

the nexus fellowship

an Equity Lab project

We believe that the mindsets of individuals will disrupt and positively change the organizations, institutions, structures, and systems that maintain racism and oppression. If we reach everyone — from the decision-makers, to the influencers, to the revolutionaries and the traditionalists — we'll see our laws, policies, and practices move toward an equitable future.

We also believe that change comes from within. Through our engagements, fellowship projects, institutes, and open-source materials, we build individual and collective will, skill, knowledge, and courage to interrupt racial inequities. Transforming the knowledge base, mindsets, and daily behavior of those in the public sector to view their roles and actions, both present and future, with an equity lens.

We're here to help them do it.

THE PROGRAM

The Nexus Fellowship spans one year composed of four weeklong residencies. Support in the form of dedicated coaching, a virtual learning community, modules, and resources is included. Each weeklong residency will provide expert training focused on four key areas: self, adaptive leadership, technical leadership, and the equityXdesign process.

Self

We will focus on how our lived experience shapes who we are today. We believe a deeper understanding of self is the first step in unpacking and transforming deeply held beliefs and biases.

Adaptive Leadership

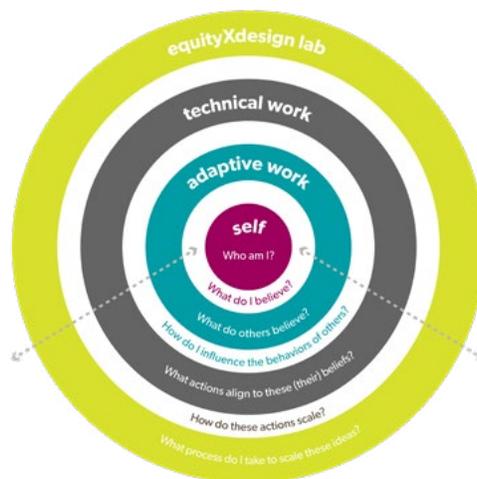
This is a deep dive into employing adaptive leadership techniques to advocate and lead for change in an organization, particularly when circumstances are challenging. This module covers the importance of influence, relationships, and the intangible skills accomplished leaders need to succeed.

Technical Leadership

We will explore the patterns, structures, and processes required to lead change management within an organization.

equityXdesign Process

A new way to think about and approach achieving equity, the equityXdesign process creates the conditions and relationships for inclusive innovation. It is guided by three central beliefs: that innovation needs inclusion and intentional design; that our past has direct ties to the inequities of our present; and that we have a moral imperative to live in the future we desire to create. Fellows will consider how design thinking can strengthen their leadership for equity.



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WHY PARTICIPATE?

The Nexus Fellowship is a personalized leadership program that prioritizes equity, deliberately combining the best in leadership, equity, and management training. Our team has deep expertise developing youth- and family-supporting organizations. We understand the needs of schools, non-profits, and advocacy organizations. We only focus on providing leaders with the highest leverage tools, not adding more work to an organization's to-do list.

By the end of the fellowship, fellows and organizations will have achieved tangible progress toward advancing equity.

Fellows will:

- Understand how issues of REDI (race, equity, diversity, and inclusion) affect everyday life both in and out of the workplace
- Understand how an equity lens can influence structural transformation
- Create a comprehensive strategy to support their organization
- Strengthen personal and adaptive leadership
- Build national community with like-minded leaders and organizations

Organizations will:

- Join a network of organizations that are committed to equity
- Retain two expertly trained equity leaders in-house to support REDI efforts
- Possess a comprehensive strategy aligned to organizational REDI goals
- Significantly save on the costs of equity consultants and facilitators hired year after year
- Increase partnership touchpoints between CEOs and in-house equity leaders

THE COMMITMENT

To successfully equip organizational leaders to direct meaningful change for equity, participants must have the enthusiasm and support of an organization's senior leadership. Currently, we welcome and consider interest from prospective fellows, but we require organizational sponsorship, both financially and professionally, for acceptance into the program.

Fellows must attend all four trainings and be available for bi-monthly coaching check-ins with The Equity Lab staff. Fellows should also have occasional access to the host organization's CEO/Executive Director to engage them in progress. With the support of the host organization, fellows must arrange their travel and accommodations for each residency.

Program Year Calendar

Module 1	February 22–26, 2021	Washington, DC
Module 2	May 24–28, 2021	Chicago, IL
Module 3	September 27–October 1, 2021	Los Angeles, CA
Module 4	February 21–25, 2022	New Orleans, LA

PROGRAM COSTS

The program fee for the Nexus Fellowship is \$25,000 per organization. This includes expert-led equity and leadership training, bi-monthly coaching, module resources, and access to the greater Equity Lab community.



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THE APPLICATION

Each organization will apply by recommending two staff members to submit an application to participate in the program. Additionally, the CEO/Executive Director will complete a short application. Applications are composed of written questions and video responses. Interested organizations must focus on furthering equity, directly or indirectly.

Selection Calendar

August 3	Application goes live
September 30	Applications due
Early October	Candidates and organizations selected to move on to phone interview
Mid to late October	Phone interviews conducted
Late October to early November	In-person or video interviews conducted
November 30	Selections announced

INFORMATION SESSIONS

Please visit theequitylab.org/nexus to RSVP for an upcoming Nexus Fellowship information session:

- July 30, 2020 at 3:00pm EST
- August 10, 2020 at 1:00pm EST
- August 21, 2020 at 1:30pm EST
- September 2, 2020 at 4:30pm EST
- September 16, 2020 at 1:00pm EST



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