



JustLead Washington Leadership Academy Cohort X

Program Commitment

Applicant Commitment

As an applicant to the Cohort X Leadership Academy, I understand that the program involves a year-long commitment. I am willing and able to make the following commitments if invited to be a fellow in the program:

1. To devote the time necessary to fully participate in the program's activities, including:
 - Attendance at the orientation webinar (date will be announced)
 - Attendance at all four program retreats:
 - Retreat 1 (in-person) – March 5th – 7th 2026
 - Retreat 2 (virtual) – April 30th – May 1st, 2026
 - Retreat 3 (virtual) – September 10 -11, 2026
 - Retreat 4 (in-person) – Nov 5th – 7th 2026
 - Attendance at all virtual Peer Support Program Workshops which will be scheduled at the start of the program within the following time range:
 - Peer Support Program Workshop #1: April – May 2026
 - Peer Support Program Workshop #2: June – September 2026
 - Peer Support Program Workshop #3: October – November 2026
 - Dedication of time outside of retreats for readings, assignments, and reflection.

****Dates are tentative and may be subject to change. Final dates will be announced later.****

2. To be an active contributor during the program sessions, discussions and activities
3. To contribute to an inclusive and respectful learning environment that values diverse perspectives and experiences.
4. To have regular access to a computer with Internet access to participate actively in scheduled programs or sessions conducted using distance education technologies.



Community Agreements & Diversity Statement

JustLead Washington is committed to equity and social justice, and to cultivating a learning environment that reflects and values the diversity of our communities. As a Leadership Academy Fellow, I agree to:

1. Respect and honor individual differences and identities.
2. Engage thoughtfully and respectfully in discussions, even when ideas or materials may differ from my personal experiences or beliefs.
3. Communicate directly with JustLead staff if concerns arise about the program climate, so that they can be addressed in a constructive and supportive way.
4. I read and I am committed to the [REJI Acknowledgements and Commitments](#)

Cost & Travel

Tuition for the Leadership Academy is based on the following sliding scale fee structure. Please see table below.

Organizational Budget	Requested Contribution
Solidarity Rate ; Private Sector	\$3000
Nonprofits \$1,000,000+; Public Sector	\$2500
Nonprofits \$500,000 – \$999,999	\$1500
Nonprofits under \$250,000 and non-sponsored participants	\$750

This cost covers faculty/facilitators, materials, facilities, CLEs as well as meals during retreats. **Payment is due by no later than December 12th.**

I understand further that I (participant) or their sponsoring organizations are responsible for fellows travel expenses associated with in-person retreats as well as the costs associated with boarding and other general travel expenses.¹

I understand that my application is not complete until JustLead Washington receives the signed program commitment (this document) and program contribution. Payment can be

¹ This will not apply for participants that receive a scholarship.



made by online or by check. If paying by check, notify Srinithi Suresh (srinithis@justleadwa.org) as soon as possible.

Cancellations

Cancellations must be in writing. If cancellation is submitted between December 12th 2025 - February 1st 2026, a refund minus a \$200 cancellation fee will be issued. Payment is forfeit if cancellation is submitted on or after February 2nd 2026.

Applicant Name _____

Applicant Signature _____

Date _____

Supervisor/Organizational Commitment and Contribution

To be filled out by the applicants supervisor

Organizational Commitment

Please provide the following information:

- Supervisors Name:
- Supervisors Current Position/Title:
- Supervisors Email:
- Supervisors Organization:
- Name of Applicant(s) You Are Supporting:

As the immediate supervisor of _____, I have read the applicants commitment and support their application to the Leadership Academy. I will provide the necessary job accommodations to ensure their full participation in program retreats and activities.

Organizational Contribution



Refer to the sliding scale fee structure above. Please indicate your organization's contribution (check one):

☐	Our organization would like to demonstrate our financial commitment to supporting leaders by contributing at the solidarity rate (\$3,000).
☐	Our organization will make a contribution in the amount of the full cost of the Leadership Academy (\$2,500).
☐	Our organization will make a contribution in the amount of \$1500
☐	Our organization will make a contribution in the amount of \$750
☐	The employee will be applying for a scholarship (please read carefully scholarship application)

Supervisors Signature _____

Date _____