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## NORTH BAY ORGANIZING PROJECT CREATIVE CHANGEMAKER 2023-24 ARTIST-IN-RESIDENCY PROGRAM

**Extended Deadline: August 18, 2023**

**Original Deadline: August 10, 2023**

**BASIC INFORMATION:** North Bay Organizing Project (NBOP) is hiring a creative changemaker and artist in Social Justice and Civic Engagement to engage low income residents, immigrant communities, and people of color in Sonoma County, California during a one year artist-in-residency program. This project is supported by the San Francisco Foundation's Bay Area Creative Corps Program (BACC) and the California Arts Council. NBOP is one of 29 Bay Area Creative Corps Organizations who are fueling the collective power of creative changemakers to help build healthy, sustainable, and thriving communities. We believe uncovering structural solutions to challenges our communities face will require new ways of working and that creative changemakers can reimagine how arts and culture strengthen equitable outcomes for Sonoma County, because creativity has the power to change minds, spark movements, and shape a more just society for us all.

The creative changemaker of NBOP will work to create active art for social change choosing from a range of visual and performance arts, for example: painting, graphic arts, murals, graffiti/street art, screenprinting, photography/video, digital design, textile, music, spoken word, or multimedia installations. The creative changemaker will use their work to take up public space on a large scale and leverage NBOP's campaigns for police accountability, immigrant defense, climate justice, housing justice and youth power. Creatives focusing on written/spoken word or song are welcome to apply, if their work can be displayed on a large scale i.e. a large building, wall, or public venue.

This role will be expected to integrate within the organization and task forces, building relationships with NBOP leaders who are stewarding NBOP's grassroots justice work.

**SELECTION PROCESS:** Applications will be reviewed by a panel consisting of selected NBOP staff and community leaders who are committed to our work. Finalists will be interviewed by staff and leaders, and approved by NBOP's Executive Director and Communications and Cultural Strategist. The review process will take 2-3 weeks.

### REVIEW AND SELECTION CONSIDERATIONS

- **Social Justice Background:** Ability to utilize lived experience and commitment to social justice as catalysts for movement art. Prioritization of interactive art or artist-led training for NBOP

community members as a tool for social change and transformation.

- **Artistic Merit:** Originality of concept, artistic vision, degree to which the work engages the viewer emotionally, intellectually, and spiritually, capacity to reflect a direct relationship between the artist and distinct racial or cultural communities.
- **Relevant Skills & Experience:** Ability to conceive and implement projects including working constructively with stakeholders, meeting deadlines, willingness to resolve issues as they arise, and to manage the demands of the project. Additional individual experiences that influence the capacity to conduct the work.
- **Meaningful Connection:** Commitment to cultural competency or a meaningful connection between the creative changemaker and NBOP's priority communities, who are facing some of the highest barriers to environmental safety, civic participation, access to healthcare, and other social goods needed to build equitable opportunities for all.

## ELIGIBILITY

- Leaders from BIPOC/LGBTQIA2S+ and other marginalized communities are strongly encouraged to apply.
- The applicant must have an address in Sonoma County.
- Project activities must be accessible and presented to the public within Sonoma County.
- Projects must be started after September 1, 2023 and completed by August 31, 2024.
- The ability to operate and successfully engage culturally diverse communities is a necessity.
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**COMPENSATION:** This is a salaried position at 80% time (32 hours per week) and \$63,000 per year with medical benefits, PTO, 3 weeks paid vacation, two weeks paid holiday office closure, monthly wellness reimbursement and more. An additional \$10,000 is available to support purchase of supplies and materials if needed.

## APPLICATION:

Applications are available through a google form in English (<https://forms.gle/MLSphHofytBKEvTbA>) and Spanish (<https://forms.gle/8ZQRmdrPtVPURQGx8>)

- Submit answers directly via the online form or by sending an email to [admin@northbayop.org](mailto:admin@northbayop.org).
- Answers may be submitted in written, video, or voice memo format in English or Spanish.
- If you are unable to submit an application using the online format or email, we will provide in person technical assistance to support your submission.
- If you require technical assistance or have application questions please contact Amber Szoboszlai, [ambo@northbayop.org](mailto:ambo@northbayop.org).

## PROJECT TIMELINE

**ISSUE DATE:** July 21, 2023

**APPLICATION DEADLINE:** Extended Deadline August 18, 2023 11:59 PM Pacific Daylight Time (Original Deadline August 10, 2023 11:59 PM Pacific Daylight Time)

**APPLICANT REVIEW:** Mid August 2023

**EMPLOYMENT PERIOD:** September 1, 2023-August 31, 2024

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To read more about the North Bay Organizing Project

<https://northbayop.org/es>

Press release for San Francisco Foundation's Bay Area Creative Arts Corps Program:

<https://sff.org/sff-announces-grantees-for-bay-area-creative-corps-program-bacc/>

To read more about the San Francisco Foundation's Bay Area Creative Arts Corps Program:

<https://sff.org/what-we-do/arts-and-culture/bay-area-creative-corps-program/>

To read more about the California Arts Council Creative Arts Corps:

<https://arts.ca.gov/press-release/administering-organizations-selected-for-new-state-arts-program-that-prioritizes-communities-of-need/>