

2024 LORT EDI Mentorship Program - Description

OVERARCHING GOAL

The overall intention of the LORT EDI Mentorship Program is to address the barriers that have inhibited greater racial and gender diversity in LORT managing and executive leadership. This year, the mentorship program focuses on pairing Mentors with BIPOC LORT Mentees interested in administrative leadership including aspiring Executive Directors, Managing Directors, General Managers and Senior Department Managers including but not limited to Marketing, Production, Development and Human Resources.

SPECIFIC OBJECTIVES

1. For current executive and senior leaders to become proactive advocates for future leaders as they make their transition to senior leadership; and
2. For rising BIPOC leaders to develop the skills and networks necessary to make the move to senior management or executive leadership.

PROGRAM DESCRIPTION

Eligibility - Mentors

- Industry Leaders (both LORT and non-LORT) who are currently in the following roles: senior department managers, general managers, managing directors or executive directors.

Eligibility - Mentees

- Current BIPOC LORT employees who aspire to become senior department managers, general managers, managing directors or executive directors.
- The application is open to anyone with at least 2 years experience in the theater industry and who aspire to senior management or executive leadership roles within the next 5-8 years.

Program Elements

We hope to match 5-10 mentor/mentee pairs for the coming year. Mentors and mentees will be paired across organizations, with some eye towards mutually beneficial partnerships (similar career paths, department experience, artistic interests, etc.). Participants will be expected to have regular virtual meetings (phone or video), on a schedule to be determined by each pair. We recommend that the pairs connect at least once a month for consistency and to allow for relationship building. Additionally, we hope that each pair will meet in person at the Spring 2024 or Fall 2024 LORT meetings. The LORT EDI Committee will have some funding to support this initiative. Each pair will be assigned to a member of the Mentorship Committee, who will schedule a quarterly check in for general feedback and to inform the program's further development. Our intention is that mentors and mentees will take ownership over their own relationship, with minimal oversight from the Mentorship Committee. If selected to join the program, mentors and mentees will have the opportunity to review the match the committee has chosen for them and accept or decline the partnership.

Timeline:

- Applications due: October 27, 2023
- Participants notified: Early- to mid- December 2023
- Program starts: January 1, 2024
- Program ends: December 31, 2024

WHY MENTORSHIP & SPONSORSHIP?

Mentorship can help rising leaders in a number of specific ways:

1. Mentors can help flesh out the variety of experiences an aspiring leader needs in order to become a viable candidate for more senior leadership roles.
2. Mentors can provide more clarity about career progression, which can be unclear for theatre professionals who have not yet reached senior leadership positions.
3. Mentors can connect mentees to other individuals or organizations that might further their growth and development.
4. Mentors and sponsors can promote their protégées to professional development opportunities, search firms, search committees, and fellow counterparts at hiring theatres, providing an invaluable personal endorsement.

APPLY NOW – Applications Due October 27, 2023

[MENTEE Application](#)

[MENTOR Application](#)

QUESTIONS, SUGGESTIONS, IDEAS?

Please contact Mentorship Subcommittee members:

- Caitlin Crombleholme, Associate General Manager, Alley Theatre: caitlinc@alleytheatre.org
- Amy Dalba, General Manager, American Conservatory Theater: adalba@act-sf.org
- Corinne Deckard, General Manager, Asolo Rep: Corinne_Deckard@asolo.org
- Samantha De La Riva, General Manager, Two River Theater Company: sdelariva@trtc.org
- Jeff Rodgers, Member at Large & Chief Financial Officer, Showing Up for Racial Justice: jeff@surjaction.org