



Emerging Leaders of Color

Leadership Program



Overview

Trauma Transformed is a regional initiative bringing together 7 Bay Area counties to build a trauma-informed system of care that improves the way we understand, respond to, and heal from the impact of trauma. Trauma Transformed (T2) Center is pleased to announce our Emerging Leaders of Color Leadership Program (ELOC-LP). We believe the communities we serve need leaders that reflect their culture and race. This Leaders of Color Cohort is designed to help promote, develop and sustain POC leadership.

We understand that there are individuals and groups who believe that race and/or color labels can be offensive, created as a means to denigrate, contain, or control certain populations of people. We further recognize that there are many political stances and philosophies about how to choose to identify important emerging leaders and the communities they serve. For the purposes of inclusion and clarity, we have chosen to identify our constituents as leaders of color (LOC) to recognize that leaders in these communities serve (among) the most marginalized in this country. Despite the diverse socio-cultural population of the Bay Area region, the ranks of leadership do not reflect the level of diversity of the clients served. Our goal is to attract and engage more people of color as emerging leaders in a long-term effort to increase and match the diversity of people served with the Bay Area region. The ELOC-LP is intended to be part of a larger system transformation process to support leaders of color as they navigate the pressures and pitfalls of serving in the helping professions. Our methodology is predicated on using trauma-informed principles and practices as we believe this is what is needed for our communities to heal and, significantly, we believe these principles and practices are also what create the best functioning institutions.

This ELOC-LP is the first part of a multi-pronged strategy to develop and sustain change in organizational and workforce functioning. Designed to uncover, deepen, and build on your natural strengths as a leader, this leadership program is aimed to support you to recognize and apply your leadership capabilities in all areas of your life. The ELOC-LP is a powerful, experiential 6-month leadership gathering to identify and break through self-perceived limits and put you on the road to a deeper and richer expression of yourself as a leader. The ELOC-LP will also shape your development as a leader and as a knowledgeable resource on trauma informed systems work.

Commitments

Over the course of the six months, participants should plan on spending a total of 25-35 hours in this process, depending on the cohort's needs and the participants' expertise. Please carefully consider whether you can realistically devote the time needed to successfully complete the program. Below is a schedule that outlines your commitment to attend mandatory meetings.

The ELOC-LP convening will include a cohort of individuals who can support each other throughout the program and beyond. The cohort will include 12-14 individuals who are committed to serving as emerging leaders of color and champions for organizational change. All participants must be committed to engage in the entire length of the program. The study of leadership and its impact on the workforce is one of the main focuses within Trauma-Informed Systems.

All meetings will be held at the T2 Center from 5:30pm-8:00pm
1035 22nd Ave. Unit #14, Oakland, CA 94605

Deadline: January 20, 2017

1st meeting FEBRUARY 1ST, 2017

2nd meeting FEBRUARY 15TH 2017

3rd meeting MARCH 1ST 2017

4th meeting APRIL 12TH 2017

5th meeting MAY 3RD 2017

6th meeting MAY 17TH 2017

7th meeting JUNE 7TH 2017

The training series is designed to help participants:

- understand what it takes to be an effective leader
- develop leadership ideas, concepts, and approaches
- apply trauma-informed leadership principles

Integrity to the trauma informed principles:

The trauma informed principles of T2 are the foundation of this project and guide the work we do in order to effect change. The Trauma-informed systems philosophy calls for self-reflection and personal commitment to 6 principles. Please consider your commitment to embodying the following principles in your daily work life and in your role as an emerging leader:

**Understanding Trauma and Stress • Cultural Humility and Responsiveness
Safety and Stability • Resilience and Recovery
Collaboration and Empowerment • Compassion and Dependability**

Interest Letter & Resume

Please send a short interest letter (2 pages or less) and an updated resume.

Letter of Support from someone within workforce. The written support is required for acceptance into the program. Should be from a person who works with you and can attest to your leadership potential. A template is attached for your convenience. Please return a signed letter, scanned and emailed.

Submit by email to:

James@ebac.org

Subject: ELOC LP

Deadline: January 20, 2017

Name:

Ethnic Identity:

Job Title:

Program/Agency/Department:

Email:

Phone:

Date:

Brief Letter of Interest answering the following questions (2 Pages or less):

- 1. What would you like to get from this leadership program? How do you measure success as a leader?*
- 2. What are the personal/professional challenges (gender/race/education/personal & cultural beliefs) that shape your ability to become a leader?*
- 3. What strengths do you have that demonstrate your leadership capabilities?*
- 4. What other skills or competencies do you need to develop to become a better leader?*



Date:

Re: [Name of applicant]

Bay Area Regional Trauma Transformed Center (T2)

1035 22nd Ave Suite 14

Oakland, CA 94606

Dear T 2 Regional Care Coordinator:

FOR QUESTIONS ABOUT THE APPLICATION OR THE
EMERGING LEADERS OF COLOR LEADERSHIP PROGRAM,
CONTACT OUR REGIONAL CARE COORDINATOR, JAMES THOMPSON –JAMES@EBAC.ORG



Ubuntu: “I am, because of you.”

*“There is a word in South Africa — **Ubuntu**, a word that captures Mandela's greatest gift: His recognition that we are all bound together in ways that are invisible to the eye; that there is oneness to humanity; that we achieve ourselves by sharing ourselves with others, and caring for those around us...He not only embodied Ubuntu, he taught millions to find that truth within themselves.”*

- President Barack Obama