



SILKROAD

Preparing the next
generation of arts leaders

**BIPOC
INTERNSHIP**



ABOUT

According to studies, approximately 75% of arts administrators identify as white or caucasian, whereas only 25% identify as people of color. As a multicultural institution, Silkroad strives to train professionals from underrepresented communities to further diversify the arts administration work force and foster inclusivity.

The Silkroad BIPOC Internship Program is a five-month remote professional development experience designed to prepare emerging arts professionals of color with fluency in non-profit arts administration and leadership. Each intern specializes in a different department, working closely with their mentor and supervisor to play an active role in the growth of Silkroad.

The internship program is designed to create a holistic and expansive view of the many facets of Silkroad and non-profit administration while remaining flexible and responsive to the needs, interests, and aspirations of the interns.

Recognizing the need for professional development opportunities for people of color, the Silkroad BIPOC Internship Program is designed to build tangible skills to empower the next generation of arts leaders.

In addition to their daily tasks, interns also engage in regular seminars led by Silkroad staff, offering multidisciplinary skills and tools that span across the arts administration field, including:



**FUNDAMENTALS
OF DESIGN**

**INTRO TO PR &
SOCIAL MEDIA**

**WEBSITE DESIGN
& BRANDING**



**LEADING
THROUGH CHANGE
MANAGEMENT**

**BUILDING
INCLUSIVE
PROGRAMMING**



**DEVELOPMENT &
FUNDRAISING**

**NON-PROFIT
FINANCES**

**PERSONAL
BUDGETING**



**EVENT PLANNING
& ORGANIZATION**

**RESUMES &
COVER LETTERS**

**ANXIETY
MANAGEMENT**

“Words can't describe how empowered I felt during and after being a part of the Silkroad Internship Program.

As a woman of color in the arts, sometimes I've felt very out of place and lacking in opportunities as compared to some of my colleagues. The Silkroad Internship Program was one of the first times I felt like I could fully embrace my identity.”

– Sarah, Spring 2023 Intern

24

interns since 2020

In addition to professional development seminars, our interns are provided with resources for job/grant listings, alumni gatherings, and networking opportunities.

99%

of former interns said that the internship provided them with skills they will carry into future job opportunities.

empowering
LEADERS

WHAT DO WE LOOK FOR?

We recognize that not everyone has the same educational and professional opportunities and resources. We prioritize accepting interns that embody the following characteristics regardless of past experience:

Passion

We seek applicants who are passionate about the arts, dedicated to social justice, and eager to learn about the many facets of non-profit arts administration.

Mission Alignment

We prioritize applicants whose professional goals align with Silkroad's work; the experience gained from this program should successfully prepare them on their intended career path.

Growth Mindset

We invite applications from those looking to learn and grow – who are open to possibilities while also having a willingness to share their own expertise with others.

“This internship has opened doors for me and has effectively helped start my life.

As I see it and experienced it, Silkroad is the type of organization other nonprofits strive to become. I am grateful to have been able to work with such an inspiring group of people.”

– Alex, Fall 2022 Intern

99%

of former interns said that the internship helped them better understand the career path they wanted to pursue

embracing
CHANGE

WHERE ARE OUR INTERNS NOW?

After completing the Silkroad Internship Program, our intern alumni have gone on to have fruitful careers and educational prospects in the arts and beyond, including positions at the U.S. State Department, Boston Symphony Orchestra, Johnson City Arts Center, Rivers School Conservatory, Artists for Humanity, Silkroad, and more! Many also have robust freelance careers and/or are pursuing continuing education.

artists for
humanity



nova
dance



“This experience was not just about being introduced to the principles of diversity and inclusion but actually witnessing and participating in their application.

Silkroad didn't just talk about DEIA; it embodied these values, making them a lived reality within the organization.”

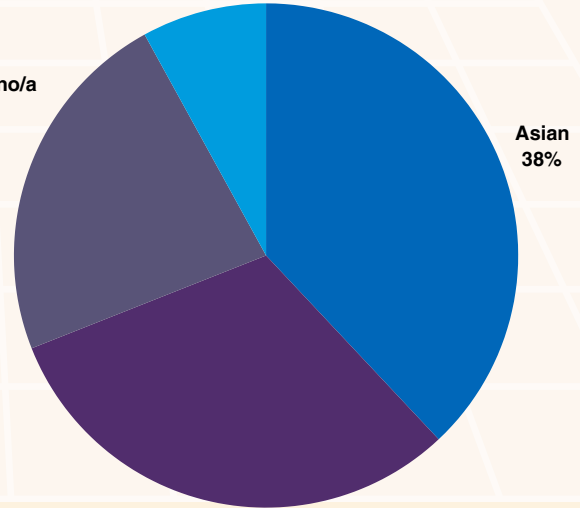
– Yufan, Fall 2023 Intern

DEMOGRAPHICS OF PAST INTERN CLASSES

We understand the critical role diversity plays in advancing arts administration and are dedicated to actively expanding and diversifying our intern cohorts to address the current lack of representation.

Middle Eastern, Arab, Persian, or North African
8%

Hispanic, Latino/a, Latine/x, or Afro-Latino/a
23%



Black or African
31%

celebrating
DIVERSITY

We asked our alumni:

HOW WOULD YOU DESCRIBE THE CULTURE OF SILKROAD?

SUPPORTIVE TRANSPARENT RELIABLE INCLUSIVE
ACCEPTING GENEROUS WARM **INSPIRATIONAL**
DIVERSE ORGANIZED TEAM-ORIENTED RESPECTFUL
PASSIONATE POSITIVE **SAFE** VIBRANT PROGRESSIVE
FRIENDLY **OPEN** CREATIVE FOCUSED MISSION-
DRIVEN VERSATILE FAST-PACED **COLLABORATIVE**

We asked our alumni:

WHAT WOULD YOU SAY TO A POTENTIAL FUTURE INTERN?

“This is the best decision you can make. The internship program will prepare you for anything else that you will do in life.”

“It is totally life-altering, and the chance to work with all of the amazing people at Silkroad was truly a **once-in-a-lifetime experience.**”

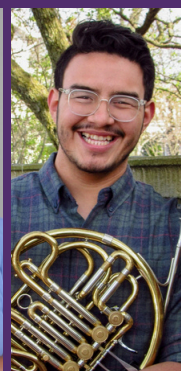
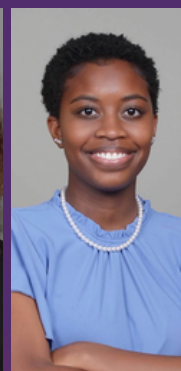
“Take full advantage of the opportunity.”

“Silkroad fosters **the most supportive environment imaginable.** They are always there to support you, every step of the way. Dive in and enjoy the journey!”

“The internship has far exceeded its mission. I felt like my lack of experience was seen as an opportunity rather than a disadvantage.

The internship allowed me to see into a non-profit and understand how it works.”

– Miguel, Fall 2023 Intern



A large orange circle with a grid pattern at the bottom. The grid is composed of light-colored lines forming a rectangular pattern.

Learn more at

silkroad.org/internship