

July 2024

# LA County 2023 Arts Internship Program



Final Report

Los Angeles County  
**ARTS & CULTURE**

**“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**

# 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

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

## 2023 ARTS INTERNSHIP FINAL STATISTICS

**99%** of students in the program would recommend it to a friend

*On a scale from 1 – 5, with 1 being “poor” and 5 being “excellent”:*

**81%** of interns rated their relationship with their supervisor as a **5**

An additional **13%** rated their relationship with their supervisor as a **4**

**95%** of interns felt adequately supported during the internship

*On a scale from 1 – 5, with 1 being “poor” and 5 being “excellent”:*

**75%** of interns rated their overall experience at the organization as a **5**

An additional **18%** of interns rated their overall experience at the organization as a **4**

**95%** of interns felt that the program structure worked well for them

## INTERN DEMOGRAPHICS

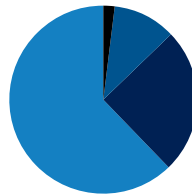
### BY RACE/ETHNICITY:



More than one race/ethnicity	27%
Latina/Latino/Latinx/Latine	21%
White	18%
Asian or Asian American	16%
Skipped question	7%
Black or African American*	4%
I prefer not to say	4%
Other response*	2%
Middle Eastern or North African	2%

### BY GENDER IDENTITY:

Identify as Female	62%
Identify as Male	25%
Identify as Genderqueer or Gender non-conforming	11%
prefer not to say	2%



**\*Black or African American** The pre-survey unfortunately omitted the response option "Black or African American" from the "Which of the following race or ethnicity categories do you best identify with?" question this past year. This data reflects those respondents who self-identified as Black or African American by selecting the "I prefer to self-identify" response option and writing in their response. 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?"

of the Community Impact Arts Grant (CIAG) program also became eligible to apply, further expanding the available opportunities for interns. The program also facilitates educational, peer learning, and networking opportunities for the interns to get a broader view of the arts ecosystem outside of the context of the day-to-day work within their organizations and provides a Supervisor Orientation for host organizations to integrate a lens of diversity, equity, inclusion, and support for diverse students. These are hallmarks of the AIP program that demonstrate both longevity and responsiveness to the evolving needs and aspirations of the arts field.

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

### INTERN SPOTLIGHT:

## Lindsay Nelsen



**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

"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!"

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.”**

# Program Outreach

**“If it wasn’t for this internship I would not have considered this as a career choice. ...it has already set up the rest of my life.”** —A technical intern at a theater company

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.

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

*\*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 time 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





The Capoeira Experience Workshop



Museum of Neon Art Tour and Glass Bending Workshop



Theatre vs. The Industry

## 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.

**10 COLLEGES WITH HIGHEST PARTICIPATION**  
*from high to low:*

University of California, Los Angeles  
University of Southern California  
Santa Monica College  
Cal State University Northridge  
Cal State University Long Beach  
Loyola Marymount University  
Cal State University Dominguez Hills  
California Institute of the Arts  
California State University, Los Angeles  
College of the Canyons

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

## 2023 Arts Internship Program: Grantee Organizations

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