



**MASSCREATIVE**

**2024 - 2025**

**ADVOCACY AND ORGANIZING**

**FELLOWSHIP**

**APPLICATION PROCESS GUIDE**



Fellowship applications must be submitted through our online form. Please use this document to prepare your responses.

If you have questions please email [info@mass-creative.org](mailto:info@mass-creative.org).

# 2024 - 2025 ADVOCACY AND ORGANIZING FELLOWSHIP

The **Advocacy & Organizing Fellowship** is a year-long stipended leadership development cohort for ten activists, creative workers, and emerging cultural leaders to sharpen their community organizing capacity and grow their advocacy skills for a more equitable and inclusive creative sector.

Each fellow focuses their year on a cultural policy or creative community issue they are passionate about changing through community organizing and political advocacy. They will develop an advocacy campaign to address their issue through research, training, and peer feedback. Upon conclusion of the program, the fellows will present their issues and creative solutions developed during their fellowship to bring sustainable change to their issue. Fellows attend bi-monthly sessions as a cohort to learn from experienced organizers, artist leaders, and organizational advocates.

Fellows receive a \$5,000 stipend - paid quarterly throughout the Fellowship year, \$300 to support their project implementation, travel reimbursement for in-person sessions, and technical assistance.

The Fellowship is possible thanks to support from the Barr Foundation.

# 2024 - 2025 ADVOCACY AND ORGANIZING FELLOWSHIP

## Program Calendar

November 22, 2024 | 9:30am to 5pm | **In-person Opening Retreat, Worcester**  
December 11, 2024 | 4pm - 6pm | Virtual via Zoom  
January 8th, 2025 | 4pm - 6pm | Virtual via Zoom  
January 22nd, 2025 | 4pm- 6pm | Virtual via Zoom  
February 5th, 2025 | 4pm- 6pm | Virtual via Zoom  
February 19th, 2025 | 4pm- 6pm | Virtual via Zoom  
March 13th, 2025 | 4pm- 6pm | Virtual via Zoom  
March 26th, 2025 | 4pm- 6pm | Virtual via Zoom  
April 16th, 2025 | 4pm- 6pm | Virtual via Zoom  
April 30th, 2025 | 4pm- 6pm | Virtual via Zoom  
May 14th, 2025 | 4pm- 6pm | Virtual via Zoom  
May 28th, 2025 | 4pm- 6pm | Virtual via Zoom  
June 11th, 2025 | 9am - 5pm | **In-person at the MA State House, Boston**  
June 25th, 2025 | 4pm- 6pm | Virtual via Zoom  
July 9th, 2025 | 4pm- 6pm | Virtual via Zoom  
July 23rd, 2025 | 4pm- 6pm | Virtual via Zoom  
August 6th, 2025 | 4pm- 6pm | Virtual via Zoom  
August 20th, 2025 | 4pm- 6pm | Virtual via Zoom  
September 3rd, 2025 | 4pm- 6pm | Virtual via Zoom  
September 17th, 2025 | 4pm- 6pm | Virtual via Zoom  
October 1st, 2025 | 4pm- 6pm | Virtual via Zoom  
October 15th, 2025 | 4pm- 6pm | Virtual via Zoom  
November 5th, 2025 | 4pm - 6pm | **In-person Closing Presentations, Location TBD**  
November 19th, 2025 | 4pm- 6pm | Virtual via Zoom

**Attendance at the Opening Retreat, visit to the State House, and Final Presentation is mandatory. Fellows are allowed two excused absences from other scheduled sessions due to professional or personal needs.**

# 2024 - 2025 ADVOCACY AND ORGANIZING FELLOWSHIP

## Application Process

The application process for the 2024-25 Fellowship is designed to ensure a cohort who will support one another as they develop their skills and strategies to address and solve the most pressing issues facing our creative community.

We are committed to a transparent process that respects each applicant's time, talents, and leadership development journey.

There are three stages of the application process:

- Written application, submitted via MASSCreative's website.
- Semi-finalist interviews - approximately 20 applicants will be invited to interview with a senior staff member of MASSCreative. Interviews will last 45 minutes and conducted via Zoom.
- Fellowship offers - We will offer 10 semi-finalists a Fellowship. We will also offer 5-7 semi-finalists a spot on the waitlist. Finalists have one week to consider the offer and confirm their participation.

## Fellowship Application Dates

August 19 | 6pm - 7pm | Informational Session via Zoom

August 21 | Application Opens

September 12 | 12:30pm - 1:30 pm | Informational Session via Zoom

September 23 | 11:59 pm | Applications Close

Week of October 7 | All applicants are notified of their status

October 14 - 25 | Semi-finalist interviews

November 1 | Fellowship offers are extended; all semi-finalists will be notified of their status.

November 8 | Deadline to accept Fellowship offer

**Due to the number of applications we receive, we are unable to provide feedback on individual applications or interviews.**



# 2024 - 2025 ADVOCACY AND ORGANIZING FELLOWSHIP

## Application Process

### Selection Criteria

Moderate experience advocating to decision-makers and/or community-organizing efforts. Examples of moderate experience:

- Spoke with and educated elected decision-makers (any level of government) on an issue or concern.
- Engaged personal/professional networks in support of a community need or event.
- Participated in non-partisan issue organizing, political campaigns, or voter education efforts

The applicant has identified a specific cultural policy or issue facing the creative community that can be solved using community advocacy efforts, government legislation or programs, and engaging elected officials.

Understanding and direct experience with the cultural policy or issue they wish to address. Examples of direct experience include:

- Personally experienced the issue
- Worked with others experiencing the issue
- Engaged in some public education to highlight this issue
- Begun to investigate solutions to address this issue

The applicant has articulated how this Fellowship fits into their leadership development and how they plan to use the skills and training learned throughout the year to realize a stronger culture of advocacy within the Massachusetts creative sector.

# 2024 - 2025 ADVOCACY AND ORGANIZING FELLOWSHIP

## Application Process

### Selection Criteria (continued)

Ability to fully participate in Fellowship activities

- Attendance at mandatory in-person sessions
- Being present and engaged during bi-monthly virtual cohort sessions
- Supporting peers in the development and implementation of their Fellowship projects.
- Spending time outside of sessions developing organizing strategies and an advocacy campaign to address cultural policy or issue.
- Ready to commit 10-13 hours/month (4 hours of cohort sessions and 6-9 hours on project)

MASSCreative is committed to assembling a cohort of ten individuals who represent and reflect the diversity of the Commonwealth, including:

- Lived Experiences - diversity of race/ ethnicity, gender, sexual identity, and members of the disability community.
- Geography - we will select Fellows who live and work in 8-10 of the 13 regions of the Commonwealth.
- Creative Ecosystem - this program is open to individual artists, independent creative workers, and staff representing cultural non-profits and for-profit creative businesses. Additionally, we are committed to a diversity of creative disciplines.