

Fellow Expectations & Application Information

Cohort 10: 2023-2024

Goal: The Equity Leaders Fellowship (ELF) is a program that was developed by leaders of color for leaders of color in New Hampshire. ELF grows the pipeline of leaders from communities of color to take leadership positions on community committees, boards of directors, and other state & local civic engagement opportunities. ELF creates a supportive environment to grow the relationship networks of leaders of color. Joining the ELF “family” results in new relationships, increased social capital, and a community of peer support in the growing networks of fellows/alumni, mentors, community leaders, and faculty, as well as board champions.

The overall goal of ELF is dual: to develop a deep understanding of equity and capacity for collective impact around priority issues for communities of color, and; to build a network of engaged fellows/alumni, mentors, community advisors, and faculty with strong personal and professional relationships.

Model: The Fellowship is comprised of cohorts of up to 15 Fellows who participate in 8 learning sessions over nine months (the program schedule is on the next page). Learning sessions include theoretical knowledge building as well as interactive exercises, with opportunities for reading and/or reflective writing between sessions. The program includes a mentorship component and a board/committee exposure experience. Candidates are expected to: attend a minimum of 80% of the learning sessions, complete all reflections, as well as participate fully in both the mentoring connections and the Board exposure experience. ***This program requires some time commitment, usually at least 6 hours, and some months as much as 10-12 hours per month.***

Who Should Apply: The Equity Leaders Fellowship seeks applications from people of color (racial/ethnic minority, immigrants and refugees) with a wide range of backgrounds, professional skills, interests and ages. Candidates should be interested in participating in leadership opportunities on community committees, boards of directors, and other state and local civic engagement opportunities. Eligible participants will have 2 years’ experience serving in a community or civic leadership capacity (and which should be described in the application).

Cost: There is no fee for participating in the program and all program materials will be provided to participants. Fellows will be expected to be able to travel some in-person learning sessions and may need to secure early release from work on Friday learning session days.

Availability: Other leadership programs ask employers to let people have time off from work to participate. We have included an Employee Support Form for you to make the request of your employer. If getting time off from work is a barrier, please let us know as we may have the opportunity to better meet your needs in a future cohort.

Application Deadline: Please submit your **application** and a **copy of your resume** via email any time, and *no later than 11:59 pm on Tuesday, August 1*, to jbonilla@equityleadersfellowshipnh.org.

Admission Process: Please complete the enclosed application and answer all questions thoughtfully while following the word limits where indicated). Applications will be reviewed by the ELF Leadership Team and participant selections will be made based on the content of your application. In-person or telephone interviews will be conducted with potential candidates and references may be contacted. Decisions will be made by the end of August. Accepted Fellowship participants will receive a letter informing them of their acceptance into the program.



Program Schedule

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*Learning sessions will be a hybrid mix of both in person and Zoom.
Learning Sessions 1 and 8 will be in person in Manchester.*

| Session | Date | Day/Time | Topic |
|----------------|--------------------------|-------------------------|------------------------------|
| Session 1 | September 23, 2023 | Saturday, 9:30am-3:30pm | Leadership & the NH Context |
| Session 2 | October 20, 2023 | Friday, 4-8pm | Race & Self-Awareness |
| Session 3 | November 17, 2023 | Friday, 4-8pm | Board Dynamics |
| Session 4 | December 15, 2023 | Friday, 4-8pm | Inequality & Power |
| Session 5 | January 19, 2024 | Friday, 4-8pm | Networking & Community |
| <i>Session</i> | <i>February 16, 2024</i> | <i>Friday, 4-8pm</i> | <i>Makeup for "Snow" Day</i> |
| Session 6 | March 15, 2024 | Friday, 4-8pm | Change & Critical Thinking |
| Session 7 | April 19, 2024 | Friday, 4-8pm | Civic & Community Engagement |
| Session 8 | May 18 or June 1, 2024 | Saturday, 9:30am-3:30pm | Reflection & Learning |