

PFund Foundation Racial Equity Initiative Leadership Program Information Packet and Application



What is the PFund Racial Equity Initiative?

Racial inequities persist in every measure of well-being, including health and wellness, school readiness, economic success and civic participation. This is also true in our LGBT communities where injustice and racism exist in what is often seen as a white LGBT movement.

The Racial Equity Initiative builds the organizational capacity of standalone organizations serving LGBT communities of color and supports LGBT leaders of color.

In fiscal year 2008, PFund was awarded a \$60,000 challenge grant from Funders for Lesbian and Gay Issues, a national organization dedicated to increasing institutional giving to LGBT communities. PFund is currently raising the required \$60,000 match.

The initiative will enable PFund to build on our achievements and enhance our capacity to serve LGBT people of color across Minnesota, Iowa, North Dakota, South Dakota and Wisconsin.

The Racial Equity Initiative is coordinated by PFund Programs Manager with assistance from a community Advisory Team.

What is the Racial Equity Initiative Leadership Program?

During the fall and winter of 2007 – 2008 PFund collaborated with Marnita's Table, a non-profit that ignites enduring cross-cultural connections through intentional social interaction, to convene leaders from LGBT and allied communities of color three times. The community conversations covered topics ranging from historical oppression of people of color in LGBT movements, to leadership in LGBT communities of color, to funding access for projects and programs serving LGBT communities of color.

Out of these conversations grew the Leadership Program. In its first year of the program, PFund collaborated with Family & Children's Service and Pillsbury United Communities to develop and implement a two-track leadership program; one track focused on board leadership and the other on community organizing. During the six month cohort (Sept. 2008 – Feb. 2009) 14 participants built on existing leadership skills, explored identities as queer leaders of color, created a community with their cohorts and used learned and expanded skills to enhance local communities and inform their circles of influence.

In its second year, the program is taking a more participant-driven approach. Each new participant will self-identify areas to increase her/his leadership capacity and work with PFund to attend workshops, trainings and conferences.

To learn more about PFund Foundation visit: www.PFundOnline.org

PFund Foundation Racial Equity Initiative Leadership Program Information Packet and Application



Purpose

1. To support/enhance the leadership of LGBT people of color in our region (Minnesota, Iowa, North Dakota, South Dakota, Wisconsin) through workshops, trainings, conferences and community engagement.
2. To promote networking among LGBT people of color leaders.
3. To increase leadership capacities of LGBT people of color in our region

Description

During a ten month period (August 2009 – May 2010), the leadership program will provide support and resources for LGBT people of color leaders to attend workshops, trainings and conferences that enhance their ability to lead in local communities. Participants, in collaboration with PFund staff, will develop a personal leadership plan that outlines a leadership vision and goals for the ten month program. Participants will be responsible for keeping a journal and attending regular convenings facilitated by PFund to share their experiences and develop ways to share new and expanded knowledge.

- Participants will identify areas for development and attend approved workshops, trainings and conferences during the program period.
- Participants will develop a plan to put new learnings into action upon completing various trainings.
- Through regular convening, participants will share experiences and learnings with one another, document progress on goals and participate in group exercises.
- Participants will develop a community presentation to share the impact of their 10 months of work.

Outcome

- LGBT people of color leaders in our region will feel supported in their work and have expanded skill sets to enhance their leadership skills and ability to create change in their communities.
- Our region will see an increase in representation of LGBT people of color in community leadership roles.

Participant Responsibilities

- Select areas/topics for leadership development
- Develop goals and a plan to strengthen their leadership abilities
- Identify training opportunities with assistance from PFund staff
- Write pre and post journal entries for each training opportunity
- Complete a final journal entry describing the ways in which they have impacted local communities with new and enhanced skill sets

PFund Foundation Racial Equity Initiative Leadership Program Information Packet and Application



Timeline:

August 2009 – Applications open
September 2009 – Participants convene
November 2009 – Participants convene

January 2010 – Participants convene
March 2010 – Participants convene
May 2010 – Final report from participants

Selection and amount available to participants

The program is open to individuals that identify as a LGBT person of color. Applications will be taken on a rolling basis so long as funds remain. Opening balance of the fund is \$10,000. Applications are reviewed and participants are selected by PFund staff. PFund will notify applicants within one week of receiving the application the status of their application.

Participants will receive up to \$750 to support registration for workshops, trainings and conferences. Payment will be made to organizations providing trainings, not directly to participants. For events taking place more than 60 miles from the participants' home, funds may be used for travel, lodging and food expenses. Fellows will commit to participating through June 2010 in convening and reflecting with other participants in group activities. **The Racial Equity Initiative Leadership Program is not a one-time scholarship fund to attend events but a leadership building program.**

Eligible workshops, trainings, conferences

Participants will select, in collaboration with Programs Manager and advisory team, relevant trainings based on the area of leadership they have chosen. Areas include: Development/Fundraising, Board leadership/governance, Organizing/Community Building, Communications/Marketing.

Trainings may include local, regional or national programs: Minnesota Council of Nonprofits, Minnesota Council on Foundations, MAP for Nonprofits, Raising Change, and Creating Change. Applicants should select an area or areas for learning and consult with the programs manager as they prepare the application. Preference is given to local, well-known, proven and effective training sites.

**PFund Foundation Racial Equity Initiative
Leadership Program Information Packet and Application
Application Cover Sheet**

GENERAL INFORMATION

| | | | | | | | | | |
|-------------|--|--|--|-------------------|------------|------|----------|--|--|
| *First Name | | | | | *Last Name | | | | |
| Address | | | | | Unit | | | | |
| City | | | | State | | | Zip Code | | |
| Phone | | | | Type (circle one) | Home | Work | Cell | | |
| *Email | | | | | | | | | |
| Employer | | | | | | | | | |

DEMOGRAPHICS (please check all that apply)

- | | | | |
|---|---|--|--------------------------------|
| <input type="checkbox"/> Female | <input type="checkbox"/> Genderqueer | <input type="checkbox"/> Intersex | |
| <input type="checkbox"/> Male | <input type="checkbox"/> Transgender | | |
| <input type="checkbox"/> African American | <input type="checkbox"/> Asian/Pacific Islander | <input type="checkbox"/> Latino/Latina | |
| <input type="checkbox"/> Middle Eastern | <input type="checkbox"/> Multi Racial | <input type="checkbox"/> Native American | |
| <input type="checkbox"/> Bisexual | <input type="checkbox"/> Gay | <input type="checkbox"/> Lesbian | <input type="checkbox"/> Queer |
| <input type="checkbox"/> Other (please list): | | | |

Please direct any questions and completed applications to Alfonso Wenker:

Alfonso Wenker
PFund Foundation
1409 Willow Street, Suite 210
Minneapolis, MN 55403
awenker@PFundOnline.org
612-870-1806

**PFund Foundation Racial Equity Initiative
Leadership Program Information Packet and Application**

In what areas do you want to enhance your leadership skills? Circle:

Development/Fundraising

Communications/Marketing

Board/Governance

Community Organizing

Facilitation

Other: _____

Why have you decided to apply for this program?

Briefly describe previous leadership experiences (boards, volunteering, activism, etc.):

Upon completing the program, how will you use new and enhanced skill sets to strengthen your communities?

Please list the name, cost and website for any trainings, workshops or conferences you have identified as potential to attend:

Participants are required to convene 6 times throughout the program. Do you have any major conflicts in the next ten months that would prevent you from participating in gatherings?

How did you hear about the program?

Anything else we should know?

*You may use multiple pages to complete responses to these questions if needed.