



2016 Rising Leaders Fellowship

The mission of Youth Outside is to connect youth to nature by eliminating barriers, providing resources, and promoting outdoor programming as essential for building healthy lives and inspiring future stewards of the planet. With little diversity in the outdoors, at the participant as well as at the staffing level, Youth Outside recognizes that efforts need to be created and supported that will attract and retain talented people of color across the environmental movement. With this in mind, Youth Outside created the Rising Leaders Fellowship program.

Objective

The Rising Leaders Fellowship supports the professional development of diverse, rising leaders who currently hold an entry to mid-level position within an outdoor programming or outdoor education organization. Specifically, Youth Outside is targeting individuals who are enthusiastic about affecting culture change within their organizations and the field in general, and who also have the drive to develop their professional capacity. The Rising Leaders Fellowship will work on creating a supportive network of like-minded leaders through a project-based cohort series that is delivered entirely through the lens of cultural relevancy.

Program Overview

A cohort of up to twenty fellows will be selected to participate in an 8-session series that runs from April through December 2016. The monthly sessions will be held one Thursday of each month. Please see the attached schedule for specific dates and times.

In-person sessions: The in-person sessions will consist of personality and work style assessments, facilitated learning modules, guest speakers, and networking opportunities.

Team group work: The cohort will be divided into teams that will each be assigned a specific project. In order to complete the project collectively, teams will need to schedule at least one group meeting a month, outside of the in-person session.

Individual Coaching: Each participant will have the opportunity to receive individual coaching to explore his or her personal and professional development goals of the participant, and the ways in which his or her supervisor is willing to support those goals.

Learning Objectives

- Increased awareness of professional development goals, personal/work styles as these relate to working with others, and leadership styles
- Research-based networking and subject matter competency
- Effective Communication internally within the team setting and externally with larger audiences
- Program Development: Cultural relevancy as a framework, strategic planning, mission development, program design, financial planning, and engagement
- Increased understanding of social justice issues as they relate to the self and to the outdoor field.

Eligibility Criteria

- 1) Applicant is employed with a non-profit organization that serves youth through outdoor programming or outdoor education.
- 2) Applicant holds an entry or mid-level position within their organization (this may include direct program staff, program leads, program coordinators, or middle management)
- 3) Applicant is committed to affecting change within their organization and the outdoor field at large, and to promoting cultural relevancy as a framework for increased equity and inclusion within the outdoor field.
- 4) Applicant has the approval of their organization's Executive Director and/or direct supervisor to participate in the program in its entirety.
- 5) Applicant can commit to full program participation, including attendance of all in-person sessions and self-scheduled group work sessions.
 - a. Attendance at the first session (4/21/16) is mandatory for all participants. Applicants that are not available for this date, will not be considered.
- 6) Applicant has the capacity to provide a \$200 deposit upon selection. Deposit will be fully refunded upon successful completion of the program.

Program Schedule

Session 1: Thursday, April 21, 2016

Session 2: Thursday, May 26, 2016

Session 3: Thursday, June 30, 2016

Session 4: Thursday, August 25, 2016

Session 5: Thursday, September 29, 2016

Session 6: Thursday, October 27, 2016

Session 7: Thursday, November 17, 2016

Session 8: Thursday, December 8, 2016

Time: 10 am to 3:30 pm

Coaching: The paired coaching sessions with supervisors will be scheduled individually to accommodate both the participant and supervisor's availability. The individual coaching can be scheduled as needed throughout the program.

Location: The sessions will be held in Oakland (Conference sites TBD)

Time Commitment

The total time estimated for participation includes the following:

- 8 in-person sessions (5-hour sessions plus travel to and from location)
- 8 team gatherings minimum (group-established timeframes)
- Up to 3 hours of individual coaching.

Application Process

Priority Application deadline: Friday, February 26, 2016 no later than 5 p.m.

Final Application Deadline: Friday, March 4, 2016 no later than 5 p.m.

Interviews: February 29 – March 10, 2016

Selection Announcement: March 15, 2016

For more information about the program or questions regarding the application, please contact Laura Rodriguez, Program Officer, at 510.839.0732 or laura@youthoutside.org.