



The 21st Century Fellows' Program

(A program of the Pipeline Project)

About the 21st Century Fellows' Program

The 21st Century Fellows' Program is a year-long program for people of color managers currently working at national and international LGBT human rights, service and advocacy organizations that are current grantees of the Evelyn and Walter Haas Jr. Fund, the Arcus Foundation and the Gill Foundation, which together are funding the different components of the program during this pilot year.

The Pipeline Project, in collaboration with the Flexible Leadership Investment Program, and Rockwood Leadership Institute is managing this program.

For the inaugural 2009-10 cycle, we have a cohort of 20 domestic, and 2 international Fellows. The 20 domestic fellows selected were made eligible by being nominated by their executive directors and completing an application. These 20 fellows were selected out of a highly competitive field of 40 applicants first on the strength of their individual applications and nominations, and then in consideration of other important program criteria in order to ensure an inaugural cohort that was true to the racial, gender, geographic, age and experiential diversity of the applicant field.



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Program Goals

The program's primary goals are three-fold:

1. Individual Goals

The provision of leadership development support for people of color managers within LGBT organizations coupled with opportunities for those managers to connect with and learn from each other will:

- ❖ Support individuals to build their hard and soft leadership skills;
- ❖ Foster lasting professional networks often missing from the professional development lives of people of color; and
- ❖ Contribute to sector-wide people of color retention efforts resulting in more people of color advancing to executive positions within LGBT organizations, which will then be better equipped to advance rights and opportunities for all LGBT people

2. Organizational Goals

By supporting the leadership development of LGBT organizations' key staff members, the program will strengthen those organizations by:

- ❖ Bolstering programming objectives and increasing levels of programmatic success and impact;
- ❖ Providing an additional element of support for organizations' strategic planning, and succession planning goals and efforts.

3. Movement Goals

The program will strengthen the LGBT movement in the short-term by facilitating leadership, advancement and connections between and among people of color within LGBT organizations. The program also seeks to address longer-term movement leadership needs by sustaining the advancement of people of color by better preparing them for higher positions and building supportive professional networks of peers.



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Program Activities

For the Fellows, the program will run from October 2009 to September 2010 and will include:

❖ Program Launch and Leadership Retreat

All participants will join *The Art of Collaborative Leadership*, a residential five-day leadership retreat (provided by the Rockwood Leadership Institute). The retreat being held in Sonoma, CA in early October will include a 360-degree assessment process and leadership trainings and will be structured to build community and connection within the group as well as to surface existing skills and needs among the Fellows.

❖ Three additional convenings

These overnight retreats are being held in (in order of sequence): Dallas, TX in early February 2010 to abut the Creating Change Conference, New Orleans, LA in mid-May 2010, and Philadelphia in late September 2010. The retreats will bring in trainers and other resource professionals as needed, with an agenda that includes skills training, team-building, peer learning, leadership support, and opportunities to create networks, and build a structure for ongoing support.

❖ Individual Leadership Development Plans and Support

Following the Art of Collaborative Leadership, each Fellow will be matched with an experienced organizational/leadership development consultant who will help them a) review their assessment from the Art of Collaborative Leadership; b) set their leadership priorities; c) identify potential training and coaching resources and d) design an individual leadership development plan to be funded by the Flexible Leadership Investment Program with grants in the region of **\$3,500** per Fellow.

In addition, between retreats Fellows will receive on-call support from program staff, and periodic conference calls to maintain and solidify the cohort network.

❖ Post-Fellowship and Alumni Activities

Alumni of this pilot program will also be asked to engage in future fellowship cycles as peers, area experts and mentors. Our hope is that the 21st Century Fellows Program will be just one part in building an ever-larger community of LGBT people of color leadership for and within the LGBT Movement.



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2009-10 21st Century Fellows

<u>First Name</u>	<u>Last Name</u>	<u>Title</u>	<u>Organization</u>	<u>Location</u>
Eva	Boyce	Chief Financial Officer	Gay & Lesbian Advocates & Defenders	Boston, MA
Bernadette	Brown	Director of Policy	The Triangle Foundation	Detroit, MI
Michael	Coleman	Director of Communications & Development	Affirmations	Ferndale, MI
Alan	Francisco-Tippos	Deputy Director for Finance and Operations	Senior Action in a Gay Environment	New York, NY
Muhsin	Hendricks	Executive Director	The Inner Circle	Cape Town, South Africa
Andres	Hoyas	Associate Director of Center CARE Wellness	Lesbian and Gay Community Services Center	New York, NY
Jonathan	Lang	Network Director	Empire State Pride Agenda	Albany, NY
Kelly	Lewis	Community Organizer	OutFront Minnesota	Minneapolis, MN
Rebecca	Libed	Deputy Director of Development	International Gay and Lesbian Human Rights Commission	New York, NY
L. Indra	Lusero	Assistant Director	The Palm Center	Denver, CO
Juan	Martinez	Development Director	Basic Rights Education Fund	Portland, OR
Wanja	Muguongo	Program Manager	UHA1: East African Sexual Health and Rights Initiative	Nairobi, Kenya
Tawal	Panyacosit	Director, API Equality	Chinese for Affirmative Action	San Francisco, CA
Sung	Park	Project Manager	Intersections International	New York, NY
Rashad	Robinson	Director of Media Programs	Gay and Lesbian Alliance Against Defamation	New York, NY
Francisco	Roqué	Associate Director, Institute for Gay Men's Health	Gay Men's Health Crisis	New York, NY
Catherine	Sakimura	Staff Attorney & Family Protection Project Coordinator	National Center for Lesbian Rights	San Francisco, CA
Roland	Stringfellow	Coordinator of the Bay Area Coalition of Welcoming Congregations	Center for L&G Studies in Religion and Ministry	Berkeley, CA
Beverly	Tillery	Director of Community Education & Advocacy	Lambda Legal Defense & Education Fund	New York, NY
Hector	Vargas	Deputy Director, Education & Public Affairs Department	Lambda Legal Defense & Education Fund	New York, NY
George	Walker	Vice President, Leadership Initiatives	Gay and Lesbian Leadership Institute	Washington, DC
Javarre	Wilson	3MV Program Coordinator	Black Coalition on AIDS, Inc.	San Francisco, CA



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Advance Excitement from the 2009-10 21st Century Fellows

- ❖ I am really excited about the opportunity!
- ❖ I am so very grateful to have been selected to participate in this important program.
- ❖ I am very excited to have been chosen to participate in this remarkable program, and I am looking forward to the first retreat!
- ❖ Thanks for this tremendous opportunity!
- ❖ I feel honored and humbled by the opportunity.
- ❖ I am delighted & excited about this opportunity and look forward to meeting you & other colleagues in the movement.
- ❖ I'm deeply honored that I've been chosen for the program, especially for the program's inaugural class.
- ❖ I am thrilled, honored and excited to be selected as a 21st Century Fellow. I look forward to meeting you and the other fellows in October! The folks here urged me to read the application materials for the 21st Century Fellows Program and the more I read, the more I wanted to be a part of it. I've been looking for something like this for a long time and am glad the lack of diversity within the leadership of LGBT organizations is finally being addressed in a meaningful way.
- ❖ This is INREDIBLE news! Thank you! I am thrilled and honored to have been accepted!
- ❖ I'm very excited. Very excited!