“My arts internship experience was such a positive one. The team is small but mighty, and I always felt like one of the group rather than just the ‘intern.’”

—An intern at an opera company
The Los Angeles County Arts Internship Program (AIP) supports and strengthens the cultural sector of LA County by expanding access to high quality paid opportunities for college students of all backgrounds to gain experience, understanding, and transferable skills relevant to careers in the arts, the creative economy, and engagement in civic life.

Established in 2000 as a companion to the Getty Foundation’s Marrow Undergraduate Internship Program, which funds 10-week, full-time internships in visual arts organizations and museums for college students, AIP allows students to develop a deeper understanding of the work involved in nonprofit arts administration across a variety of complimentary artistic disciplines and creative fields, learn about the role of the arts in communities, expand their networks, and develop skills that can be applied in their future careers.

The AIP program provides grants to nonprofit performing, presenting, film, media, literary, and municipal arts organizations to hire students to engage in specific projects over the course of a 400-hour internship that takes place from June to March. In 2020, social service and social justice organizations with dedicated arts programming that are grantees

Background and Program Overview

“I loved that it was a paid internship because I was able to learn and get paid, especially as a college student, I can’t afford to take an opportunity that is not paid.” — An arts education intern at a music education non-profit

<table>
<thead>
<tr>
<th>2023 ARTS INTERNSHIP FINAL STATISTICS</th>
</tr>
</thead>
<tbody>
<tr>
<td>99% of students in the program would recommend it to a friend</td>
</tr>
<tr>
<td>On a scale from 1 – 5, with 1 being “poor” and 5 being “excellent”:</td>
</tr>
<tr>
<td>81% of interns rated their relationship with their supervisor as a 5</td>
</tr>
<tr>
<td>An additional 13% rated their relationship with their supervisor as a 4</td>
</tr>
<tr>
<td>95% of interns felt adequately supported during the internship</td>
</tr>
<tr>
<td>On a scale from 1 – 5, with 1 being “poor” and 5 being “excellent”:</td>
</tr>
<tr>
<td>75% of interns rated their overall experience at the organization as a 5</td>
</tr>
<tr>
<td>An additional 18% of interns rated their overall experience at the organization as a 4</td>
</tr>
<tr>
<td>95% of interns felt that the program structure worked well for them</td>
</tr>
</tbody>
</table>

2023 Arts Internship Program
Background and Program Overview

The Los Angeles County Board of Supervisors' investment in AIP began with a commitment to fund approximately 120 positions, on par with the Getty's program. Today, many intern alumni remain in the field and have gone on to supervise other interns, lead successful careers in arts and culture, and become leaders of nonprofit arts organizations. While the program’s structure remained relatively unchanged over the years, Los Angeles County’s Cultural Equity and Inclusion Initiative (CEII) highlighted the need to more intentionally support students of all backgrounds.

The survey has been updated moving forward.

*Other response* This count includes respondents who stated they are not more than one race/ethnicity and selected more than one race/ethnicity category or “I prefer not to say” in the question “Which of the following race or ethnicity categories do you best identify with?”

**INTERN SPOTLIGHT:**

Lindsay Nelsen

“I have LOVED my experience in the 2023 LA County Arts Program! The team of strong women at LAWTF have unleashed a new perspective for me in my creative journey. I am so grateful for all I have learned and continued growth with this amazing non profit organization!”

**INTERNSHIP TITLE:** Event Planning & Administrative Intern
**INTERNSHIP HOST ORGANIZATION:** Los Angeles Women’s Theatre Festival
**HIRED BY:** Los Angeles Women’s Theatre Festival
**HIRED AS:** Administrative Assistant
backgrounds to be able to take advantage of internship opportunities and included a community college expansion to not only increase the total number of student positions in the program but provide more deliberate outreach and positions for them. In addition, a deeper equity lens has been championed across all the Department’s programs by the Arts Commission and Department leadership, staff, and key partners.

In 2020, the Arts Internship program responded to the COVID-19 pandemic by shifting various program components to better reflect the changing needs of both organizations and students in the County. These changes included shifting the program timeline from a summer program to a nine-month program, providing more needed flexibility in schedules by reducing the minimum number of hours an intern can work from 40 to 15 hours per week, as well as allowing remote work flexibility and providing virtual educational components. Due to overwhelmingly positive feedback year after year, these changes have been sustained to better accommodate a wider diversity of college students with varying needs, resulting in greater accessibility and inclusion.

“I love this program so much! It’s a game changer. With so much recent growth and expansion it’s hard to stay on top of everything and we look forward to having the support of a summer intern to finally catch up. Our youth also get a lot out of their mentorship...”

—a supervisor from an arts education organization

The success and relevance of the program is reflected in continued demand for the program as well as the Board of Supervisors’ championing of its growth over time. Despite reductions during the Great Recession, AIP has steadily expanded in the last few years and initial pandemic budget cuts were restored by the Board. With growth from the CEII expansion, as well as additional incremental funding increases to the budget over the years, the County is now investing over $1.5 million dollars each year to support 228 paid internships in the program. In 2023, 228 positions were initially awarded to 157 organizations and of those, 224 positions at 155 organizations were successfully launched. An estimated 4,180 applications were received for these positions.

### Intern Spotlight: Ellen Moody

**Internship Title:** Development Intern  
**Internship Host Organization:** Long Beach Opera  
**Hired By:** Long Beach Opera  
**Hired As:** Outreach and Engagement Coordinator

“My experience in the 2023 LA County Arts Program was very positive. Because of this program, organizations are able to have the opportunity to hire interns. I had a wonderful experience with the organization I interned for and I am grateful that they decided to hire me as part of their staff.”
Each year, AIP staff conduct “Info Sessions” at various institutions of higher education, with the goal of increasing awareness of the program specifically among community college students. These Info Sessions were comprised of a short overview of the program as well as Q&A with Arts & Culture staff. These presentations allowed the Department to demonstrate the Countywide scope of the program, encourage students from the community colleges to apply, as well as provide insight and advice for the application process.

In addition to the above, AIP staff were also invited to participate in events coordinated by the Los Angeles County Economic Development Corporation (LAEDC) and Urban League to talk to additional students and raise awareness about the program.

Since the implementation of the community college expansion to the program, the numbers of participating community college students has skyrocketed. In 2017, just seven students from the community colleges participated in the program, comprising just over 5% of the total pool of interns. In 2023, 48 community college students participated in the program, an increase to over 21% of the total pool of interns. This high growth, combined with increasing interest from schools and community partners in learning more about the program, is a true embodiment of the goals set forth by the Cultural Equity and Inclusion Initiative.

<table>
<thead>
<tr>
<th>SCHOOL</th>
<th>BOS</th>
<th>APPROXIMATE # OF STUDENTS ATTENDED</th>
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<tbody>
<tr>
<td>East Los Angeles College</td>
<td>1</td>
<td>~35</td>
</tr>
<tr>
<td>Loyola Marymount University*</td>
<td>2</td>
<td>~15</td>
</tr>
<tr>
<td>Compton College</td>
<td>2</td>
<td>~31</td>
</tr>
<tr>
<td>West Los Angeles College*</td>
<td>2</td>
<td>~7</td>
</tr>
<tr>
<td>Santa Monica College*</td>
<td>3</td>
<td>~27</td>
</tr>
<tr>
<td>Long Beach City College</td>
<td>4</td>
<td>~40</td>
</tr>
<tr>
<td>Antelope Valley College*</td>
<td>5</td>
<td>~15</td>
</tr>
<tr>
<td>Cal State Northridge*</td>
<td>5</td>
<td>~30</td>
</tr>
<tr>
<td>College of the Canyons*</td>
<td>5</td>
<td>~12</td>
</tr>
<tr>
<td>Pasadena City College</td>
<td>5</td>
<td>~61</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td></td>
<td>~273</td>
</tr>
</tbody>
</table>

*info session conducted virtually
Program Highlights

“We were so pleased with [our intern’s] performance during the course of his internship that we have offered him continuing employment working on a series of special events this spring. It is the third year in a row that we have been able to extend offers of employment to our LA County Arts interns upon completion of their internships. I think that’s a real testament both to the talent that the internship program attracts and to our organizational commitment to developing the next generation of arts leaders.” —A supervisor from an art service organization

Supervisor Orientation
As was the case in 2022, we once again held a two-part virtual Supervisor Orientation in partnership with The Getty Foundation. This year, each program held its own orientation on “Day One” to better maximize covering all aspects of the program requirements and brought both Getty and County AIP program supervisors together for “Day Two”.

Day One of Supervisor Orientation for AIP supervisors focused on the mechanics of the program; reviewing supervisor responsibilities, intern approval, required surveys and other technical pieces. With the extra timed gained by hosting an event separate from The Getty, AIP staff invited two faculty from the community colleges to talk about the realities their students face when applying for opportunities like these. The faculty who joined the event were:

- Jessica Champagne Hansen, Faculty, Theatre Arts – East Los Angeles College
- Jacqueline Javier, Director, Freeman Center for Career and Completion – Pasadena City College

Some of the realities Jessica and Jacqueline spoke about included interns having a lack of confidence when faced with the application process, how often it takes a trusted adult to walk an intern through the process or to encourage them to apply, and how hard it can be for students to prioritize these opportunities when balancing multiple competing responsibilities. Including Jessica and Jacqueline in the program further illuminated for supervisors just how much students from the community colleges and beyond are weighing when considering programs like AIP, and that every organization in the program needs to be realistic about those realities when conducting recruitment.

Providing more resources to support our grantees in their recruitment efforts is rapidly becoming more important for our team, so we were so grateful to be able to enlist Jessica and Jacqueline’s help to close the gap between our organizations and the reality on the ground faced by students at the community colleges.

Day Two of Supervisor Orientation enlisted the help of outside consultants to provide professional development for supervisors around
four different topics. These topics were agreed upon by both the Department and The Getty as areas of need identified in feedback from supervisors in both programs. New supervisors were required to attend at least one session but could choose to more if interested:

- **Session 1: Mentorship and Intergenerational Communication**
  with Mutima Imani

- **Session 2: Interrupting Implicit Bias**
  with Addison Rose Vincent

- **Session 3: Managing for Racial Equity:**
  How Supervisors and Mentors can Transform Organizations
  with Jade Agua

- **Session 4: Empowering Future Arts Leaders By Example:**
  Where Creative Inspiration and Thoughtful Leadership Meet!
  with Elena Muslar

The themes of these sessions were culled directly from supervisor feedback about topics they would find most valuable, and supervisors were extremely engaged in each session and took advantage of being able to network with colleagues in The Getty’s program.

**Educational Components – Peer Groups**

In 2023, we continued to reintroduce in-person events back into the program and had our first ever hybrid peer group event. To produce the peer group program, Arts and Culture engaged 10 arts and culture professionals as peer group leaders who were tasked with planning and executing the events with the interns. Staff worked closely with peer group leaders and ensured a mix of in-person and virtual events to accommodate the widest access for student attendees. Peer group leaders were a mix of new and returning individuals. Below is a list of the 2023 Peer Group Leaders as well as the events they hosted. Events marked with an asterisk were held in-person:

**Theatre vs. The Industry**
Brian Elerding, Executive Director
Lineage Performing Arts Center

**You Can and Should Write:**
An Author Reading & Conversation
Charles Jensen, Program Director
UCLA Extension Writers’ Program

**The Capoeira Experience Workshop**
Felicia Vann, Founding Executive Director
Precision Dance Company

**Gaining Employment in the Creative Industries**
Larry Laboe, Executive Director
NewFilmmakers Los Angeles

**Teaching Artists and Their Role in Shaping a Better World**
Debra Pasquerette, Director of Creative Aging Programs
The Wallis Annenberg Center for the Performing Arts

**The Literary Landscape:**
A Dive into the Publishing Industry
Monica Fernandez, Media Director
Red Hen Press

**How Gen Z’ers are Modernizing Traditional Mexican Folk Dance**
Christie Rios, Director of Programs
The Floricanto Center for the Performing Arts

**The Actor...produces!**
Elisa Bocanegra, Founder
Hero Theatre

**Making a Short Film: What It Takes**
Raissa Reis, Manager of Emerging Careers
Women in Film

**Museum of Neon Art Tour and Glass Bending Workshop**
Jennifer Fukutomi-Jones, Arts and Culture Administrator
City of Glendale
Program Highlights

- Museum of Neon Art Tour and Glass Bending Workshop
- The Capoeira Experience Workshop
- Theatre vs. The Industry
Program Highlights

Educational Components – Arts and Government

Building off the success of last year’s Arts and Government event, this year’s program focused on the various divisions of the LA County Department of Arts and Culture. Staff members from each division were invited to share not only about their work but also their career paths into the Department, including the LA City/County Native American Indian Commission, which is now administratively housed within our department. The event started with a welcome including LA County Supervisor for the Third District Lindsey P. Horvath. First, department staff lead a “lightning round” where each staff member was given 3 minutes to talk about the work of their department division. Next, interns were invited into smaller break out rooms for more close dialogue with staff and fellow interns.

Below is a full list of speakers and staff that participated in the event:

- **Liane Weintraub**, President & 5th District Commissioner – LA County Arts Commission
- **Kristin Sakoda**, Director – LA County Department of Arts and Culture
- **Alexandra Ferguson Valdes**, Executive Director, LA City/County Native American Indian Commission
- **Anji Gaspar-Milanovic**, Division Director, Grants and Professional Development – LA County Department of Arts and Culture
- **Rosalyn Escobar**, Grants Program Manager, Grants and Professional Development Division
- **Laleña Vellanoweth**, Conservation and Collections Manager, Civic Art Division
- **Jacqueline Pimental**, Program Specialist, Cross Sector Initiatives
- **Irina Contreras**, Program Specialist, Arts Education and Youth Development Division
- **Kimberly Ryan**, Communications Manager, Communications Division
- **Matthew Augustin**, Research and Evaluation Analyst, Research and Evaluation Division

In break-out rooms, students were encouraged to engage in discussion around topics such as how arts and culture can reflect community identity, generate resources and cultivate individual agency. It was a joy to be able to share our teams’ collective experience with the group of interns and we will continue this event annually moving forward.
Looking Ahead

The Upcoming 2024 Cycle
The reintroduction of a few in-person events during the 2023 cycle revealed a modest interest among interns to gather in person – AIP staff will continue to ensure there is a balance of in-person and virtual educational components so that a wide range of intern needs can be accommodated. At present, AIP staff are engaged in a Request for Proposals (RFP) process to identify a consultant to bring back our annual Art Summit event after a two-year hiatus. The event will also be reprogrammed to better suit the extended format of the program and needs of the interns. This program is made possible with support from Getty. The Department of Arts and Culture thanks department staff, the Los Angeles County Arts Commission and the Los Angeles County Board of Supervisors for their support of this program.

Kristin Sakoda joined by interns from the 2018 Arts Internship Program

Learn more: lacountyarts.org/internships
2023 Arts Internship Program: Grantee Organizations

11:11 A Creative Collective
826LA
A Noise Within
A Place Called Home
About Productions
Academy Foundation
Alzheimer’s Greater Los Angeles
amazing grace conservatory
American Youth Symphony, Inc
Angels Gate Cultural Center
Angels Vocal Art
Antaeus Company
Anti-Recidivism Coalition
Art Share Los Angeles, Inc.
Arts Council for Long Beach
Arts District San Pedro
Waterfront
Arts for LA
Association of California Symphony Orchestras
Beyond Baroque Foundation
Blue13 Dance Company
Body Traffic
Boyle Heights Arts Conservatory
Boys & Girls Club of West San Gabriel Valley
California Dance Institute
California Lawyers for the Arts
Canyon Theatre Guild
Center Theatre Group of Los Angeles
City Hearts: Kids Say YES to the Arts / L.A. Fringe Theatre
City of Culver City, Cultural Affairs
City of Glendale | Library, Arts & Culture
City of Santa Clarita
City of West Hollywood
Color Compton, Inc
Community Coalition for Substance Abuse Prevention and Treatment
Conundrum Theatre Company, Inc.
Cornerstone Theater Company, Inc.
Culture Shock Los Angeles
da Center for the Arts
Diavolo Dance Theatre
East-West Players, Inc.
Ebony Repertory Theatre
Encore Theatre Group
Esperanza Community Housing Corporation
ETM-LA, Inc.
Filipino American Symphony Orchestra
Film Independent Inc.
Floricanto Dance Theatre
Friends of Levitt Pavilion – City of Angels
Future Roots Inc. Dub Lab
Get Lit – Words Ignite Inc.
Glendale Arts
Grand Performances
Grand Vision Foundation
Greenway Arts Alliance
Heart of Los Angeles Youth, Inc.
Heidi Duckler Dance
Hero Theatre Inc
Homies Unidos, Inc
Independent Shakespeare Co., Inc.
Inland Valley Repertory Theatre
Inner-City Arts
International City Theatre
International Eye Los Angeles
Invertigo Dance Theatre
Japanese American Cultural & Community Center
Jazz Hands for Autism
JC Culture Foundation
Jewish Women’s Theatre
Justice by Unitig in Creative Energy
Kaleidoscope Chamber Orchestra
KCRW Foundation, Inc.
Kids in the Spotlight, Inc.
Koreatown Youth and Community Center, Inc.
L.A. GOAL
LA Commons
LA Plaza de Cultura y Artes
Las Fotos Project
Latino Theater Company
Lineage Dance Company
Long Beach Opera
Look What She Did
Los Angeles Chamber Orchestra Society, Inc.
Los Angeles Children’s Chorus
Los Angeles Jewish Symphony
Los Angeles Master Chorale Association
Los Angeles Music and Art School
Los Angeles Opera Company
Los Angeles Performance Practice
Los Angeles Philharmonic Association
Los Angeles Review of Books
Los Angeles Theatresports
Los Angeles Women’s Theatre Festival
LTSC Community Development Corporation
Madison Project dba BroadStage
MashUp Contemporary Dance Company
Mission Opera
Muae Publishing, Inc.
MUSE/QUE
Museum of Social Justice
Musical Theatre West
National Association of Latino Independent Producers
NewFilmmakers Los Angeles
No Easy Props
P.S. ARTS
Pacific Resident Theatre Ensemble
Parson’s Nose Productions
Pasadena Conservatory of Music
Pasadena Playhouse State Theatre of California, Inc.
PEN America Los Angeles
Plaza de la Raza
Precision Dance Company
Red Hen Press, Inc.
Rogue Artists Ensemble
Santa Cecilia Opera and Orchestra Association
Santa Clarita Shakespeare Festival
Santa Monica Youth Orchestra
Self-Help Graphics and Art, INC
Shakespeare by the Sea
Skirball Cultural Center
Skylight Theatre Company
South Bay Artist Collective
Synchrony
Teapot Gardens
The Academy of Television Arts & Sciences Foundation
The Blank Theatre
The Dance Resource Center of Greater Los Angeles
The Gabriella Foundation (Everbody Dance)
The H.E.Art Project dba artworxLA
The Harmony Project
The Industry
The Los Angeles United Methodist Urban Foundation
The Music Center
The Music Circle
The Neighborhood Music School Association
The People Concern
The Robey Theatre Company
The Writers Guild Foundation
Theatre at Boston Court
Theatre Of Hearts/Youth First
THEATRE WEST, INC
Tia Chuchas Centro Cultural
Tierra del Sol Foundation
Tonality
Transformation Arts
UCLA Extension: Writers Program
Unusual Suspects Theatre Co.
Visual Communications Media
Vox Femina Los Angeles
Wallis Annenberg Center for the Performing Arts
Will Geer Theatricum Botanicum
Women In Film
Women’s Voices Now Inc
WordTheatre
Young Musicians Foundation
Young Storytellers

LA County
ARTS & CULTURE