OPERA AMERICA

Mentorship Program for Women Administrators

2025 Application Questions

The Mentorship Program for Women Administrators provides a unique opportunity for motivated participants to cultivate professional skills and long-term relationships. The program was created to acknowledge that women administrators face many systemic barriers that limit professional advancement, regardless of leadership potential, level of experience, or current title.

The program provides support for administrators who are at the threshold of advancing their impact as leaders by pairing them with more experienced leaders in the opera field who can serve as coaches and advocates. This program intentionally identifies and disrupts barriers to increase representation and agency for women leaders at all levels in the opera field.

OPERA America will provide support for three mentorship teams and resources for professional development, including registration, travel, and housing for OPERA America's annual conference and financial support for one on-site visit at the mentor's organization during the year-long program for which they are engaged. This program is structured to design professional development resources based on the needs of each mentee cohort.

Applicants must identify as cis or trans women, have current or recent employment experience at an OPERA America organizational member, and be available to participate in mentorship activities between April 1, 2025, and June 30, 2026.

required field

Applicant Information

- Name*
  - First Name*
  - Other Name(s)
  - Surname*
- Personal Phone Number*
- Personal Email*
- Personal Address*
- Current Employer*

- Current Professional Title*
- Work Phone Number*
- Work Email*
- Work Address*
- Length of tenure with current employer*
- Length of tenure in current position*
- Number of years employed in the opera field (part-time, contract, full-time, etc.)
    - If you've participated in different professional capacities in the opera field, please list those roles and associated years (e.g. 5 years as a professional soloist, 5 years as an administrator, etc.)
- Number of direct reports*

Biography

Please include a current 200-word biography below. If you are accepted into the program, this biography will appear in the related press release and be shared with the faculty and other participants. (Please note: If you are accepted into the program, you will need to submit a high-resolution headshot.)*

Resume

Please submit a resume outlining your academic and administrative experience. Artistic resumes listing roles performed or works directed/conducted/produced will not be accepted. Please be sure to include:*
- Higher education degrees completed or in progress
- Other types of training or leadership development
- Relevant certifications or memberships
- Professional, social, or volunteer experience that highlights areas of expertise that can support your leadership in the field

Essay Questions

Please respond to the following prompts about your experience and goals, prioritizing and communicating your own needs and how they can be supported by a mentorship program. Your responses will allow the selection committee to learn more about you as an administrator and leader and will provide insight into your needs when considering possible mentors if you are selected for the program.

Why have you chosen to pursue a career in the field of opera?*

What would you hope to achieve in your career that would support advancing the opera field? Is there a specific position and/or type of organization that would help you to achieve this?*

What support, opportunities, or areas of growth would you need to advance your career in this direction?*

In addition to systemic barriers, what are the greatest challenges you face in achieving your career goals?*

Describe your personal learning objectives and your expectations of both working with a mentor and your participation in this program. What specific skills or knowledge do you hope to gain by participating in this program?*

Please share about any prior mentorship, leadership programs, or trainings. What did you find most meaningful about your experience(s)?*

What does leadership in opera mean to you?*

Identity

To better understand the demographics of OPERA America's applicant pool and evaluate the impact of our professional development programs, we invite you to optionally select all of the terms that you use to self-identify racially or ethnically and in regard to gender identity. You will also have the opportunity to write in additional responses in the "Self-Description" category. The choices below are not exhaustive or intended to be limiting or prescriptive. OPERA America does not discriminate on the basis of race, color, religion, sex, gender identity, national origin, political affiliation, sexual orientation, disability, age, or any other status protected under federal, state, or local law.

Asian — includes those who identify with nationalities or ethnic groups originating in East Asia, Southeast Asia, and the Indian subcontinent.

Black/African American — includes those who identify with nationalities or ethnic groups originating in any of the Black racial groups of Africa including African American and Caribbean.

Indigenous/Native American — includes those who identify as Indigenous peoples, American Indian/Native American, Alaska Native, First Nations, and/or Native peoples of the Americas and Australia with tribal affiliation or community attachment.

Latiné/Hispanic — includes those who identify with nationalities or ethnic groups originating in Mexico, Puerto Rico, Cuba, Central and South America, and other Latin cultures.

Middle Eastern or North African — includes those who identify with nationalities or ethnic groups originating in the Middle East, North Africa, the Arabian peninsula, and neighboring territories.

Pacific Islander — includes those who identify with nationalities or ethnic groups originating in Hawaii, Guam, Samoa, or other Pacific Islands.

White — includes those who identify with nationalities or ethnic groups originating in Europe including Western and Eastern Europe.

Racial/Cultural/Ethnic identity (Please select all that apply.)*
- Asian
- Black/African American
- Indigenous/Native American
- Latiné/Hispanic
- Middle Eastern/North African
- Pacific Islander
- White
- Self-Description
- Prefer not to say

Gender identity (Please select all that apply.)*
- Female
- Male
- Non-binary/Third Gender/Two-Spirited
- Self-Description
- Prefer not to say

Age:
Please note that there is no age minimum or limit for the program, but this helps us to better understand the demographics of people working in the field.
- 20–30
- 31–40
- 41–50
- 51–60
- 60–70
- 71–80
- 81+
- Prefer not to say

Please share the pronouns you use in reference to yourself (e.g., she/her/hers, he/him/his, they/them/their, ze/hir/hir — to learn more about gender pronouns, click here).*

Other Information

How did you hear about this program?

By agreeing below,*

- You confirm that the statements and information in this application are true and correct to the best of your knowledge.
- You confirm that you have the support of your direct supervisor and, if accepted to this program, you commit to the Mentorship Program for Women Administrators from April 1, 2025 – June 30, 2026.
- You agree to participate fully in all aspects of the Mentorship Program for Women Administrators' active learning environment.

[Signature Box]