

## LEADERSHIP FOR SOCIAL CHANGE FACT SHEET 2022

*“There must exist a paradigm, a practical model for social change that includes an understanding of ways to transform consciousness that are linked to efforts to transform structures.”*

— bell hooks, Killing Rage: Ending Racism

### PROGRAM PURPOSE

The YWCA story is quite remarkable. In 1886, five women decided to take a stand to eliminate racism and empower women. They created a home for 25 young women who had recently moved to Columbus and were looking for a safe place to stay. They had a bold vision, they took action, and their efforts made a lasting impact. 136 years later, YWCA Columbus stands as a testament to their spirit and leadership. The Leadership for Social Change program honors the legacy of those women. Through this mission, the YWCA has an obligation to grow the next generation of women leaders in Central Ohio.

*Leadership for Social Change is designed to:*

- Recruit, inform and empower a diverse group of advocates to become the next generation of leaders in Central Ohio, who can identify needs for social change and effectively develop strategies to address these needs
- Educate participants about the critical factors that create and perpetuate inequities in our community (which include, but are not limited to racism and sexism)
- Connect young leaders to a network and resources that will support their leadership endeavors for social change

Through the Leadership for Social Change program, participants will be trained and prepared with the skills to create change in our community. Participants will have opportunities to further develop their leadership skills through group volunteerism and community relationship building.

### ABOUT YWCA COLUMBUS

YWCA Columbus has played a leading role in our community, meeting critical needs in housing, childcare, women’s leadership training and racial justice. Our mission of "eliminating racism and empowering women" drives programming and services, reflecting the values of peace, justice, freedom, and dignity for all people. We offer supportive services that include emergency shelter for up to 65 homeless families at our Family Center; and housing and supportive services for more than 90 formerly homeless women who have been diagnosed with a physical and or mental disability. Other programs and services include racial justice training and childcare. YWCA Columbus also offers an extensive list of leadership training and programming opportunities for women of all ages. All of the YW’s work is grounded in the elementary belief that all people have value, potential and the ability to create positive social change in the world around us.

## **THE IDEAL APPLICANT**

The ideal applicant is an emerging leader in her 20's or early 30's at the beginning of her career and leadership journey. She has a desire to be involved in the Columbus community through professional and community service and wants to effect positive social change. Applicants will, preferably, have little to no formal leadership development training in academic, community, or work settings. Their passion for social change will align with YWCA's mission of eliminating racism and empowering women, and the candidate will be able to fully commit to meeting at least once a month during the 11 month-program. We welcome cisgender women, transgender women, and non-binary individuals who experience gender-based oppression and are comfortable participating in a women's program to apply.

## **PROGRAM CURRICULUM AND TIME COMMITMENT**

25 participants will be selected for the 2022 Leadership for Social Change Program. Participants will have the opportunity to engage in discussion with each other, workshop presenters, and Columbus community leaders around a myriad of social justice and personal development topics.

The program seeks to support emerging leaders who bring new ideas, methods and energy to social change work. Throughout the duration of the program and beyond, participants will be challenged to do the following:

- Participate in workshops facilitated by those working with social change organizations, particularly grassroots and community-based groups
- Enhance their confidence to actively participate in democratic processes
- Strive to strengthen their ability to help shape progressive policies in the communities in which they live and work
- Develop theoretical and practical knowledge/approaches to leadership and social change
- Identify and build relationships with community members within local social service, education, and governmental agencies as they begin to participate in movement building work
- Contribute to changing discourses in various workplace environments to endorse progressive social justice values
- Participate in group volunteer opportunities that utilize their leadership skills and passions to benefit a local non-profit organization

This 11-month learning experience will include formal and informal learning opportunities for participants. Program components will appeal to a variety of leadership learning styles and may include, but not be limited to, personal and professional development, experiential learning, fundraising, mentorship and networking.

In addition to monthly meetings, *Cohort Connections* provides voluntary opportunities where participants can connect with one another and the program's alumni through educational workshops, community building events, and book/movie discussions in book study style format.

The safety and health of all YWCA Columbus program participants is our first concern. 2022 Leadership for Social Change sessions will take place virtually while COVID-19 social distancing recommendations persist.

## EXPECTATIONS

Leadership for Social Change participants are expected to do the following:

- Miss no more than three of all scheduled meetings and events including the mandatory opening retreat on **Friday, February 4 and Saturday, February 5, 2022** and the mandatory closing retreat on **Saturday, November 5, 2022**
- Fully participate in all discussions, activities and networking opportunities
- Complete all the requirements of the Board Member Informational Interview
  - *\*Participants must conduct an informational interview with a sitting board member, and turn in a one-page written summary of their experience before the Closing Retreat on November 5<sup>th</sup>, 2022*
- Complete the program volunteer service requirement
  - Centered around civic engagement
  - Will take place during the latter half of the year
  - More information to come in the opening retreat
- Be open to new ideas and points of view

## PROGRAM COST

Upon acceptance into the Leadership for Social Change program, each participant is required to pay a program tuition of **\$300 due no later than Saturday, February 5<sup>th</sup>, 2021.**

Participants will be asked to complete an employer commitment agreement. The commitment is a way for participants to share their acceptance with their employers, ensure they are in agreement about the time commitment, and highlight the participant's commitment to ongoing leadership development. We encourage participants to explore with their supervisors the possibility of the company sponsoring their participation.

Scholarships are available for those experiencing financial hardships. Please inquire for more details.

## APPLICATION PROCESS

Applicants will submit their application by **11:59pm on November 19, 2021.**

A completed application will include the following:

- Application
- Resume
- One (1) letter of reference from non-family members (employer, mentor, spiritual leader, community service organization, past LSC graduate, etc.)

The application can be found at our website: <https://www.ywcacolumbus.org/what-we-do/educate-empower/lsc/>

Please contact Marisa Garverick Herrera, Leadership and Social Justice Program Manager with any additional questions. [mgarverickherrera@ywcacolumbus.org](mailto:mgarverickherrera@ywcacolumbus.org), 614-627-1222; Extension: 1222

# LEADERSHIP FOR SOCIAL CHANGE 2022 SCHEDULE

## **SESSION 1, OPENING RETREAT**

Friday, February 4<sup>th</sup> 4:00pm to 7:00pm and Saturday, February 5<sup>th</sup>, 2022 10am to 3:30pm

## **SESSION 2, AUTHENTIC LEADERSHIP - LEADING FROM YOUR STRENGTHS**

Thursday, March 3<sup>rd</sup>, 2022 4:00pm to 6:30pm

### **OPTIONAL COHORT CONNECTION:**

Thursday, March 24<sup>th</sup> 2022 4:00pm to 6:30pm

## **SESSION 3, DIVERSITY EQUITY AND INCLUSION IN THE WORKPLACE**

Thursday, April 7<sup>th</sup> 2022 4:00pm to 6:30pm

### **OPTIONAL WOMEN OF ACHIEVEMENT**

Thursday, April 27<sup>th</sup> 2022 TBA

## **SESSION 4, BOARD LEADERSHIP FOR SOCIAL CHANGE**

Thursday, May 12<sup>th</sup> 2022 4:00pm to 6:30pm

### **OPTIONAL COHORT CONNECTION: BOOK CLUB**

Thursday, May 26<sup>th</sup> 2022 4:00pm to 6:30pm

## **SESSION 5, SOCIAL ENTREPRENEURSHIP**

Thursday, June 9<sup>th</sup> 2022 4:00pm to 6:30pm

## **SESSION 6, COMMUNITY ORGANIZING**

Thursday, July 7<sup>th</sup> 2022 4:00pm to 6:30pm

### **OPTIONAL COHORT CONNECTION:**

Thursday, July 28<sup>th</sup> 2022 4:00pm to 6:30pm

## **SESSION 7, POLITICAL ACTIVISM FOR SOCIAL CHANGE**

Thursday, August 11<sup>th</sup> 2022 4:00pm to 6:30pm

### **OPTIONAL COHORT CONNECTION: TBA MEDIA SCREENING**

Thursday, August 25<sup>th</sup> 2022 4:00pm to 6:30pm

## **LEADERSHIP FOR SOCIAL CHANGE 2022 SCHEDULE**

### **SESSION 8, "FRIEND RAISING" AND FUNDRAISING FOR SOCIAL CHANGE**

Thursday, September 8<sup>th</sup> 2022 4:00pm to 6:30pm

### **REQUIRED ATTENDANCE: NATIONAL VOTER REGISTRATION WEEK EVENT**

TBA, will take place during the last week of September 2022

### **SESSION 9, MAKING THE CONNECTION NETWORKING**

Thursday, October 13<sup>th</sup> 2022 4:00pm to 6:30pm

### **OPTIONAL ACTIVISTS & AGITATORS EVENT**

October 2022 TBA

### **REQUIRED ATTENDANCE ALUMNI MIXER**

November 2022 TBA

### **SESSION 10, CLOSING RETREAT**

Thursday, November 5<sup>th</sup> 2022 TBA

### **GRADUATION**

Thursday, December 8<sup>th</sup> 2022 TBA