

Application

Cultivate: Women* of Color Leadership (Cultivate) program is a joint effort of the Chicago Foundation for Women (CFW), Crossroads Fund, Walder Foundation, Woods Fund Chicago and the Chicago Community Trust. Cultivate envisions a world where women of color are wielding their innate and collective leadership to free society from structural racism and all systems of oppression. Through this work, they will bring forth a world where women of color are fully accepted, celebrated, respected and valued.

** trans and cis women, gender-nonconforming and nonbinary individuals.*

The goals of Cultivate are to:

1. Support the personal and professional development of women of color leaders, working in advocacy, community organizing and movement building.
2. Reclaim a framework that intentionally utilizes an intersectional racial, economic and gender justice framework.
3. Build a brave and healthy space for all women of color to discuss and learn about indigenous models of leadership and organizational development.
4. Advance the sustainability and longevity of individual women of color leadership, while enabling a pipeline for leaders to emerge
5. Nurture relationships to create a connected community across organizations, foundations, program alumni and their various fields of work.
6. Model promising practices on supporting women of color working in philanthropy, both in their personal and professional growth, as they influence the sector.

Additionally, Cultivate supports the personal and professional development needs of each participant through 10 hours of Executive Coaching.

Email*

Criteria

- Woman, woman identifying, non-binary, and two-spirited persons of color.
- Emerging leadership position in a nonprofit organization in greater Chicago Examples of these positions include new executive directors, program directors, organizing directors, policy directors, lead organizers, etc.
- Funded within the last 3 years by a Cultivate participating foundation (Crossroads Fund, Chicago Foundation for Women, Chicago Community Trust, Walder Foundation, or Woods Fund)
- 2-6 years of leadership experience in community organizing and policy advocacy
- Can commit to participating in all Cultivate program sessions (listed below)
- Can commit to participating in ten (10) hours of individual coaching with an Executive Coach.

If you meet the outlined criteria, please complete your application by filling out this form by October 10th, 2023. Applicants will be notified of decisions by November 16th, 2023.

Program Schedule

All in-person sessions and locations are subject to change as we respond to COVID-19. We prioritize the safety and well-being of participants and require each indoor sessions to be fully masked

Attendance at each session is required for participation and acceptance in the program. For access to the full length calendar please visit [here](#).

Cultivate: Women of Color Leadership

Program Calendar

Cultivate Welcome Luncheon

Friday, December 8, 2023

12pm - 2pm - In-person

Cultivate Orientation

Tuesday, January 9, 2024

9:30am - 3pm - In-person

Coach Connection Session

Tuesday, January 30, 2024

9:30am - 1pm - Online

Executive Coaching begins no later than February 9th, 2024

Cultivate Meet the Funders Lunch

Thursday, February 22, 2024

12pm-2pm - In-person

Session #1 - Identity, Intersectionality & Social Justice

Tuesday, March 12, 2024

9:30am - 3pm - In-person

Submit preliminary coaching goal(s) by March 21, 2024.

Session #2 - Decolonizing Our Leadership (Organizational Management)

Tuesday, April 2, 2024

9:30am - 3pm, In-person

Session #3 - Politicized Healing

Tuesday, April 23, 2024

9:30am - 3pm, In-person

Session #4 - Coalition Building

Tuesday, May 21, 2024

9:30am - 3pm, In-person

Cultivate - Closing Celebration

Friday, June 14, 2024

TBA



Participating Foundations

If you have any questions about Cultivate or the application process, please contact your foundation representative.

Lizette Garza - Crossroads Fund: Lizette@crossroadsfund.org

Iona Calhoun-Battiste - Chicago Community Trust: ICalhounBattiste@cct.org

Bahati Aimee - Woods Fund: Bahati@woodsfund.org

Chicago Foundation for Women: TBA

Full Name *

Pronouns*

Title*

Organization*

Cell Phone Number*

In the last three years, which foundations have funded your organization (Please Check All That Apply)*

- Chicago foundation For Women
- The Chicago Community Trust
- Crossroads Fund
- Woods Fund Chicago
- Walder Foundation

What is the budget size of your organization (select one)*

- \$0 - \$150,000
- \$150,000 - \$300,000
- \$300,000 - \$500,00
- \$500,000 - \$2,000,000
- >\$2,000,000

How long have you been employed at your organization?*

Briefly describe your organizations mission, purpose, and/or current campaigns.*

What are your organizations primary strategies? *

- Advocacy
- Arts
- Direct Action
- Direct Service
- Grassroots/Community Organizing/
- Public Policy
- Research
- Other

Please share your bio?*

Please describe your current role and responsibilities at the organization? *

How long have you held this role in the organization?

At Cultivate, we value co-creation and highly encourage each participants to assist in the planning, facilitating and design of your own leadership program. By selecting topics that are of interest, you will help shape this year's participant-led sessions and planning committees.

Please select your top 4 topics of interest.

- Coalition Building
- Community Organizing Strategies
- Financial Management
- Fundraising
- Leadership Styles
- Organizational Management
- Public policy & Advocacy
- Communication Campaigns (social media, story shares, messaging)
- Healing and Self-Care
- Other

Essay Questions

The answers to these questions provide important insight into you! We want to gain insight on your perspective and lived experience, the benefits you seek from Cultivate, and how you will help build collective growth.

Please state why you would like to participate in Cultivate: Women of Color Leadership Program. How does Cultivate fit with your plans, way of life, values and /or story of purpose.

In addition to program sessions, Cultivate requires each participant to commit to ten (10) hours of individual coaching with an Executive Coach. **How will you use Executive Coaching to guide your leadership style and to explore your path?**

"Coaching is a specific way of being, way of listening and holding space. It starts from a place of curiosity that listens to what is being said (or not) in service of supporting the coach partner to have their needs and values met and bring them into alignment with their purpose." - Rockwood Leadership Institute

How does your current role seek to advance racial and gender equity? *

What do you believe you can offer to the collective by participating in the Cultivate program?

Describe your strengths, skills, or challenging experiences you think are the most important for womyn of color and collective liberation