

LEE Emerging Equity Leaders Fellowship

<https://educationalequity.org/fellowships/emerging-equity-leaders-fellowship>

What is the Emerging Equity Leaders Fellowship?

This is an exclusive professional development opportunity for entry-level members of color who are ready to move into a higher-level role in policy, advocacy, or organizing in the next one to two years.

The fellowship is designed to help you navigate institutional and systemic barriers, and rise to new levels of leadership in order to make a difference for our most vulnerable students.

By working closely with a coach, attending two national workshops, and completing a capstone project that will help you build your network and achieve tangible changes for students, you'll clarify your professional goals and prepare to take on a new or expanded role.

Most participants complete the fellowship while working full time. Participation requires approximately five hours per week and attendance at two in-person workshops.

Who should apply?

- We encourage LEE members who meet the following criteria to submit an application.
- Person of color
- Ready to move into a higher-level role in policy, advocacy or organizing within the next one to two years
- Currently in an entry-level policy, advocacy or organizing role or have recently completed a fellowship or graduate degree in the field
- Ready to work with a coach who will support you in exploring your place in the work of achieving education equity, drawing on your unique experiences, identities, strengths, values, and interests
- Committed to working closely with a team of two to three other LEE members to execute a project to create local policy change
- Willing and interested in participating in a cohort-based experience, including active participation and cultivation of a virtual community of other fellows who will become learning partners and professional colleagues

What to expect as a fellow

- Work closely with a coach to identify individualized strategies for advancing your career based on your unique experience, identities, region, and professional goals.
- Dive into topics like setting your vision, developing a theory of change, breaking the glass ceiling, resume writing, and salary negotiation through interactive skill-building webinars and two in-person workshops.
- Join a virtual community of fellows who will become learning partners and professional colleagues.
- Complete a team-based, capstone-style equity issue project alongside other fellows and local community members to create local policy change.
- Attend two in-person weekend workshops (mandatory) to open and close the fellowship.

The equity issue project

The Equity issue project is a real-world learning experience for fellows to expand their professional networks and work in local communities.

As a fellow, you'll determine the project you'll work on. For instance, one past equity issue project included building relationships and creating the infrastructure for a new coalition focused on civic change. Another focused on working alongside a local advocacy organization to listen to students, teachers, and parents impacted by a particular issue and identifying demands for local leadership.

LEE will provide a structure for the project and relevant skill building and coaching. The project can be completed either in person or virtually.

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Examples of equity issue projects

DACA & Dreamer support

A team in the 2017-18 EELF cohort saw a lack of support in their community for students and families impacted by the repeal of Deferred Action for Children Arrivals (DACA).

The group partnered with local community organizations to build an infrastructure for sustainable sanctuary sites. Collaborating across three different regions, they created a policy proposal that would ensure proper training for school leaders and law enforcement agencies on the rights of undocumented residents tailored to each community.

Best practices for school funding

Another group in the 2017-2018 EELF cohort took on the problem of inequitable funding between school districts.

The team conducted interviews with local school funding experts, policy analysts, and school finance decision-makers located in various districts around the country. From these interviews, they drafted a policy memo for legislators with recommendations on how to make more equitable school funding decisions in lower-income districts.

Application process & timeline

Applications for the program are now open.

The application requires three to five short essay questions, an updated resume, and one professional reference. After submitting, applicants may also be invited to participate in a phone interview with LEE staff.