



**LEADERSHIP EDUCATION *and*
ADVANCEMENT *for* PROFESSIONALS**

A PROJECT OF THE CALIFORNIA COALITION AGAINST SEXUAL ASSAULT (CALCASA)
IN PARTNERSHIP WITH THE WOMEN OF COLOR NETWORK (WOCN)

Application 2019–2020 Cohort 5 | Information & Requirements

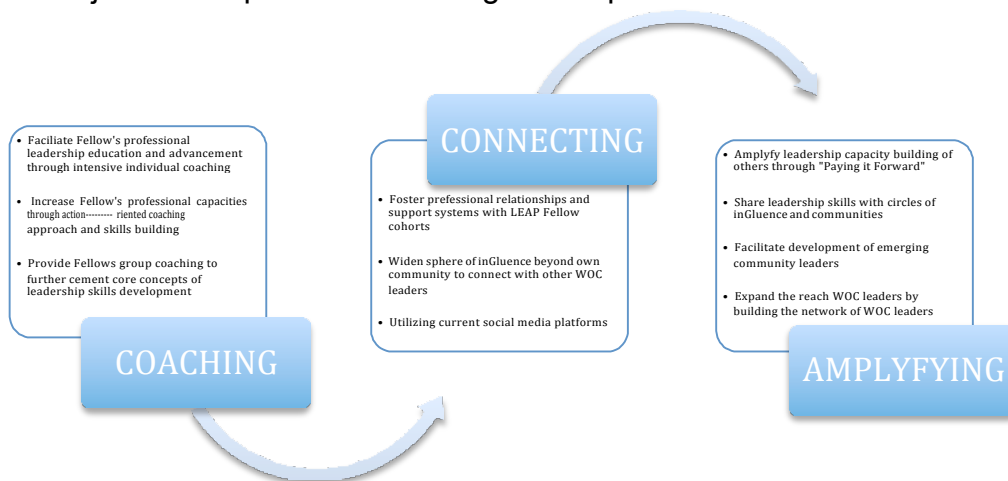
California Coalition Against Sexual Assault (CALCASA), in partnership with Women of Color Network (WOCN, Inc.) has established the Leadership Education and Advancement for Professionals (LEAP) Project. LEAP’s primary purpose is to enhance the professional skills of individuals of color seeking professional advancement in the anti-violence against women field.

The goals of the LEAP Project are to:

- || Build upon and enhance the professional capacity of women of color (WOC) executive directors, directors and senior managers in anti-violence against women programs.
- || Create a community of support and professional network for emerging WOC executives and management leaders, aimed at reducing isolation, maximizing skills development, information-sharing, and communication.
- || Optimize the success and effectiveness of emerging WOC leaders by providing opportunities to impact spheres of influence and communities through “*Pay it Forward*” activities.

The LEAP Project is designed to provide an intensive interactive, distance learning and in-person, comprehensive training and practicum. As a cohort member, LEAP Fellows will develop and enhance leadership and management skills to enable to take upon and succeed in leadership/management roles in their organizations and in the field.

The LEAP Project accomplishes this through three parts:



Throughout the project period, program staff, speakers and trainers will deliver topics such as program development, financial management, human resources, organizational communication skills, leadership, and self-care, to name a few.

At the conclusion of the LEAP Fellows' cohort 12-month program period, LEAP Fellows will receive a certificate of achievement recognizing their professional development as a leader in the anti-violence against women field, along with being networked to previous cohorts Fellows, and have a circle of support of WOC leaders within and outside of the LEAP Project.

The LEAP Project is supported by Grant #2015-TA-AX-K006 awarded by the Office on Violence Against Women (OVW), US Department of Justice.

LEAP PROJECT COMPONENTS:

Duration

12 months

In-person Meetings

Academy I (3-days) held in California

Academy II (2-days) location to be determined (TBD)

National Summit (2-days) location to be determined (TBD)

Distance Learning Activities

Coaching to Lead

|| Individual coaching

|| Group coaching

Web conferences

E-learning Units

LEAP Fellow Impact Project: *Pay it Forward*

The goal of *Pay it Forward* is for LEAP Fellows to share their leadership skills learned from the LEAP program and facilitate the development of leaders in their communities to create a ripple impact and to demonstrate that LEAP Fellows 1) have acquired the topics knowledge, 2) have a thorough understanding of the topics/concepts delivered, and 3) ability to deliver acquired topics knowledge through a presentation for a leadership/community learning setting.

LEAP Fellows are required to complete LEAP impact project, *Pay it Forward*. LEAP Fellows will provide leadership events: workshops, trainings, and/or opportunities of their choosing, to their circle of influence and communities.

LEAP Fellows are required to complete a minimum of three (3) *Pay it Forward* leadership events (i.e. workshops, trainings, web-conferences, presentations) on topics of their choosing from a list of options, where a minimum of ten (10) participants per event are reached.

Pay it Forward (PIF) activities must be documented and submitted via on-line LEAP Project PIF form. *Pay it Forward* project must be completed in the LEAP Fellow's cohort program period.

LEAP Fellow Blogs

The goal of blogging is for LEAP Fellows to lead and insert themselves into conversations on leadership and amplify voices of WOC in leadership positions within the anti-violence against women field in general.

LEAP Fellows will be required to write at least two (2) blogs to be posted on the LEAP website, shared with LEAP cohorts, LEAP Project associated social media platforms, Fellows' respective networks and spheres of influence.

In addition to blogs, LEAP Fellows will be asked to participate in podcasts to highlight and/or present leadership topics.

LEAP online resources

LEAP website

LEAP e-Listserv

LEAP e-Learning units

On-line tools accessible only to LEAP Fellows Web conference, PowerPoints and audio recordings

PARTICIPATION

Each participant is expected and required to attend all program activities throughout the 12-month program period.

We do understand that there will be unforeseen circumstances or pre-existing commitments that will preclude applicant from participating in LEAP Project activities. Limited amount of absences will be accepted on a case-by-case basis.

Please carefully consider the participation commitment requirements, as we want to ensure accepted applicants can experience the LEAP Project to its full extent. The full participation of all LEAP Fellows allows space for relationship building, creation of a professional support network, and learning group cohesion. The success of the applicant's leadership education and development is dependent on all LEAP Fellows full participation throughout the 12-month program period.

SCHOLARSHIPS

Limited scholarships are available to cover travel and lodging expenses related to the following in-person project activities.

- || Two (2) training academies:
 - Academy I (3-days)
 - Academy II (2-days)
- || LEAP National Summit (2-days)

Selection priority for scholarships will be given to applicants meeting the following criteria:

- || Applicant's agency does **NOT** receive any funding from the Office on Violence Against Women as a grantee;
- || Applicant does **NOT** have other source of funding to cover the travel and lodging expenses for trainings and summit convening; and
- || Selected applicant must commit to the 12-month program and fully participate in **ALL** the LEAP project trainings and activities.

Current OVW Grantees

We anticipate selecting a number of applicants whose agencies are current OVW grantees. For selected applicants from an agency that is an OVW grantee, it is expected that the agency will allocate travel and lodging funds to cover the travel and lodging costs for selected applicant to attend the two in-person training academies and national summit convening. **NOTE:** The Executive Director or Board of Directors Chair of the selected applicant's agency will be expected to sign a commitment/agreement form indicating the organizational leadership's support, encouragement and success for the selected applicant's leadership development within their agency.

Please consult with your designated OVW grant program specialist for questions and approval.

APPLICATION PROCESS & TIMELINE

LEAP Project Fellows will be selected through a competitive application process.

Applicant Requirements

Applicant must meet the following requirements:

- || Must identify as a Person of Color on a daily basis
- || Must currently be an Executive Director, Manager, or Senior Director
- || Must be in current Executive Director, Manager, or Senior Director position for at least one (1) year
- || Must have experience supervising staff
- || Must show a commitment to, demonstrated experience, and a track record in the sexual assault and/or domestic violence intervention and prevention field
- || Must show a commitment to, demonstrated experience, and a track record in the sexual assault and/or domestic violence intervention and prevention field developing diverse agencies and programs that include women of color and individuals from underserved/underrepresented communities
- || Must fully commit to the LEAP cohort 12-month program period and requirements

Application Timeline for Cohort 5

Application release and submission period:

December 11, 2018 to January 30, 2019

Application due date:

January 30, 2019, 5:00pm PST

*Applications received AFTER the submission date will NOT be accepted or considered.

Notification to accepted applicants:

March 1, 2019

Public announcement of 2015-2016 LEAP Cohort 3 Fellows

March 8, 2019

*Announcements will be made via LEAP website, CALCASA website, WOCN, Inc. website and corresponding organizations' social media platforms.

WHERE TO APPLY

Please submit your application via the LEAP Application link:

<https://www.surveymonkey.com/r/LPRVL6B>

CONTACT INFORMATION FOR LEAP PROJECT

Please direct your questions regarding the application process to:

Adrienne N. Spires, LEAP Project Coordinator

Email: aspres@calcasa.org

Phone: 916-446-2520 ext.305

**COHORT 5
2019– 2020 LEAP Program TIMELINE*/ACTIVITIES**

| Academy I three (3) days May 2019 | Academy II two (2) days October 2019 | National Summit two (2) days September 2018 | Web conferences | Group Coaching – Special Topics | Individual Coaching |
|--|---|--|----------------------------|--|---|
| Location: California | Location: TBD | Location: TBD | | | |
| Wednesday, May 29th Thursday, May 30th Friday, May 31st | Dates to be determined | Dates to be determined | Throughout project | Throughout project | Throughout project period, as needed |

***Timeline subject to changes**