
OREGON LEAD PROGRAM 2017-2018 COHORT APPLICATION PACKET



Native American Youth & Family Center
5135 NE Columbia Boulevard
Portland, OR 97218
www.nayapdx.org

"Let us put our minds together and see what future we can make for our children."

Sitting Bull, Hunkpapa Lakota Sioux

"Ma muaka kite a muri. Ma muri ka ora a mua."

Those who lead give sight to those who follow. Those who follow give life to those who lead.

Pauline Tangiora, Rangomaiwahine, Maori (New Zealand)



Overview of the Oregon LEAD Program

The Oregon LEAD Program came into existence in 2008 and expanded in 2011 as one of six culturally specific Leadership Development programs within the Coalition of Communities of Color. The Native American Youth & Family Center, in partnership with the Portland Youth & Elders Council, has received generous support from Meyer Memorial Trust, the Collins Foundation, and Oregon Community Foundation to bring this vision to fruition. We seek applicants for this transformative leadership program in order to build leadership capacity across Native communities throughout Oregon.

The 2010 report, [“The Native American Community in Multnomah County: An Unsettling Profile”](#), details an array of disparities that continue to exist for the Native community in Multnomah County and beyond. Despite challenges, we have demonstrated our resilience since time immemorial. Oregon LEAD operates from the premise that culturally grounded leaders make up the foundation for building healthy families and sustainable communities. We operate under the Relational Worldview Model to nurture transformational leadership by affirming cultural identity based first and foremost in supportive peer-to-peer relationships. Engaged leaders who have mutual respect for each other work effectively together to create positive change within our community.

Oregon LEAD presents culturally grounded solutions for the advancement of the Native community. We believe that every person holds inherent strengths; we do not operate under a paternalistic, top-down leadership model. LEAD thrives when it primarily draws from the wisdom within a diverse cohort. We seek to forge a collaborative statewide network of Native leaders that re-establish our interrupted cultural ways of knowing and being. This happens in three overarching ways:

Inter-Tribal Support Network	Transformative Leadership Development Gatherings	Cohort-Alumni Community Projects
<p>Inter-tribal, inter-generational learning and relationship building provides the foundation for the Oregon LEAD program. We promote community building, healing from historical trauma and interdependence through a strong support network:</p> <ul style="list-style-type: none"> • Cohort model • Elder gatherings • Alumni engagement • Cross-cultural networking 	<p>Shared learning takes place through two retreats and five monthly transformative leadership skills trainings. Each topic builds on previous topics, and draws from Inter-Tribal wisdom and experience within the cohort:</p> <ul style="list-style-type: none"> • Culture: Our Medicine • Storytelling and Strategic Communications • Power Analysis • Advocacy • Community Organizing • Budget Interpretation 	<p>Alumni and cohort members convene in order to build practical skills through experiential learning:</p> <ul style="list-style-type: none"> • Evaluate previous OR LEAD projects • Build and update sustainability plan to support continuing projects • Identify community-driven project ideas through Request for Proposals • Implement projects through collective process

Expectations & Requirements of the 2017-18 Oregon LEAD Program Cohort

Upon entering Oregon LEAD, participants enhance core leadership skills through trainings rooted in Popular Education, a learning method in which participants engage each other and the facilitator(s) as co-learners to critically reflect on the issues in their community and then take action to change them. As one cohort said in their group agreements, 'respect the opportunity for longevity of the group'. We hope that participants will see this not simply as an exercise of individual development, but as a foundational, radical act for building collective power through a strong network of Native leaders.

The diversity of our Native community as a whole is as diverse as each tribe, band and indigenous group that exists. We emphasize an overarching theme of inclusivity in Oregon LEAD. Participants are invited to explore both their strengths and trauma in the context of leadership. All are asked to be considerate of the wide range of experiences within the cohort related to historical trauma, oppression and privilege. We seek a respectful environment that honors all participants' life experiences.

We offer an array of tools and framing to support development of our collective power. We ask that all participants enter LEAD with an open heart and open mind to 'try on' the tools and concepts as a shared group experience. The Oregon LEAD curriculum works best when participants are ready and willing to take healthy risks. Each cohort's perspectives and experiences create unique opportunities to explore issues and identify creative, culturally grounded solutions to combat unjust power dynamics, lateral oppression and other barriers to effective leadership.

Additionally, we ask you to challenge yourself to set aside technology during our time together, except for emergencies or during designated breaks. Please be aware that retreats take place in spaces where participants will share rooms together. We will check in with you in advance of these retreats to ensure that preferences and special needs are accommodated in an equitable way.

Family Policy

As the Native American Youth & Family Center, we recognize the importance of support for our families. Dominant society as a whole does not support or show the full value due toward parents and families. We recognize this as a systemic issue of oppression. Therefore, we offer support to parents and guardians wherever possible in order to accommodate their participation through provision of childcare. We balance this with creation of space for you and other cohort members to step away from day-to-day routines and duties in order to focus on building your leadership capacity that you will take with you to your family and community. If you have options to make arrangements for your children to be elsewhere, we ask that you do so.

Childcare is reserved for those that do not have any other options, as we do not want this to be a barrier to your participation. Our budget and retreat spaces do not allow for everyone to bring their families with them, so we ask for understanding and support in creating a manageable space for us to focus. **Concurrently, we ask other cohort members without children to be understanding and generous with those who need to have their children present.** When we are away we will create intentional breaks to ensure that you are able to stay in touch with family back home.

Expectations & Requirements of the 2017-18 Oregon LEAD Program Cohort

The following are **required** meetings. In accordance with the leadership value of accountability, **each participant is individually responsible for knowing these dates and being fully present.**

Each session builds on previous ones. Full benefit from this program requires participation in at least 80% of program activities. If you miss more than 20% of the sessions below, group cohesion suffers; you may be asked to reconsider your participation in the cohort year. Showing up is one of the simplest and most profound ways to develop leadership and relationships. Please note that **all LEAD events, including overnight events, are drug and alcohol-free.**

Date	Time	Notes
October 21, 2017	9 AM – 1 PM	Kickoff Gathering: Orientation + Lunch w/ Elders/Alumni
Nov 3-5, 2017	5 – 8 PM 9 AM – 4 PM 9 AM – 2 PM	Overnight Opening Retreat: Walking in Two Worlds <ul style="list-style-type: none"> • Arrive at 5 PM on November 3 • Depart at 4 PM on November 5
December 9, 2017	9 AM – 4 PM	Training #1: Values-Based Budgeting
January 6, 2018	9 AM – 4 PM	Training #2: Power Analysis
February 10, 2018	9 AM – 4 PM	Training #3: Advocacy
TBD (Likely Feb 24)	8:30 – 5 PM	Cross-Cultural Gathering: Join other five CCC cohorts
March 10, 2018	5 – 9 PM	Intergenerational Gathering: Dinner Panel with Elders
Mar 30 – Apr 1, 2018	4 – 8 PM 9 AM – 4 PM 9 AM – 2 PM	Overnight Closing Retreat: Leadership Planning <ul style="list-style-type: none"> • Arrive at 5 PM on March 30 • Depart at 4 PM on April 1
April 14, 2018	3 – 5 PM	Program Graduation and Celebration

Joining the Oregon LEAD Program

As a 2017-18 Oregon LEAD cohort member, you will join a diverse cohort in seven months of interdisciplinary leadership skills building trainings and networking opportunities. Upon graduation, you will join our Oregon LEAD Alumni network, which consists of ~100 Native leaders. In the past, a few prospective cohort members expressed feeling hesitant to apply, citing either a lack of formal education on one side of the spectrum, or accomplished leadership on the other end. We encourage all levels of experience and education. Everyone has something special to contribute to a rich shared experience.

Selection Criteria

- Affiliation with an American Indian/Alaska Native tribe/band/indigenous group
- Interest and readiness to speak out and build a Native advocacy voice
- Readiness to stretch your comfort zone and to try new things
- Strong potential for increased leadership responsibilities
- Accountability to **full participation** in all Oregon LEAD Program activities, *unless prevented from doing so by an emergency*

Selection and Notification Timeline

- Applications are due on August 15, 2017
- Steering Committee will select cohort members in late August 2017
- Cohort year begins with a Kickoff Meeting on October 21

A complete application has the following three items, in the following order:

1. A completed application form (see following page)
2. Short essay questions on a separate page
3. A separate document that includes the following items:
 - A resume or listing of your work, volunteer and life experience
 - A one-paragraph biography of yourself
 - The names and contact information of two references that can speak to your commitment to grassroots leadership and social justice in the Indigenous context

Please postmark or email completed applications by

AUGUST 15, 2017

PREFERRED METHOD: Applications can be emailed (in PDF form is ideal) to:

Cary Watters (Tlingit), LEAD Program Manager

caryw@navapdx.org

They can also be physically mailed to:

Native American Youth & Family Center

ATTN: OR LEAD, Cary Watters

5135 NE Columbia Boulevard

Portland, Oregon 97218

2017-18 OREGON LEAD PROGRAM APPLICATION

DUE: AUGUST 15, 2017

Full Name: _____

Nick Name or Preferred Name (if different from above): _____

Tribal Affiliation & Ancestry: _____

Mailing Address: _____

Preferred phone #: _____ Secondary phone #: _____

Preferred email address: _____

Secondary email address: _____

Best method and time to contact: _____

How did you hear about Oregon LEAD? _____

Please answer the following questions (~50-250 words):

- 1) Why do you want to participate in the Oregon LEAD Program? Please be specific about how you will benefit and what you hope to learn from this program.
- 2) Please describe your work and life experiences that relate to community leadership and advocacy.
- 3) What do you hope to contribute, both to your community and to your other peers in the cohort?

Please detach this application form from the rest of the info packet, and include the following items with your application in the form of one attachment:

- A resume or listing of your work, education (formal and informal education is welcome, however you define it), volunteer and life experience
- A one-paragraph biography of yourself
- Two references that can speak to your commitment to grassroots leadership and social justice in the Indigenous context (Please include their names/contact information/relationship to you)