



BECOMING AN ASSOCIATE

Creative Generation is a values-forward, global collective that believes youth create change.

As artists, educators, administrators, researchers, storytellers, and activists, we are committed to accelerating people and projects to shape the world. We co-create with young creatives and those who cultivate their creativity to take local actions towards global change in pursuit of a more just world.

In alignment with our organizational values and commitments, we serve as both a learning and capacity building organization which strengthens and enables individuals, organizations, and the global fields of practice within which we work.

→ Read more about Creative Generation and our work here: <https://www.creative-generation.org/about-us>

THE COLLECTIVE

A core component of Creative Generation's work is [the Collective](#) itself. By design, our Collective is composed of associates who are part-time, multi-hyphenate practitioners that contribute to the shared work of Creative Generation as part of a portfolio career. We are united by our shared, [organizational values and commitments](#) and our use of '[distributed collective leadership](#),' understanding that the impact of our relationships, knowledge, and work together far exceeds what any of us can do alone.

With a diversity of contributions, together, we co-create strategic projects, achieve more complex objectives, and elevate our shared knowledge to have a greater impact in the world. We recognize that by working together we can:

- Amplify our roles as members within organizations and systems;
- Strengthen connections between our networks;
- Share responsibility through democratized decision-making and leadership;
- Be trusted to do the right thing and invest our resources strategically; and
- Achieve greater success by combining our unique skillsets.

This model provides many benefits, including efficiency and innovations towards our shared mission, purpose, vision, and goals as an organization and - equally - the mutual growth and development of our colleagues.

→ Read more about the logic in constructing the Collective here: <https://www.creative-generation.org/blogs/constructing-a-collective>

WHAT TO EXPECT AS AN AFFILIATE

Associates can be individual practitioners – like artists, educators, administrators, researchers, storytellers, activists, etc. – or aligned organizations, that share our values and commitments and belief that youth create change. Associates may fulfill different levels of responsibility, including acting as a Lead, Affiliate, or Contributor.

Each Associate articulates their contributions to the shared work of the Collective, its projects, and the broader fields within which we work to accelerates people and projects to shape the world. On a regular basis, the Managing Director works with Associates to identify, scope, pitch, and secure mission-aligned projects which both build capacity within our Collaborators and amplify learning for the global fields of practice within which we work.

As a Collective, Associates commit to:

- employing their creativity to envision new futures for their work and the field,
- learn together through mutual knowledge exchange, and
- collaborate on a broad array of projects, as needed.

On an annual basis, Affiliates sign an agreement with Creative Generation which outlines the terms of collaboration, and subsequently mutually agree on assignments which advance shared projects, programs, or initiatives. Since every project is different and originate in myriad ways, the scopes of work vary and are customized based on the unique needs of the Collaborator or organization and the available skillsets of the current Collective.

As an Associates, you can expect to:

- Have an ongoing Memorandum of Agreement in place with Creative Generation;
- Be listed on the Creative Generation website and be featured in organizational publications and materials;
- Lead or contribute to a strategy, portfolio of projects, programs, or initiatives which align with your interests and skills;
- Receive regular communications from the Collective about our shared work, operations, and other timely or relevant resources – and engage with our virtual community communications;
- Contribute to project cultivation activities, like relationship-building, brainstorming, proposals, or pitches;
- Gain access to internal resources, like our Handbook, strategies, research, and resources;
- Get invited to periodic team learning or project sharing sessions, and the semi-annual retreat;
- Share ideas, perspectives, and responses through the organization's various communications channels;
- Participate in the peer-review or feedback processes for projects, programs, or organizational initiatives; and
- Amplify the work of the Collective to your peer and professional networks, where applicable.



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HOW DO WE GET PAID?

Creative Generation believes pay transparency is essential. Compensation is reliant on the funded and scoped contributions of individual Associates based on unique projects, programs, and initiatives. Each project, program, or initiative co-creates a budget which considers the contributions of individual Associates and designates the terms of payment to Creative Generation, and thus, its Associates.

For compliance, hourly and daily rates are aligned with our [adopted policy on pay scale and responsibility alignment](#).

→ Questions regarding compensation should be directed to info@Creative-Generation.org.

GET INVOLVED

Creative Generation is periodically seeking new Associates to join the Collective.

Potential Associates may provide a summary of:

- their values-alignment to the work of Creative Generation,
- the skills they intend to contribute to the shared work of the Collective, and
- any other unique contributions they bring to the organization.

→ Please submit a copy of your CV/resume, statement of interest including the information requested above, and any other relevant materials or examples of past work by email to info@Creative-Generation.org

Upon receipt, the Managing Director will be in touch with several next steps, which include:

- The completion of an application form, with optional demographic survey;
- An individual interview, and potential subsequent dialogues;
- A co-creation process to best articulate your individual contribution to the work of the Collective; and
- Submission of various materials which amplify your contributions to the organization and field.