



Dallas Truth, Racial Healing and Transformation Black Women in NonProfit Leadership Cohort

Eligibility Criteria:

- Working in the Dallas nonprofit sector
- Working in one of the following positions:
 - C-Level Executives leading organizations who desire to grow their influence and impact (CEO, CDO, CFO, CPO, COO)
 - Director level professionals who desire to grow their professional expertise and impact for leading small to mid-size organizations or departments
 - Mid-management leaders that desire to advance to the executive level and seek to learn what it means to make the right connects and how to benefit from them.
- Committed to personal healing and growth, as well as supporting all Black women leaders through mentorship, coaching, advocacy and championing.
- Secured leadership support in participating in the full 10-months of the cohort

Participant Commitment: The initial session will be held February 2022 with additional sessions held monthly through November 2022. Attendance is required for each session.

Application Deadline: Applications must be submitted by **5:00 p.m. on November 19, 2021.**

Application Assets: All completed applications must include the following:

1. Cohort Participant Application
2. One page bio and resume
3. Headshot
4. Official letter of commitment (on letterhead) from direct supervisor (or Board Chair for CEO's) for participation in the full cohort, which includes sessions, coaching, pre and post session work and the final retreat.
5. Employer 501C3 tax exemption designation from the Internal Revenue Service

Selection Process and Timing: Each application will be thoroughly reviewed by the BWNPL Selection Committee. Application submission does not guarantee admission into the Cohort. Interviews for applicants that pass the application process will be scheduled during the weeks of **November 29th and December 6th**. All applicants will be notified of their application status the week of **November 29th**.

Tuition/Registration: There is no fee for participants. All expenses are covered by the Cohort.



Dallas Truth, Racial Healing and Transformation

Black Women in NonProfit Leadership Cohort

Point of Contact: Questions may be directed to bwnp@dallastrht.org.

Application Submission: Applications can be accessed at dallastrht.org/bwnp

APPLICATION

PERSONAL INFORMATION

| | | | |
|---------------|---------------|-----------|------------------|
| First Name | Middle Name | Last Name | Gender Pronouns |
| Home Address | City | State | Zip Code |
| Mobile Number | Email Address | | LinkedIn Profile |

ORGANIZATION INFORMATION

| | | | |
|-----------------------|-------------------|-----------------------------------|-----------------------------------|
| Nonprofit Affiliation | Position Title | # of Years In current position | # of Years in nonprofit sector |
| Nonprofit Address | City | State | Zip Code |
| Business Phone Number | | | |
| Agency Budget Size | Agency Staff Size | Agency Sector | |



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BACKGROUND

- A. Did you apply for the 2021 Black Women in Nonprofit Leadership Cohort?
- B. Briefly describe current professional responsibilities (Maximum of 150 Words)
- C. What do you consider your most significant professional accomplishment in the past three years and why? (Maximum of 150 words)
- D. Tell us about a time when you encountered a challenge at work and felt that gender or race played a role in the situation. How did you respond?
- E. Why are you interested in participating in the Black Women in Nonprofit Leadership Cohort? What makes you ready to participate?
- F. How have you demonstrated support for other Black women leaders in the nonprofit sector? How have you not supported Black women leaders?
- G. How will you utilize learnings from your cohort experience to support other women leaders in the sector?
- H. Have you ever received executive coaching? If yes, what were your goals for your coaching experience? Did you meet those goals?
- I. What will be your goals for your executive coaching engagement?

CAREER GOALS

- A. Where do you see yourself making greatest impact in the nonprofit sector? And how do you envision getting there?
- B. How do you define your leadership style and name someone who embodied that style? (Maximum of 150 words)
- C. What are your top three professional goals for the upcoming year? (Maximum of 300 words)

WHAT ARE YOUR EXPECTATIONS FROM THE COHORT?

- A. As a participant of the cohort, what are you requiring of yourself to get from your participation? (Maximum of 150 words)
- B. What will you be bringing to the cohort to offer as support to your cohort peers? (Maximum of 150 words)
- C. What, if any, challenges do you see as a participant of the cohort and how will you address them or seek support in addressing them?

YOU ARE UNIQUE AND AMAZING, BLACK WOMAN, WHAT ABOUT YOUR UNIQUENESS WOULD YOU LIKE TO SHARE WITH THE SELECTION COMMITTEE?



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Statement of Commitment (Please Check) I certify that all the information and statements in this application are true and accurate to the best of my knowledge

- I understand the information on this application may be verified.
- The cohort will involve monthly 7-hour meetings and individual check-ins with your coach.
- If selected, I will participate fully in all sessions, coaching, pre and post session work and the final retreat.
- I will engage in the leadership cohort as part of my commitment to the Black Women in NonProfit Leadership Cohort

Applicant's Signature

Date