Grantmakers in the Arts, the Yerba Buena Center for the Arts, Creative Study, and more.



2023

ARTS ADMINISTRATORS  
OF COLOR NETWORK  
ANNUAL CONVENING

CHICAGO

NOVEMBER 11 + 12

12:10 - 1:10 pm: **Round 2 Breakout Sessions**

**REDEFINING SERVICE: ADVANCING RACIAL EQUITY  
THROUGH ARTS SERVICE ORGANIZATIONS**

**ROOM: WASHINGTON**

How can we redefine "service" by centering racial equity? This session will highlight findings from 2022 research "Advancing Racial Equity Through Arts Service Organizations". This case study of seven arts service organizations explores how service organizations, state arts agencies, and funders can advance racial equity through their programs, services, and policies. Participants will explore practical strategies to advance racial equity within their local communities.



**DEONTÉ GRIFFIN-QUICK**

Deonté Griffin-Quick is a nationally recognized, award-winning actor, arts administrator and consultant with a proven track record of envisioning and implementing change at the local and regional level. He currently serves as the Managing Director of External Affairs for Artist Communities Alliance, the international service organization for artists and artist residencies. Before joining ACA, Deonté served as Director of Programs and Services at New Jersey Theatre Alliance where he built lasting partnerships, led statewide initiatives, and oversaw programming to support the cultivation of 42 professional theatre companies.

2023

# ARTS ADMINISTRATORS OF COLOR NETWORK ANNUAL CONVENING

# CHICAGO

## NOVEMBER 11 + 12

12:10 - 1:10 pm: **Round 2 Breakout Sessions**

### PHILANTHROPY FOR AND BY PEOPLE OF THE GLOBAL MAJORITY

#### ROOM: CLAUDIA CASSIDY



**NINA D. SÁNCHEZ**

Nina D. Sánchez is a proud second-generation Chicagoan with roots in Pilsen and Central Mexico. As Director of Enrich Chicago, she collaborates with a collective of 40 arts and philanthropic institutions working to end systemic racism in the arts. She has served in a variety of capacities within multicultural leadership initiatives, direct-service, and education sectors, building anti-racism frameworks, disrupting systemic inequity at its core, and mobilizing strategic plans into meaningful programs, opportunities, and institutional/individual actions. She leverages her strengths of strategy, ideation, and assessment to be an active voice for effective policies and systemic interventions that support increased racial equity in her hometown of Chicago.



**RICHARD TRAN**

As the Arts Program Officer, Richard (they/he) supports organizations, cooperatives, collectives, and artists leading projects in historically and systemically divested communities of Chicago.

Richard grew up in Uptown, right off Chicago's Argyle Redline stop where Vietnamese migrants settled as they formed new diasporic communities. It was at their parents' restaurant on Argyle where preschooler Richard witnessed the most beautiful artistic social practice they could imagine—the power and prowess of community members in action, doing their best to hustle through the innumerable social and systemic ills working against them and their loved ones.

Richard studied Visual Arts at Oberlin College with support from the Posse Foundation and completed their graduate studies at the University of Chicago's School of Social Service Administration. Richard is a former Lane Tech Ceramic Studio whiz-kid, a Marwen student alum, and a proud product of Uptown's Multicultural Youth Project. Richard's artwork has been featured in exhibitions and publications, and they have participated in artist residencies in NYC and Accra, Ghana.

2023

ARTS ADMINISTRATORS  
OF COLOR NETWORK  
ANNUAL CONVENING

CHICAGO

NOVEMBER 11 + 12

12:10 - 1:10 pm: Round 2 Breakout Sessions

PHILANTHROPY FOR AND BY PEOPLE OF THE GLOBAL  
MAJORITY

ROOM: CLAUDIA CASSIDY



DANA HALL

Currently, Dana serves as a Program Manager at the Emerson Collective. There, she manages a wide range of relationships between community partners, government stakeholders, philanthropic institutions, and equitable development entities as part of her work on the Sycamore and Oak equitable development project. Sycamore and Oak will grow from a 26,000 square foot retail village to a 250,000 square foot redevelopment site that includes Black and locally owned small businesses, office space, mixed use housing, and restaurants. Dana's work supports the overall community engagement strategy, project design, approval process and implementation. Additionally, leads the strategic development of a community economic strategy to link project economic success to individual economic opportunity for members of the existing community.

2023

# ARTS ADMINISTRATORS OF COLOR NETWORK ANNUAL CONVENING

CHICAGO

NOVEMBER 11 + 12

1:20 - 2:20 pm: **Round 2 Breakout Sessions**

## DRAWING CONNECTIONS WITH COMMUNITY

### ROOM: PRESTON BRADLEY HALL

Through creative exploration, participants will be invited to immerse themselves in an experiential poetry and visual art based workshop. Arts administrators in attendance will be encouraged to draw inspiration from a short poem to express themselves and their point of view through the creation of a visual piece of art. The process of creating, sharing, and interacting with these pieces of artwork can help build community through collaboration. This session benefits the community by exploring and opening up a different perspective and method of delivery for community conversations, beyond simply reading an article or listening to someone speak. Participants will be able to gain an understanding of the process of devised collaborative art, and experience the social and emotional benefits of this approach. Devised collaborative art invites the community to inject thoughts and actively participate through an artistic medium. It allows voices to be heard in a way that isn't always possible through Eurocentric canons and methods. It prioritizes collaboration and communication, which can create powerful opportunities for collective healing and community building.



**ABIGAIL GÓMEZ**

Abigail Gómez, MFA, is a Latine visual artist, teaching artist, arts advocate, and the owner and artist at Pretty Girl Painting, LLC. Abigail teaches art in the community through Pretty Girl Painting, Fremont Street Nursery, Arte Libre VA, and she is a Professor of Art and Design at Shenandoah University in Winchester VA.

Abigail Gómez is also the founder and director of Arte Libre VA, an arts nonprofit focused on empowering Youth of the Global Majority through equitable access to the arts. She brings equity and access to the area by providing quality art opportunities to Youth in their own communities, tuition free. Through Arte Libre VA, Abigail has managed and facilitated over 30 collaborative and participatory public art projects and murals in the Northern Shenandoah Valley.

2023

ARTS ADMINISTRATORS  
OF COLOR NETWORK  
ANNUAL CONVENING

CHICAGO

NOVEMBER 11 + 12

1:20 - 2:20 pm: **Round 2 Breakout Sessions**

**ONE WALL MOVEMENT: A CASE STUDY IN CENTERING THE  
NARRATIVES OF BIPOC STREET ARTISTS**

**ROOM: WASHINGTON**

In Nas, "One Mic" he tells us, all a rapper needs is "one page, and one pen" to share his story with the world. What do BIPOC Muralists or Street Artists need to share their story with the world when their canvas is our built environment? One Wall, but unfortunately it isn't so simple for them to have access to it and especially not on their own terms.

This session will be a presentation about One Wall Movement – a one of its kind residency program exclusively for PGM and women street artists. One Wall will serve as a case study of how a non-profit and an independent Art & Cultural Bearer have designed an initiative that allows artists to define their own legacy by creating an opportunity to visually storytell in large-scale public spaces in NYC. Participants will walk away learning more about how artists & art administrators alike navigate this sphere of the art world which crosssects Public Art, Contemporary Urban Art/Street Art and Creative Placemaking, discussing the successes and challenges in general and also how they specifically impact BIPOC individuals and people from marginalized and underinvested communities.



**AYANA AYO**

Ayana Ayo is an independent art & cultural worker whose New York City upbringing has heavily inspired & motivated her career path. She believes in the transformative power of art to impact the socio-emotional and intellectual development of individuals and society, and has remained committed to spreading and fostering these ideas and values. Since 2016, Ayana Ayo has carved out a niche for herself bringing her art administrative experience to the street art sphere to produce and coordinate initiatives for various organizations & corporations. She has a BA in American Studies & Organizational Management from Claremont McKenna College, is a graduate of the UPENN & National Art Strategies Executive Program in Arts & Culture and was a 2018 Singapore International Foundation Arts for Good Fellow. In 2020, she founded Let's Paint in August to house her own curatorial public art initiatives.

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**AARON L. MCKINNEY**

Aaron L. McKinney (he/him), a Greenville, SC native, has over two decades of experience in theatrical stage productions. Aaron has held positions at Stella Adler Studio of Acting, Sankofa.org and 651 ARTS and is currently the Executive Director of Hi-ARTS in East Harlem, NY. He earned his BA in Theatre Performance from Florida A & M University and MFA in Theatre Management and Producing from California Institute of the Arts. For more information, visit [www.thealmway.com](http://www.thealmway.com).

2023

# ARTS ADMINISTRATORS OF COLOR NETWORK ANNUAL CONVENING

CHICAGO

NOVEMBER 11 + 12

1:20 - 2:20 pm: **Round 2 Breakout Sessions**

## BUILDING YOUR OWN TABLE: A CONVERSATION WITH FOUNDERS OF THE GLOBAL MAJORITY

ROOM: CLAUDIA CASSIDY



**"LADY" BRION GILL**

Lady Brion is an international spoken word artist, published author, curator, activist, organizer, educator and the executive director of the Pennsylvania Avenue Black Arts and Entertainment District. She received her B.A. in Communication and Culture from Howard University and her MFA in Creative Writing & Publishing Design from the University of Baltimore. She also serves as a Baltimore public arts commissioner and a board member for DewMore Baltimore.



**ARIEL DAVIS**

Dedicated to supporting community centered leaders as they design processes and programs that align with their vision and values, Ariel is a communications and culture administrator from Detroit, Michigan.

Ariel has a robust background working to support organizations that uplift cultural expression across diverse communities. She is the co-founder of The Arts Administrators of Color Network, a non-profit organization she helped establish in 2016. There, she stewarded programs that provide professional development and networking opportunities for arts leaders throughout the United States. She served as co-chair and chair of the board for the organization for several years, and led the board of directors through its strategic planning process as well as its hiring of the organization's first full time Executive Director.

She also served as Senior Manager of Impact Communications at The Save the Music Foundation, where she supported the organization in producing content that showcased the impact of the organization's 25 year body of work. As a part of the team for The Lewis Prize for Music, an organization that provides financial support for after school and out of school music organizations across the country, she led their communications efforts and helped set the groundwork for its philanthropic efforts.

2023

# ARTS ADMINISTRATORS OF COLOR NETWORK ANNUAL CONVENING

# CHICAGO

## NOVEMBER 11 + 12

1:20 - 2:20 pm: **Round 2 Breakout Sessions**

### **BUILDING YOUR OWN TABLE: A CONVERSATION WITH FOUNDERS OF THE GLOBAL MAJORITY**



**ARIEL DAVIS**

As Program Manager for the Social Impact department at The John F. Kennedy Center for the Performing Arts, Ariel helped manage large scale projects and events geared towards amplifying the work of artists throughout the performing arts sector on local and national levels.

Her first consulting project took place with the Inner City Youth Orchestra of LA, where she helped to gather insights and cultivate the project alongside the LA Chamber Orchestra, and the USC Thornton School of Music. This work was funded by the Mellon Foundation. She currently volunteers her time supporting The HBCU Jazz Education Initiative as a founding member and Consulting Director. Past professional experiences also include work with National Arts Strategies, The String Queens, The MusicianShip, The Washington Women in Jazz Festival, the International Society for Black Musicians, and Washington Performing Arts.

Ariel has served as a guest speaker for organizations including Georgetown University and Chamber Music America, and has contributed as a grants panelist for the Department of Education, the DC Commission on the Arts and Humanities, the Maryland State Arts Council, the Arts and Humanities Council of Montgomery County, and the Association of Performing Arts Professionals. You can find her written work in the 2022 publication of *A Grassroots Leadership & Arts for Social Change Primer for Educators, Organizers, Activists & Rabble-Rousers*. The volume "highlights authors from around the globe, who have contributed to the ongoing effort to expand the field of leadership from a bottom-up, collective, collaborative, and horizontally-based perspective."

In 2022, she was named one of the Top 50 Marketers on the Rise by the African American Marketing Association.

Ariel's passion for cultural expression began as a French Horn player. She has performed with various ensembles worldwide, including sharing the Grammy's stage with Lizzo and participating in an international festival in Guadeloupe honoring composer Chevalier de Saint George. Nowadays, she enjoys exploring her creativity through visual art making. Ariel is a graduate of Howard University, where she obtained a degree in Music Business.



**2023**

**ARTS ADMINISTRATORS  
OF COLOR NETWORK  
ANNUAL CONVENING**

**CHICAGO**

**NOVEMBER 11 + 12**

**2:30 pm - 6:00 pm Closing Lunch Reception**

**INCLUDING A VENDOR FAIR AND DANCE PARTY  
FEATURING DJ JESSE DE LA PENA!**

**ROOM: GAR HALL**

Come ready to eat, dance, laugh, and celebrate all the vibrancy and joy that lives within our AAC community. We will have vendors from all across the city so in addition to leaving with good vibes, you can bring something home for yourself or your loved ones! We can't wait for you to treat yourself while supporting local artists. Free headshots will be provided by Adrian Rivera Creative.