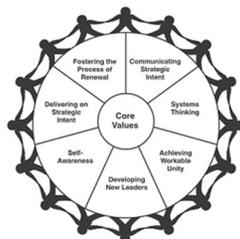


2017 Leadership Academy

CALL FOR APPLICATIONS



JustLead Washington, formerly known as the Washington State Equal Justice Community Leadership Academy, seeks applicants for its 2017 Leadership Academy, a nine-month, cohort-based experience designed to build a broad network of community leaders who can effectively and collaboratively work toward equity and justice for low-income and marginalized individuals and communities in Washington. The Academy was initially developed in partnership with the [Washington State Access to Justice Board](#) and draws Fellows from organizations working within the civil, criminal, and juvenile justice systems as well as community-based social justice organizations.

The Leadership Academy is currently recruiting Fellows for its fourth cohort, which will run from March 2017 to December 2017. Applications are due by Tuesday, January 17, 2017.

What to Expect

The Leadership Academy's core curriculum is built on the Sargent Shriver National Center on Poverty Law's "[Seven Leadership Competencies](#)" model and tailored to fit the distinctive context of Washington State. Cohort IV will participate in four 2.5 day training retreats in 2017: March 30 – April 1, June 22-24, September 14-16, and December 7-9. All retreats will be hosted in Seattle and will begin at noon on Thursday and end by noon on Saturday. Online coursework will begin prior to the first retreat and occur throughout the cohort year. Applicants must commit to attending all in-person retreats and participating in online learning activities.

Over the course of the Academy, Fellows learn and practice several core competencies of effective leaders, including:

1. Communicating Strategic Intent
2. Self-Awareness & Other-Awareness
3. Achieving Workable Unity (with a focus on Inclusion, Diversity & Cross-Difference Competence)
4. Systems and Strategic Thinking
5. Delivering on Strategic Intent
6. Developing New Leaders
7. Fostering Processes of Renewal

"Participating in the Leadership Academy has given me a greater sense of connection to the statewide Access to Justice community. I have met amazing people and have gained valuable tools. I have a deeper understanding of power structure, privilege and implicit bias and ways to effectuate both systems and social change. My participation has already changed the way in which I engage with my community. It is a critical training for any advocate." **Lisa Waldvogel, Northwest Justice Project, Longview**

The competencies and the curriculum upon which they are based are firmly rooted in the experience, practice and values of Washington's equity and justice community. Awareness and understanding of the ways in which poverty is inextricably linked with various forms of systemic bias and oppression, such as structural racialization, misogyny, able-ism, etc., are an express part of the curriculum. Fellows learn how to identify and tackle the ways in which compounding factors have led to and continue to perpetuate the unjust disparate treatment of low-income communities. In addition, the curriculum is premised on self-awareness and other-awareness exploration, reflection, mindfulness and wellness practice skills as essential foundational work in authentic leadership development.

"This is a great opportunity for folks who come into leadership positions to learn skills on how to advance the work of your organization." **Jonathan Grant, previously with the Tenants Union of Washington, Seattle**

Selection Criteria

- Commitment to using what you learn to build powerful legal, advocacy, and community-based networks that can effectively serve the poorest and most marginalized client and constituent communities
- Commitment to participating in the entire Academy, including attending all four retreats and participating in approximately 15 hours per quarter of between retreat activities. You should not apply if you are seeking to make significant changes to your life or career that are likely to interfere with full participation.
- Willingness to participate in cohort learning relating to challenging arenas, including race equity, and identifying and understanding systems and structures that perpetuate differential treatment
- Willingness to engage in cohort learning about secondary trauma, mindfulness, self-awareness and wellness practices
- Willingness to serve as a mentor, resource and or/trainer for future Cohorts.
- Enthusiasm for and commitment to making yourself a more effective community leader.

"One of the most valuable things, aside from my own self education and enlightenment, has been being able to build relationships with people across the equal justice community." **Gloria Ochoa, City of Spokane**

Goals for Cohort Composition

We will select a cohort that reflects the diversity of the many communities served by the justice systems in Washington. We define diversity broadly to include, but not be limited to, age, years of experience, disability, ethnicity, social class, sexual orientation, indigenous background, national origin, race, religion, veteran status, gender identity, geographical location, communities served in your work, and size of organization. *Note:* The Leadership Academy is NOT about positional authority, but rather, is about a person's deep commitment to actively engage in powerful leadership behaviors, regardless of their current role(s). Specific priorities include:

- The Cohort will include people serving in organizations addressing a wide range of equity and justice issues, such as [Alliance for Equal Justice](#) (civil legal aid) organizations, including pro bono programs and the state's three law schools, public defender agencies, and other criminal justice, juvenile justice, and legal advocacy organizations.

- At least 1/3 of the Cohort should come from community-based organizations who work within low-income and marginalized communities and whose work and/or communities intersect with the civil, criminal, and/or juvenile justice system.
- No less than 1/3 of the cohort should be comprised of people of color.
- The cohort will be drawn from throughout Washington, including rural and urban communities.

Costs

Tuition for the Leadership Academy has been subsidized by a team of funding partners, and the Academy engages in cost-saving measures such as identifying in-kind contributions of space and training services. However, contributions from organizations and individuals who are able to help underwrite travel & retreat costs ensure the long-term sustainability of the Academy. The cost of food, travel, and direct expenses for program participation averages approximately \$1,000 per person; participants are asked to contribute what they can up to that amount but are not required to do so.

In addition, there are significant CLE credits available for practicing attorneys who participate, and we therefore ask lawyer fellows to seek a contribution from organizations that maintain Continuing Legal Education (CLE) budgets for staff, pro bono attorneys, faculty, etc. The suggested contribution for an estimated 25 CLE Credits, including 16 Ethics Credits, is \$750.

In no instance will ability to pay be a factor in accepting applicants.

“The Leadership Academy experience has broadened my outlook and caused me to look deep into my beliefs and way of accepting the ‘norms’ of our society. I highly recommend the Academy to those with an abiding interest in justice.”

Janet Skreen, Administrative Office of the Courts, Olympia

How to Apply

Please email your completed application packet to Jennifer Werdell, jenniferw@justleadwa.org, no later than Tuesday, January 17, 2017, at 5:00pm. Your application should include:

- Application Form**, which can be completed and submitted online through this link: <http://tinyurl.com/2017waleadershipacademy>
- Letter of Interest** (1,000 word maximum) addressing the selection criteria above, specifically:
 - The communities you serve and how you serve them
 - How knowledge gained through the Academy will better serve those communities
 - The networks you are engaged in and would be willing to share and grow as a part of your involvement in the Leadership Academy
 - What you hope to gain personally
 - How your participation will strengthen the statewide access to justice community
 - Any contribution you feel you make relative to diversity in any/all forms and implications
- Resume** (2 page maximum)
- Employer/Sponsoring Organization Letter of Support** (Executive Directors should include a letter from their Board of Directors)

“This program changed the way I look at my community and this great nation. If you care about the future of our collective humanity, JustLead!”

Francis Adewale, Spokane County Public Defender’s Office