



2018 Rising Leaders Fellowship

We strive to ensure that the lived experience of all youth is honored as part of their outdoor experience and work to create equitable and inclusive connections to nature through grantmaking, capacity-building and trainings. Youth Outside recognizes that within the environmental movement, efforts need to be supported that will attract and retain talented people of color and others who have had historic and systemic barriers to accessing the outdoors. To this end, Youth Outside delivers the Rising Leaders Fellowship.

Objective

Now in its fourth year, the Rising Leaders Fellowship supports the professional development of individuals in entry to mid-level positions within youth serving outdoor programs. Specifically, Youth Outside targets individuals who are enthusiastic about connecting youth to the outdoors in culturally relevant and inclusive ways by affecting culture change within their organizations. The Rising Leaders Fellowship builds professional capacity while creating a supportive network of like-minded leaders through a project-based cohort series that focuses on social justice and equity in the outdoors.

Program Overview

A cohort of up to twenty fellows will be selected to participate in an 8-session series that runs from April through December 2018. Participants are expected to participate in all three of the components outlined below. The Fellowship will culminate with participant led presentations on the benefits to youth of increased cultural relevancy in programs. A schedule with specific dates and times of each session is provided on page 3.

In-person sessions: The in-person sessions will consist of capacity building modules, peer coaching and community building. These sessions will focus on personal and organizational development. Participants will be required to bring internal documents for learning purposes. A list of topics and the required documents can be found below.

Increased Relevancy Project: Fellows will be asked to identify opportunities for increased cultural relevancy within their organization and develop a plan of action that addresses one or more identified opportunities. Inside of smaller work groups, fellows will serve as peer coaches through this process and will present on their efforts and findings at the culminating session.

Individual Coaching: Each participant will have the opportunity to receive up to three hours of individual coaching. The purpose of coaching is to explore areas of personal and/or professional development in a supportive environment.

Topics & Objectives

- **Social Justice** – Explore related concepts and practices to move toward a just society; examine the historical context of exclusion in the United States and how this impacts youth.
- **Power & Privilege** – Examine power and privilege dynamics and the impact these can have on youth; explore opportunities to leverage power and privilege.
- **Intentional Communication** – Examine effective and intentional communication strategies for authentic relationship building between staff and youth.
- **Strategic Planning** – Analyze organizations’ strategic plans and if/how equity and inclusion are incorporated into the plan; explore opportunities to ground strategic plans in youth narrative.
- **Youth Development** – Explore the concept of trauma-informed youth development and identify opportunities to increase cultural relevancy in youth programming.
- **Curriculum Development** – Analyze curriculum for implicit bias and explore avenues to incorporate youth voice in curriculum and programs.
- **Fund Development** – Examine the ways in which youth narrative is being communicated; explore how deficit-minded fundraising can harm youth.

Eligibility Criteria

- 1) Applicant is employed with a non-profit organization that serves youth through outdoor programming or outdoor education.
- 2) Applicant holds an entry or mid-level position within their organization (this may include direct program staff, program leads, program coordinators, or middle management)
- 3) Applicant is committed to affecting change within their organization and the outdoor field at large, and to promoting cultural relevancy as a framework for increased equity and inclusion within the outdoor field.
- 4) Applicant has the approval of their organization’s Executive Director and/or direct supervisor to participate in the program in its entirety.
- 5) Applicant can commit to full program participation, including attendance of all in-person sessions and peer check-ins.
 - a. Applicant is able to obtain the following documents from their organization:
 - i. Strategic Plan (or strategic planning documents)
 - ii. Organization mission and vision statements
 - iii. Youth discipline policies; incident report form
 - iv. Organizational budget AND/OR program budget
 - v. Previously written grant proposal (2-5 pages)
 - vi. Commonly used piece of curriculum
 - vii. Job description for participant’s current position AND job description for position that works directly with youth (if not applicant’s current role)
- 6) Applicant has the capacity to provide a \$200 deposit upon selection. Deposit will be fully refunded upon successful completion of the program. [Deposit can be made by the sponsoring organization or by the individual participating in the program]

Program Schedule

Session 1: Thursday, April 19, 2018

Session 2: Thursday, May 17, 2018

Session 3: Thursday, June 21, 2018

Session 4: Thursday, August 16, 2018

Session 5: Thursday, September 20, 2018

Session 6: Thursday, October 18, 2018

Session 7: Thursday, November 15, 2018

Session 8: Thursday, December 13, 2018

Time: 10AM to 3:30PM (Breakfast & Lunch Provided)

Session Location: In- person sessions will be held in Oakland, CA

Individual Coaching: Meeting location(s) will be scheduled between coach and participant

Time Commitment

The total time estimated for participation includes the following:

- 8 in-person sessions (5-hour sessions plus travel to and from location)
- 4 to 8 peer check-ins (participant-established timeframes)
- 1 to 3 individual coaching session (3 hours)

Application Process:

Application Priority Deadline: Must be submitted to jodie@youthoutside.org by 5PM, Wednesday, February 28, 2018

Application Final Deadline: 5PM on Friday, March 16, 2018

Interviews: March 19 – April 6, 2018

Selection Announcement: April 9, 2018

For more information about the program or questions regarding the application, please contact Jodie Darensbourg, Operations Associate, at 510-839-0731 or jodie@youthoutside.org.