



Leading With Race Equity: Building Stronger Culture and Practice

Application 2024-2025

Thank you for your interest in Philanthropy New York's *Leading With Race Equity: Building Stronger Culture and Practice*, created in partnership with True North EDI.

This intensive, six-month peer cohort training is designed to help leaders interested in building equitable practice both inside and outside their organizations. *Leading with Race Equity* is a high challenge/high support space that will help participants recognize and activate the spheres of power and influence their roles provide in changing organizational practice. It is an invitation to develop the tools and resources, committed relationships and patience needed to move from *commitment* to *action*.

Thanks to support from Deutsche Bank, we are able to offer this unique intensive program at a reduced cost:

- **\$600 per participant**
- **\$1,100 for a pair of participants from a single member organization**
- **\$1,650 for a pair of participants and one trustee from a single member organization**

Application deadline: Wednesday, June 26, 2024

THIS PROGRAM IS DESIGNED FOR:

Leading With Race Equity is open to Philanthropy New York members only. We encourage staff from both the operational and grantmaking sides of the foundation to apply as cross-departmental teams. Greater consideration will be given to pairs or teams who influence and oversee some level of change within an organization's culture or grantmaking portfolio. We will allow three members of an organization to attend if the third member is a trustee. Applicants should demonstrate that they are:

- **Committed** – Applicants are making a commitment to racial equity and can articulate why this is important for them personally, their roles and their institutions
- **Informed** – Applicants possess a **fundamental understanding of key operational definitions** (race, racism, equity vs equality, implicit bias) and can identify intersectional structures of marginalization and oppression
- **Empowered** – Applicants can articulate the **sphere of influence and leadership their role provides** in influencing and changing organizational practices

PROGRAM SCHEDULE 2024-2025

Friday, September 27th | 10:00AM-1:00PM ET [via Zoom]

Half-day workshop with True North EDI

Wednesday, October 16th | 10:00AM-4:00PM ET [In-Person]*

Full-day workshop

Friday, November 22nd | 9:30AM-12:30PM ET [via Zoom]

Half-day workshop

Friday, January 10th | 9:30AM-12:30PM ET [via Zoom]

Half-day workshop

Thursday, January 30th | 1:00-4:00PM ET [In-Person]*

Final half-day closing workshop

*All in-person activities take place at Philanthropy New York (320 East 43rd Street)



Leading With Race Equity: Building Stronger Culture and Practice

Application 2024-2025

* 1. Name of Organization

Applicants applying as a pair should submit one joint application. If you are the only individual applying from your foundation, please fill out the individual application.

* 2. Are you applying as an INDIVIDUAL, CO-WORKER PAIR, or PAIR WITH TRUSTEE?

- INDIVIDUAL
- CO-WORKER PAIR
- PAIR WITH TRUSTEE



Leading With Race Equity: Building Stronger Culture and Practice

Application 2024-2025

INDIVIDUAL APPLICANT

* 1. **APPLICANT INFORMATION**

Name:

Title:

Scope of Role:

Years in Organization:

Years in Nonprofit/Philanthropic Sector:

Email Address:

Phone Number:

2. The program is designed to cumulatively build skills and knowledge. Participants must commit to attending the sessions. Please indicate which sessions, if any, you will **NOT** be able to attend.

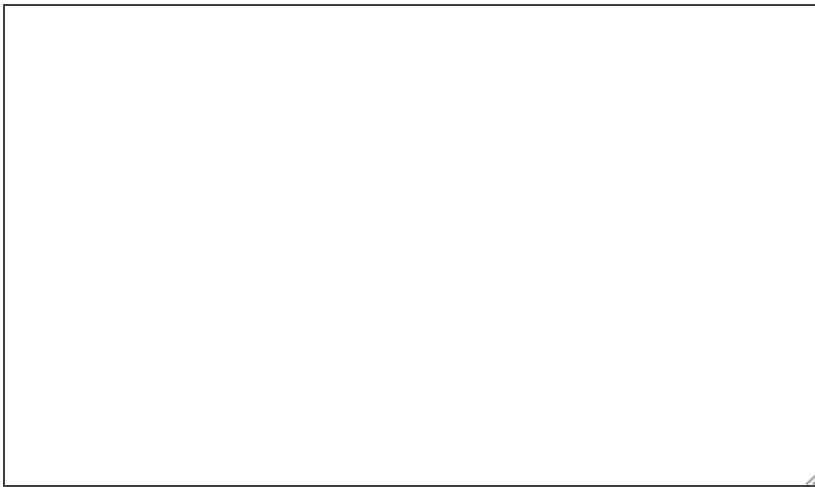
- Friday, September 27th | 10:00AM-1:00PM ET [via Zoom]
- Wednesday, October 16th | 10:00AM-4:00PM ET [In-Person]
- Friday, November 22nd | 9:30AM-12:30PM ET [via Zoom]
- Friday, January 10th | 9:30AM-12:30PM ET [via Zoom]
- Thursday, January 30th | 1:00-4:00PM ET [In-Person]

Please explain if you are unavailable for any of the sessions.

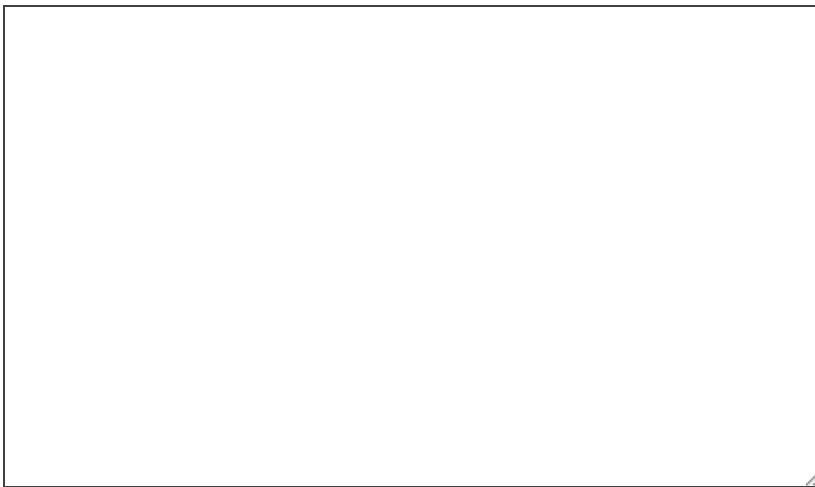
* 3. What informs your understanding of racial equity? How do you think about equity vs. equality?

* 4. What is your commitment to racial equity work? Why is this work important to you and your institution?

* 5. What is your superpower? Where do you see your ability to make changes in your institution or the sector?



* 6. What is the impact you hope your engagement will have on your institution or the sector?





Leading With Race Equity: Building Stronger Culture and Practice

Application 2024-2025

CO-WORKER PAIR APPLICANTS

* 1. **INFORMATION: APPLICANT ONE**

Name:

Title:

Scope of Role:

Years in Organization:

Years in Nonprofit/Philanthropic Sector:

Email Address:

Phone Number:

* 2. **INFORMATION: APPLICANT TWO**

Name:

Title:

Scope of Role:

Years in Organization:

Years in Nonprofit/Philanthropic Sector:

Email Address:

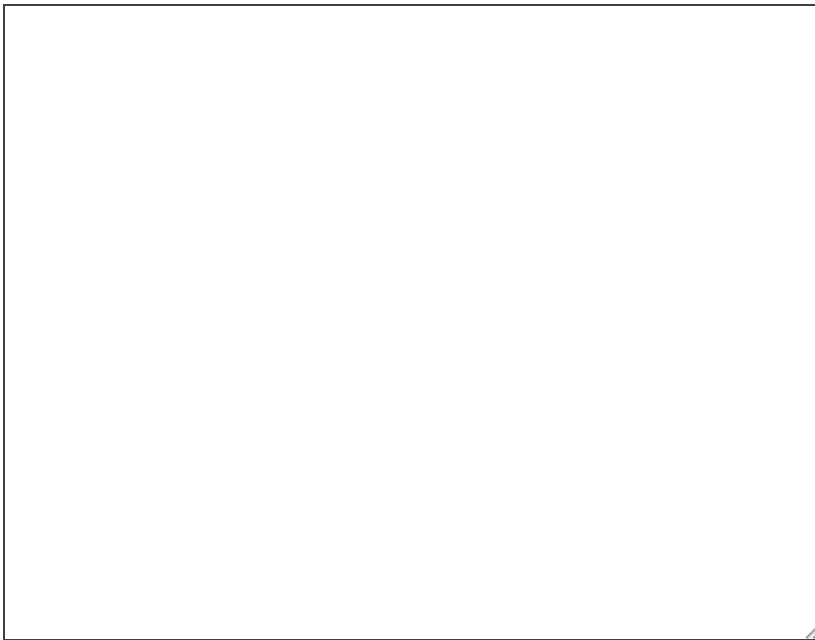
Phone Number:

3. The program is designed to cumulatively build skills and knowledge. Participants must commit to attending the sessions. Please indicate which sessions, if any, you and/or your partner will **NOT** be able to attend.


	Applicant 1	Applicant 2
Friday, September 27th 10:00AM-1:00PM ET [via Zoom]	<input type="checkbox"/>	<input type="checkbox"/>
Wednesday, October 16th 10:00AM-4:00PM ET [In-Person]	<input type="checkbox"/>	<input type="checkbox"/>
Friday, November 22nd 9:30AM-12:30PM ET [via Zoom]	<input type="checkbox"/>	<input type="checkbox"/>
Friday, January 10th 9:30AM-12:30PM ET [via Zoom]	<input type="checkbox"/>	<input type="checkbox"/>
Thursday, January 30th 1:00-4:00PM ET [In-Person]	<input type="checkbox"/>	<input type="checkbox"/>

Please explain if any of the applicants are unavailable for a session.

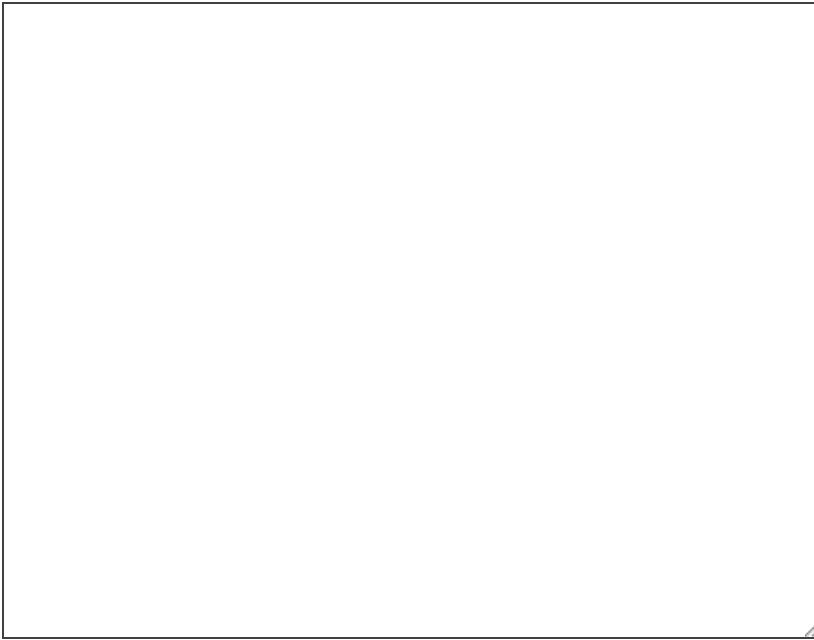
* 4. What informs your understanding of racial equity? How do you think about equity vs. equality?



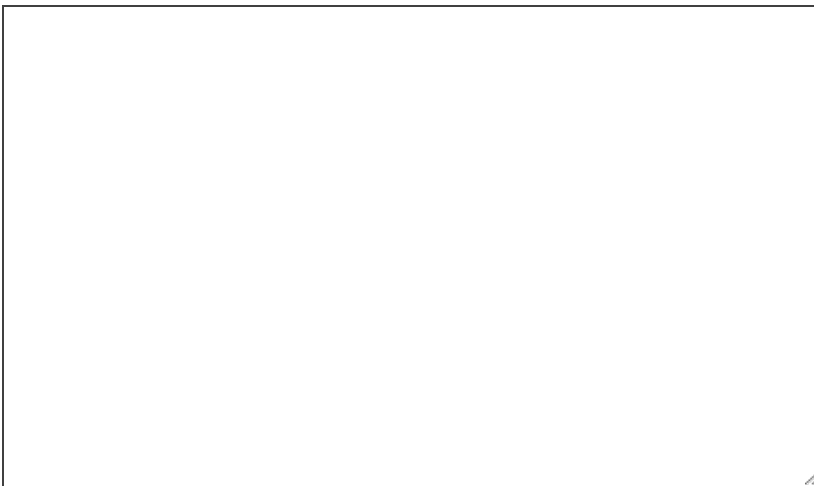
* 5. What is your commitment to racial equity work? Why is this work important to you and your institution?



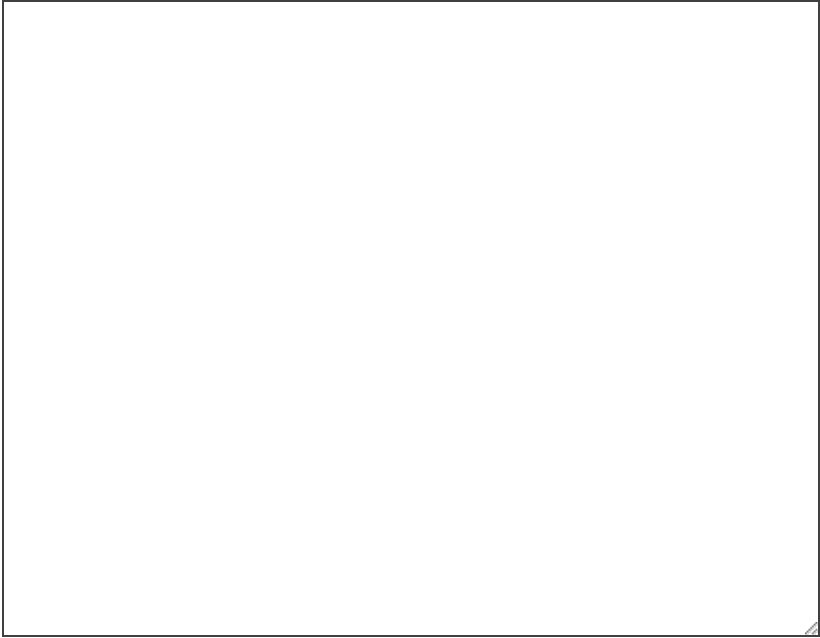
* 6. What is your superpower? Where do you see your ability to make changes in your institution or the sector?



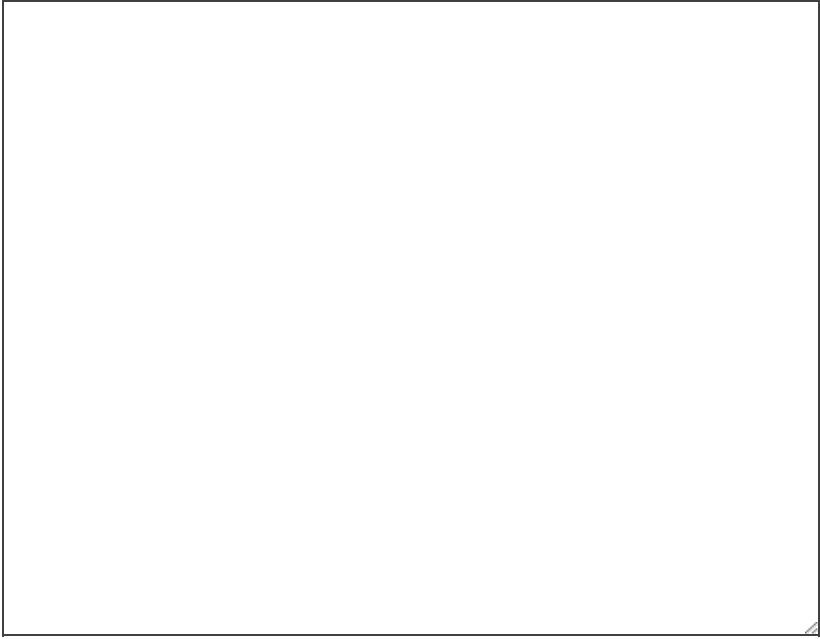
* 7. What is the impact you hope your engagement will have on your institution or the sector?



* 8. Please describe the scope of your roles within your organization and how your responsibilities may intersect or how you can collaborate in your roles?



* 9. Please describe how your joint participation might assist in helping you to implement this work at your organization.





Leading With Race Equity: Building Stronger Culture and Practice

Application 2024-2025

PAIR APPLICANTS WITH A TRUSTEE

* 1. **INFORMATION: APPLICANT ONE**

Name:

Title:

Scope of Role:

Years in Organization:

Years in Nonprofit/Philanthropic Sector:

Email Address:

Phone Number:

* 2. **INFORMATION: APPLICANT TWO**

Name:

Title:

Scope of Role:

Years in Organization:

Years in Nonprofit/Philanthropic Sector:

Email Address:

Phone Number:

* 3. **INFORMATION: TRUSTEE**

Name:

Organization:

Title:

Years of Service on Board of Trustees:

Years in Nonprofit/Philanthropic Sector:

Email Address:

Phone Number:

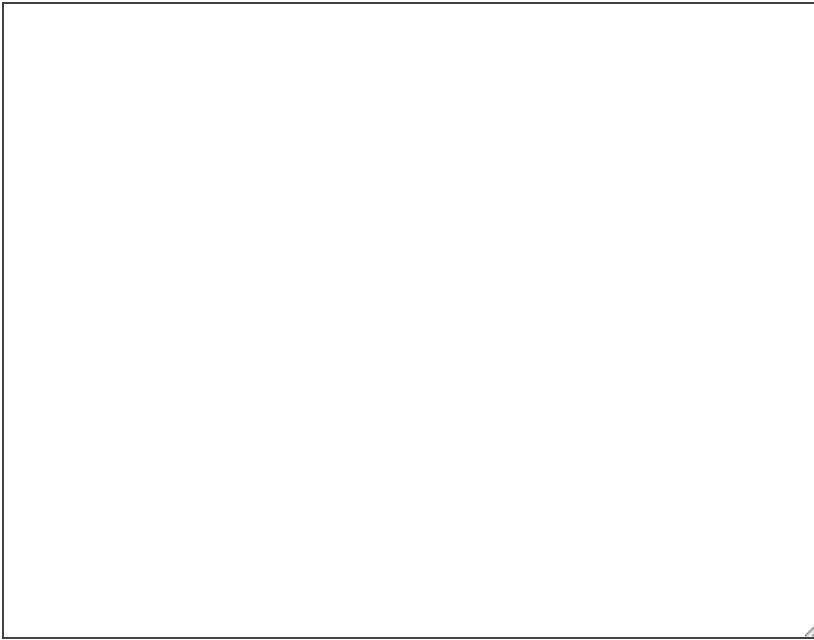
4. The program is designed to cumulatively build skills and knowledge. Participants must commit to attending the sessions. Please indicate which sessions, if any, you and/or your partner will **NOT** be able to attend.

	Applicant 1	Applicant 2	Trustee
Friday, September 27th 10:00AM-1:00PM ET [via Zoom]	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Wednesday, October 16th 10:00AM-4:00PM ET [In-Person]	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Friday, November 22nd 9:30AM-12:30PM ET [via Zoom]	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Friday, January 10th 9:30AM-12:30PM ET [via Zoom]	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Thursday, January 30th 1:00-4:00PM ET [In-Person]	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please explain if any of the applicants are unavailable for a session.

* 5. What informs your understanding of racial equity? How do you think about equity vs. equality?

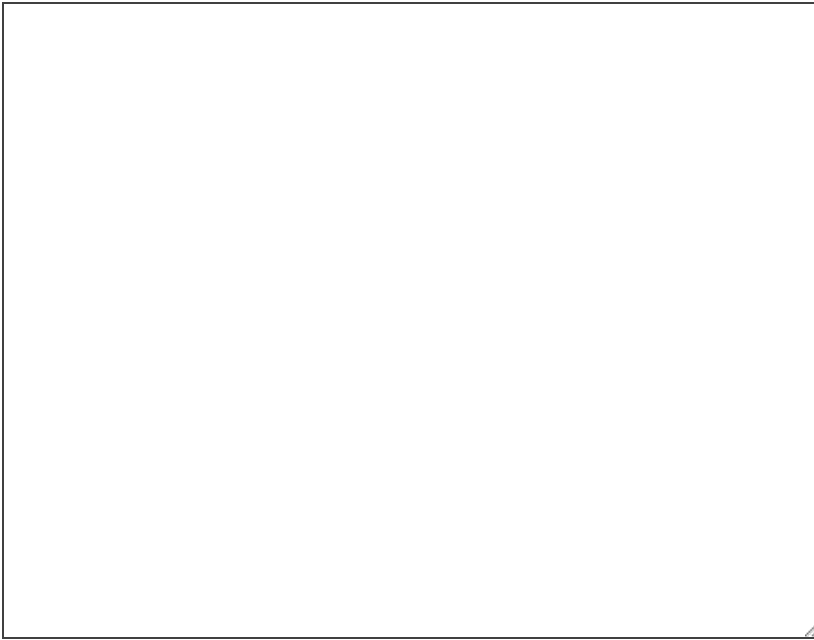
* 6. What is your commitment to racial equity work? Why is this work important to you and your institution?




* 7. What is your superpower? Where do you see your ability to make changes in your institution or the sector?



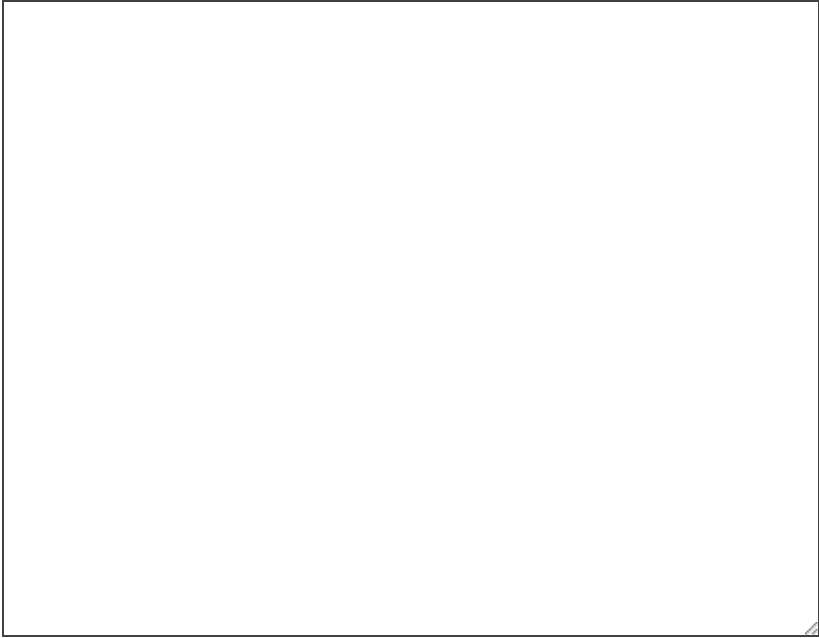
* 8. What is the impact you hope your engagement will have on your institution or the sector?



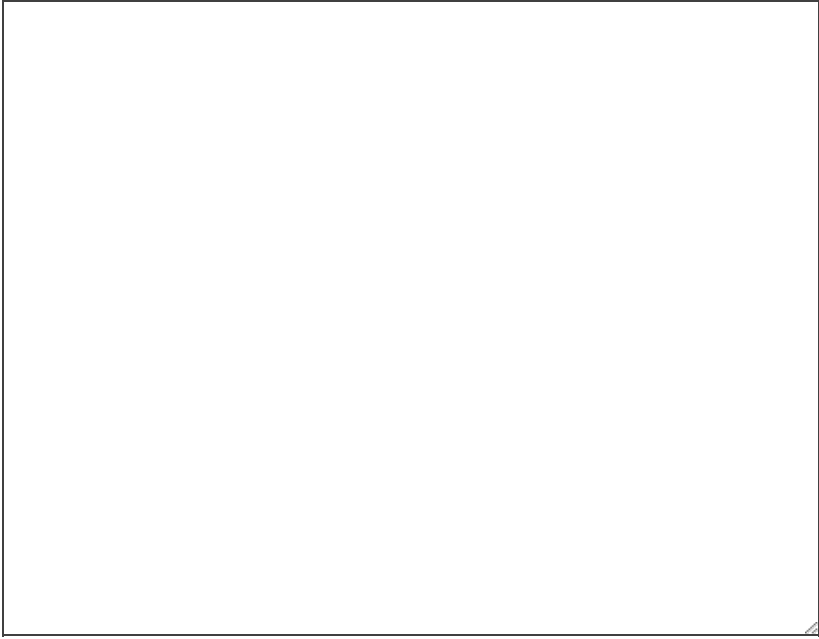
* 9. Please describe the scope of your roles within your organization and how your responsibilities may intersect or how you can collaborate in your roles?



* 10. Please describe how your joint participation might assist in helping you to implement this work at your organization.



* 11. Please describe how the participation of your Trustee might assist in helping you to implement this work at your organization.





Leading With Race Equity: Building Stronger Culture and Practice

Application 2024-2025

WHAT'S NEXT?

The PNY Team will be reviewing all applications in June. We will reach out for a **follow-up conversation** if needed at the end of July and early August.

We intend to communicate **final decisions** by the second week of August.

If you have applied, please proactively **hold the session dates** in your calendar in anticipation of the decision.