

Cultivate: Women of Color Leadership

2020-2021 Participant Application

Background

Cultivate: Women of Color Leadership (Cultivate) is a joint effort of the Chicago Foundation for Women (CFW), Crossroads Fund, Woods Fund Chicago and the Chicago Community Trust. Cultivate nurtures and expands the collective power and strength of women of color, as they build just and equitable communities. By bringing together women who lead intersecting but separate justice efforts--gender and racial equity, labor rights, civil rights, LGBTQ rights and immigrant rights, among others--Cultivate aims to transform these movements from the inside, fortify relationships among participants, and foster collaborations across organizations to advance a shared vision towards equity and justice for all. Cultivate supports the personal and professional development needs of each participant.

The foundation partners hope that this work will build the institutions in which these women work, by cultivating an intentional gender and racial equity lens and lead to the development of other women leaders within their organizations, especially at the community level. Towards this vision, Cultivate has five (5) major goals:

1. Support the personal and professional development of women of color leaders, working in advocacy, community organizing and movement building.
2. Reclaim a framework that intentionally utilizes an intersectional racial, economic and gender justice framework.
3. Build a brave and healthy space for women of color to discuss and learn about indigenous models of leadership development and organization building.
4. Advance the sustainability and longevity of individual women of color leadership while enabling a pipeline for leaders to emerge.
5. Nurture relationships to create a connected community across organizations, foundations, program alumni and their various fields of work.

Cultivate is an 8 month long commitment in which participants will attend an orientation and 6 (six) bimonthly sessions that will focus on meeting the program goals. In addition, participants will engage in personal executive coaching (at their convenience) to build on the bimonthly sessions. Sessions will focus on dismantling mainstream thinking, capacity building towards organizational change, peer learning, and community & movement building. Fifteen women of color who play an emerging leadership role in their organization will be invited to participate in Cultivate.



Application Process

CRITERIA

- ✓ Woman and woman identifying, of color
- ✓ Emerging leadership position in a nonprofit organization in greater Chicago
Examples of these positions include: new executive directors, program directors, organizing directors, policy directors, lead organizers, etc.
- ✓ **Funded within the last 3 years** by a Cultivate participating foundation (listed below)
- ✓ 2-6 years of leadership experience in the non-profit sector and/or in community organizing and advocacy
- ✓ Can commit to attending the Cultivate orientation on **December 17, 2020**, a coaching event on **January 13, 2021** and **six sessions** (between January-July of 2021).
- ✓ Can commit to participating in individual coaching with an Executive Coach for a minimum of 10 hours.

DEADLINES

If you meet the outlined criteria, please submit your application & résumé to -- Alheli Irizarry at alheli@cultivatewomenofcolor.org by **October 15, 2020** . Applicants will be notified of decisions by **November 16, 2020**.

If you have any questions about Cultivate or the application process, please contact your foundation representative:

Sandra Aponte - Chicago Community Trust: saponte@cct.org

Melanie Conway - Chicago Foundation for Women: mconway@cfw.org

Lizette Garza - Crossroads Fund: lizette@crossroadsfund.org

Alejandra L. Ibañez - Woods Fund Chicago: alejandra@woodsfund.org

Alma Rodriguez - Walder Foundation: arodriguez@walderfoundation.org

Please don't forget to attach your résumé. Thank you!



Cultivate: Women of Color Leadership

Application Form

Please complete questions 1-8 of this form and attach a current résumé. Incomplete forms will not be considered.

1. Participant Information

| | | |
|--|---------------|--------|
| Name: | | |
| Title: | Organization: | |
| Organization Address: | | |
| City: | State: | Zip: |
| Phone: | Cell Number: | Email: |
| Foundation that funds your organization: <i>(select all that apply)</i> | | |
| ___ Chicago Foundation for Women ___ The Chicago Community Trust | | |
| ___ Crossroads Fund ___ Woods Fund Chicago ___ Walder Foundation | | |

2. Organization Information

| |
|---|
| What is the budget size of your organization? |
| ___ \$0 - \$150,000 ___ \$150,000 - \$300,000 ___ \$300,000 - \$500,000 |
| ___ \$500,000-\$2,000,000 ___ >\$2,000,000 |
| How long have you been employed at your organization? |
| |



What is the mission of your organization?

What are the major organizational projects/campaigns you are involved in?

Please describe your current role at the organization.

How long have you held this role in the organization?

3. Women of Color Leadership Sessions

Which session topics do you think are most important to include? This will help inform which sessions will be co-designed during the program. (Check your top 5)

- Coalition Building
- Community Organizing Strategies
- Financial Management
- Fundraising
- Leadership Styles
- Organizational Management
- Public Policy
- Advocacy Strategies
- Public Relations/ Communications Public Speaking
- Self-care
- Social Media
- Other (please specify):



4. Please state why you would like to participate in Cultivate: Women of Color Leadership Program (Cultivate)? What do you hope to learn? (300 words)

5. Please state how the sector will benefit from your participation in Cultivate? (200 words)

6. Describe how the new cohort (group) will benefit from your participation? (200 words)

7. Which skills and/or experiences do you think are the most important for women of color in the social/economic/racial justice field to have to be strong leaders? (200 words)

