



Funds Distribution Report

Recipient Organization:
Seattle Opera

Address:
363 Mercer St
Seattle, WA 98109

Contact:
(206) 389-7676
<https://www.seattleopera.org>

Organization's General Goals:

Seattle Opera is vital to the dynamic cultural and civic life of our region and to the evolution of opera across the world. Our mission is to thrill, inspire and educate through the shared experience of opera.

Date of Award:	Level:
2022 Q2	\$2,501 to \$5,000

For more information, please read the attached report from Seattle Opera.

8802 27th Ave NE
Tulip, WA 98271
TulipCares.org

SEATTLE OPERA.

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September 7, 2023

Marilyn Sheldon, Director
Tulalip Tribes Charitable Contributions Fund
8802 27th Ave NE
Tulalip, WA 98271

Dear Marilyn,

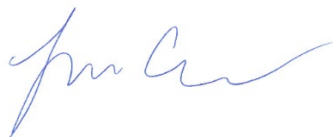
It is my pleasure to submit Seattle Opera's report to the Tulalip Tribes Charitable Contributions Fund, for your support of our Seattle Arts Fellowship program.

We were delighted to welcome our second cohort of Fellows, employed in full-time roles at Seattle Opera, Pacific Northwest Ballet, Seattle Symphony, and Classical KING FM. Please find our full report and details attached.

We look forward to continuing our partnership, and I've included some details about how we're planning to shift some core structures of this program over the next few months. We are tentatively planning to re-apply for support when we are ready to welcome the next cohort of Seattle Arts Fellows in spring 2024.

Thank you for your and the Tulalip Tribes support!

With gratitude,



Julia Curns-Welch
Institutional Giving Officer

SEATTLE OPERA.

Seattle Arts Fellowship Report
Presented to
Tulalip Tribes Charitable Contributions Fund

September 7, 2023

REPORT INFO

Seattle Opera
seattleopera.org/
Q2 2022 14.2

TOTAL NUMBER OF RECIPIENTS IMPACTED

4 Fellows
~180,000 staff and audiences between the four organizations

TULALIP TRIBES' INVESTMENT

With support from the Tulalip Tribes Charitable Contributions Fund, Seattle Opera recently concluded the second year of our Seattle Arts Fellowship. Four BIPOC fellows: Tony Oteromarrero, Stella Gonzalez, Lorin Green, and Myah Rose Paden joined the program in year-long roles in Costume, Marketing, and Education at Seattle Opera, Pacific Northwest Ballet, Seattle Symphony and Classical KING FM. We're further delighted to report that both Stella and Myah have accepted full-time roles with their respective organizations and the conclusion of their program cohort year.

Funding from Tulalip Tribes was utilized to support a portion of salary and benefits for Seattle Opera's fellow. During the 2022/23 season, Tony supported Costume, Hair, and Makeup efforts for six mainstage productions, in addition to the year-round operations of a busy artistic department.

Guided by mentors within each organization and externally, fellows joined marketing, fundraising, and management trainings and developed leadership skills through this hands-on arts administration experience. Fellows also networked with industry leaders and debriefed within facilitated peer processing circles.

Underscoring the Fellowship, each respective organization has committed to becoming a strong example of an anti-racist, multicultural organization. A recent survey of Seattle

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Opera staff shows that our organization largely mirrors the demographics of King County, with 46% BIPOC staff, and that 95% of staff somewhat or strongly agree that Seattle Opera is making efforts to address racial inequity in our programs and practices.

THE NEXT ITERATION

A key part of the Seattle Arts Fellowship program success is direct feedback from fellows on the program's ability to provide connection and resources that support their leadership-level career development. In 2023/24, we will begin to shift some of the core structures of the program, allowing for a rotation to every organization during the year-long cohort, and newly adding positions in marketing and development – two historically white-led and white-staffed departments. We will additionally de-center the weight of the Fellowship positions in education-based roles, ensuring that Fellows are never a sole representative to a community or of an identity. During this transition, Tony Oteromarrero will continue in his Fellowship role at Seattle Opera and Classical KING FM will onboard a new Fellow. Pacific Northwest Ballet and Seattle Symphony (both transitioning the departments in which Fellows will participate) will pause their participation for 8 months.

The resulting program will include more nuanced experiences at each of the four organizations, a more diverse set of arts leadership skills, and broader network connections. We believe the updated Seattle Arts Fellowship will have a more substantial impact in our arts community and will expand opportunities for participants.

Thank you for your support of the Seattle Arts Fellowship.

