

KATHY DUFFY ESPY LEADERSHIP FOR SOCIAL CHANGE (LSC) FACT SHEET 2024

“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

ABOUT YWCA COLUMBUS

The story of YWCA Columbus 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. Over 135 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, YWCA Columbus has a commitment to grow the next generation of women leaders in Central Ohio.

YWCA Columbus has played a leading role in our community, meeting critical needs in housing, childcare, women’s leadership and racial justice training. 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 families experiencing homelessness at our Family Center; and long-term housing and supportive services for more than approximately 90 formerly homeless women who have been diagnosed with a physical and/or mental disability. YWCA Columbus also houses a childcare program that assists families with before and after school care. Other programs and services include Justice, Equity & Belonging trainings, leadership and social justice programming for women, girls and gender expansive people. All of the YW’s work is grounded in the belief that all people have value, potential and the ability to create positive social change in the world around us.

PROGRAM PURPOSE

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 current and future leadership endeavors for social change

Through the Leadership for Social Change program, participants will be educated 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.

THE IDEAL APPLICANT

The ideal applicant is an emerging leader 21-39 years old, at the beginning of their career and leadership journey. They have a desire to be involved in the Columbus community through professional and community service and want 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 gender-expansive 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 2024 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, personal and professional 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 further YWCA Columbus' advocacy priorities

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, and networking.

In addition to monthly meetings, *Cohort Connection events* provide 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 a book study style format.

The safety and health of all YWCA Columbus program participants is our primary concern. 2024 Leadership for Social Change sessions will take place in-person at YWCA Columbus' downtown office (*located at 65 S. 4th Street, Columbus, Ohio 43215*) but we reserve the right to transition to virtual sessions, depending on the state of COVID-19. Consistent participation is expected, regardless if sessions meet virtually or in-person.

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 2 and Saturday, February 3, 2024** and the **mandatory** Closing Retreat on **Saturday, November 2, 2024**
- Fully participate in all discussions, activities and networking opportunities
- Be open to new ideas and points of view
- Complete all the requirements of the Board Member Informational Interview & #AlliesOnAMission group service project
 - *Participants must conduct an informational interview with a sitting board member, and turn in a one-page written summary of their experience by the Closing Retreat.*
 - *Participants must complete a group service project and give a 5-7 minute presentation at the Closing Retreat.*
- Complete the program volunteer requirement centered around civic engagement
- Practice networking with YWCA Columbus Alumni and Board Members at the Summer Alumni Mixer

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 3rd, 2024.**

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 17, 2024.**

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/social-justice/leadership-for-social-change/apply/>

Please contact Christian Johnson, Leadership and Social Justice Program Manager with any additional questions at cjohnson@ywcacolumbus.org, 614-627-1222; Extension: 1222

LEADERSHIP FOR SOCIAL CHANGE 2024 SCHEDULE

MANDATORY SESSION 1, OPENING RETREAT

Friday, February 2nd, 2024 4:00pm to 7:00pm and Saturday February 3rd, 2024 10am to 3:30pm

SESSION 2, AUTHENTIC LEADERSHIP - LEADING FROM YOUR STRENGTHS

Thursday, March 14th 2024 4:00pm to 6:30pm

OPTIONAL COHORT CONNECTION: LSC ALUMNI ONLY HAPPY HOUR

Thursday, March 28th 2024 5:00pm to 6:30pm

OPTIONAL WOMEN OF ACHIEVEMENT

Thursday, April 11th 2024 11:30am-2:00pm

SESSION 3, BEYOND INCLUSION: BUILDING A COMMUNITY OF BELONGING

Thursday, April 18th 2024 4:00pm to 6:30pm

SESSION 4, BOARD LEADERSHIP FOR SOCIAL CHANGE

Thursday, May 9th 2024 4:00pm to 6:30pm

OPTIONAL COHORT CONNECTION: FOCUS- SELF-CARE/WORK-LIFE BALANCE

Thursday, May 23rd 2024 5:00pm-6:30pm

SESSION 5, MAKING THE CONNECTION: NETWORKING

Thursday, June 13th 2024 4:00pm to 6:30pm

MANDATORY COHORT CONNECTION: SUMMER ALUMNI MIXER

TBA

SESSION 6, SOCIAL ENTREPRENEURSHIP

Thursday, July 11th 2024 4:00pm to 6:30pm

SESSION 7, "FRIEND RAISING" AND FUNDRAISING FOR SOCIAL CHANGE

Thursday, August 8th 2024 4:00pm to 6:30pm

OPTIONAL COHORT CONNECTION: SALARY NEGOTIATION: 101

Thursday, August 22nd 2024 5:00pm to 6:30pm

SESSION 8, POLITICAL ACTIVISM FOR SOCIAL CHANGE

Thursday, September 12th 2024 4:00pm to 6:30pm

MANDATORY GET OUT THE VOTE VOLUNTEER EVENT

TBA, will likely take place during National Voter Registration Week

SESSION 9, COMMUNITY ORGANIZING

Thursday, October 10th 2024 4:00pm to 6:30pm

OPTIONAL ACTIVISTS & AGITATORS EVENT

TBA

MANDATORY SESSION 10, CLOSING RETREAT

Saturday, November 2nd 2024 TBA

OPTIONAL ANNUAL MEETING

Wednesday, December 4th 2024 TBA

GRADUATION

Thursday, December 5th 2024 TBA