

Native American Youth & Family Center



Oregon LEAD Program

2019 – 2020 Cohort Application



Applicant Name: _____



Overview of the Oregon LEAD Program

The Oregon LEAD Program is one of six culturally-specific Leadership Development programs within the Coalition of Communities of Color. We seek applicants for this transformative program to build leadership capacity across Native communities throughout Oregon.

The Relational Worldview Model guides a balance of a nurturing transformational leadership experience by affirming cultural identity based first and foremost in supportive peer-to-peer relationships. Engaged cohort members work effectively together creating positive change throughout Oregon's Native communities. We seek to forge a collaborative statewide network of Native leaders that re-establish our interrupted cultural ways of knowing and being.

Joining the Oregon LEAD Program

As a 2019-20 Oregon LEAD cohort member, you will join a diverse group of individuals invested in seven months of interdisciplinary leadership, skill building, professional trainings, and networking opportunities. Upon completion, you will graduate and join our Oregon LEAD Alumni network, which consists of ten cohort classes of Native leaders. Feedback of the application process informed us of prospective cohort members 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 individuals with a story, experience, education, etc. to apply. **Everyone has something special to contribute to their cohort.**



Selection Criteria

- Affiliation with an American Indian/Alaska Native tribe/band/Indigenous group
- Strong potential for increased leadership responsibilities
- Interest and readiness to find your voice and use it to build upon Oregon's Native advocacy efforts
- Willingness to stretch your comfort zone and to try new things
- Accountability to full participation in *all* Oregon LEAD program activities, unless prevented from doing so by an emergency

Selection and Notification Timeline

- Applications due: Friday, August 30, 2019 by 5:00 PM
- Notification of the Steering Committee's selection of the 2019-20 cohort will be by email on or before Friday, September 13, 2019
- A Kickoff gathering will begin the 2019-20 cohort year on October 19, 2019

Completed Application Documents

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

1. A completed application form (see following pages) with signed "Expectation & Requirements Form"
2. Answers to the short essay questions (feel free to use a separate sheet)
3. A separate document that includes the following items:
 - A listing of your work or resume if available, volunteer and life experience
 - The names and contact information of two references that can speak to your commitment to grassroots leadership and social justice in the Indigenous context

Submitting your Application

You may submit your application by Email, Fax, or Postmarked Mail by

FRIDAY, AUGUST 30, 2019 | 5:00 PM

Please send completed applications to:

NAYA Family Center
Attn: Rebecca Descombes
Community Advocate Coordinator
5135 NE Columbia Blvd
Portland, OR 97218

Email: rebeccad@nayapdx.org
Phone: (503) 288-8177 ext. 308
Fax: (503) 288-1260



Tentative 2019-20 Cohort Schedule

The Oregon LEAD program is a commitment with mandatory gatherings. See “Expectations & Requirements” for attendance details. Please note that times and dates are subject to change. Locations will be confirmed by Training #1.

Date	Time	Session Topic
Sat, October 19	9:00AM – 1:00PM	Training #1: Kickoff Gathering, Orientation, Lunch w/ Elders/Alumni
Fri, November 1; Sat, November 2	4:00– 8:00PM; 9:00AM – 4:00PM	Training #2: Opening Gathering- Walking in Two Worlds
Thurs, December 5	6:00PM – 9:00PM	Training #3: Values-Based Budgeting
Sat, January 11	9:00AM – 4:00PM	Training #4: Power Analysis
Thurs, February 6	6:00PM – 9:00PM	Training #5: Advocacy
Sat, Feb 22	10:00AM – 2:00PM	Training #6: Intergenerational Gathering-Brunch Panel with Elders
Sat, March 7	9:30AM – 4:30PM	Training #7: Cross-Cultural Gathering-Join other five CCC cohorts
Fri, Apr 3; Sat, April 4; Sun, April 5	4:00PM– 8:00PM; 9:00AM – 4:00PM; 9:00AM – 2:00PM	Training #8: Overnight Closing Retreat-Leadership Planning
Sat, April 25	3:00PM– 5:00PM	Program Graduation and Celebration



Applicant Details

Full Name:	
Preferred Name:	Preferred Pronouns:
Tribal Affiliation & Ancestry:	
Mailing Address:	
Preferred phone #:	<i>(cell/home/work)</i>
Preferred email address:	
How did you hear about Oregon LEAD?	

Essay Questions: Tell us more about you

We would like to know a little more about you and your great qualities. Please answer the following questions (about 50-250 words per question). If information is described in your resume or cover letter, then answer "listed in resume/cover letter".

Tell us about your work life or entrepreneurial experience:

Tell us about your education experience, both formal and informal (however you define it)



Tell us about your volunteer and any community activities you participate in (especially working with Indigenous Communities):

Tell us your story: Where are you from? Who do you consider family? How did you arrive in Oregon? Etc:

Why do you want to participate in the Oregon LEAD program? Please be specific about how you will benefit, goals, and what you hope to learn:

During this program, How do you see yourself engaged and involved with your community and your peers in the cohort?



Expectations & Requirements

Please read the following and sign at the bottom stating that you understand and agree to these expectations and requirements if accepted into the 2019-20 Oregon LEAD program.

- ☐ 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.

Oregon LEAD Family Policy

As the program administrator, the Native American Youth & Family Center recognizes the importance of support for our participants with children. 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; something that will be with you



and for you to take and share with your family and community. If you have options to make arrangements for your children to be cared for 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 program spaces do not allow for everyone to bring family with them, so we ask for understanding and support in creating a manageable space for the cohort 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.

Oregon LEAD Participation Policy

As a dedicated 2019-20 cohort member we ask everyone to attend all gatherings and to stay in communication with the program coordinator for emergency situations. In accordance with the leadership value of accountability, each participant is individually responsible for knowing session 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, 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 Oregon LEAD events, including overnight events, are drug and alcohol-free.

Agreement Signature

By signing below I agree to the Oregon LEAD Expectations & Requirements as outlined above.

Name (Print)

Signature

Date



References

Please provide two references that can speak to your commitment to grassroots leadership and social justice in the Indigenous context.

Reference #1

Name:

Phone:

Email:

Relationship to you:

Reference #2

Name:

Phone:

Email:

Relationship to you: