



Frequently Asked Questions

1. What is the Pathways Program?

Pathways: A Native Space Initiative is a pilot program that aims to utilize Artspace's expertise as a real estate developer for the creative sector to assist Native American arts and cultural organizations to develop and implement strategies that leverage their existing cultural and creative assets and support the development and sustainability of arts and cultural spaces. Through a selection process, Artspace will invite ten organizations to participate in this 12-month, virtual, cohort-based program.

2. What does the virtual program entail?

The Pathways virtual program utilizes the Howspace platform to connect and interact with its participants. Howspace is not downloadable software; rather, it only requires access to the internet. The program curriculum will include monthly sessions featuring experts related to space issues and property development; individualized technical assistance from Artspace staff and local consultants on a wide range of topics; ongoing one-on-one mentorship; peer review; and cross-cohort learning interactions.

3. What will participants gain from participating in this program?

Program participants will receive:

- A year of professional development training and capacity-building workshops related to specific space needs and issues of participants, i.e. the fundamentals of real estate development, proformas, capital and operational sources and uses, space planning, space management, and space operations,
- An average of 15-20 hours of one-on-one coaching and technical assistance,
- Relationships with Native arts and culture leaders with established trust, peer-support, and common goals that are all navigating similar space challenges,
- Comprehensive planning tools and templates related to space development, paired with the time and guidance so that participants can implement them,
- Introductions to real estate and other professionals related to space development from around the country, and
- Development of a case statement for their specific space project and opportunities to develop and practice a "pitch" (verbal and written) for funders and other key stakeholders.

4. What is expected of program participants? What do they need to participate?

- Each organization will be asked to have two or three participants from the organization, like an Executive Director, key staff, board member, or other organizational stakeholder.
- Participants must have access to high-speed internet so as to participate fully in a monthly, 12-month-long, virtual platform cohort. Applicants do not need to be

proficient in Zoom and/or Howspace as technical training sessions will be available.

- Team members (at least one of the three members) are to attend all monthly Workshops and Panels (a 2-3 hour monthly time commitment).
- Teams are to complete assignments and come prepared for one-on-one sessions (a 2-3 hour monthly time commitment).
- Teams are to participate in developmental evaluation check-ins with the leadership team and program staff through interviews, surveys, and reports (a 1-2 hour monthly time commitment).

5. What is the application process?

The application process is twofold. The first step is to complete an online application, available through www.artspace.org/pathways. There you can also find the Pathways Handbook, which provides additional information about the application process and the program. Based on meeting all criteria with the application, selected applicants will be invited for an interview. Applications will open Monday, September 19, 2022 at 8:00 A.M. (CST) and will close at 5:00 P.M. (CST) Wednesday, November 2, 2022. Applicants must apply through the online application system. Those applicants chosen to advance to the interview round will be notified by Tuesday, November 8, 2022. Interviews will be conducted on November 16, 17, or 18, 2022. Successful applicants will be made aware of their acceptance by Tuesday, November 22, 2022.

6. Who is eligible to apply?

Native American arts and cultural organizations that meet the following three criteria are eligible to apply:

1. The organization is within one of the following locations: Alaska, Arizona, British Columbia, Idaho, Minnesota, Montana, New Mexico, North Dakota, Oregon, Southern California, South Dakota, Washington, or Wisconsin;
2. The organization must have programs and a dedicated budget to support Native art and culture; and
3. The organization has been providing arts and cultural programming for at least three years.

7. Is there a cost to participate in the program?

There is no cost to participate in the Pathways program. Cohort organizations will receive a \$4,000 stipend upon successful completion of the program.

Any other questions? Please email pathways@artspace.org or contact directly:

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