

Emerging Leaders of Color

Leadership Program



Overview

The County of Alameda has partnered with Trauma Transformed (T²) to support the forward movement of its trauma-informed systems work. T² is a Bay Area regional program designed to build a stronger trauma-informed system of care network and improve the way our network

organizations understand, respond to, and heal from the impact of trauma.

Despite the diverse socio-cultural population of the Bay Area region, the ranks of leadership often 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 within the Bay Area region. We believe the communities we serve need leaders that reflect their culture and race. T² is pleased to accept applications for the Leaders of Color Leadership Program (LOC-LP). The Leader of Color program (LOC-LP) is designed to help promote, grow, and sustain POC leadership as they navigate the pressures and pitfalls of serving in the helping professions.

The LOC-LP is a powerful, experiential 3-month leadership gathering whose goal is put you in contact with a deeper and richer expression of yourself as a leader. Designed to uncover, deepen, and build upon your natural strengths as a leader, the LOC leadership program aims to support you to recognize and apply your leadership capabilities in all areas of your life. The LOC-LP will also shape your development as a leader knowledgeable in trauma-informed systems work.

www.traumatransformed.org

Commitments

Over the course of 3 months, participants should plan on spending a total of 18-28 hours in this process, including about 2-3 hours between sessions, which occur every three weeks.

The LOC-LP convening will include a cohort of individuals who can support each other throughout the program and beyond. The cohort will include 12-15 individuals who are committed to serving as emerging leaders of color 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 Thursdays 2:00pm-4:30pm PST
via Zoom

Submission Deadline: Tues, July 18th, end of day
We anticipate the selection announcement by July 21st end of day

There are 7 meetings.
We expect participants to miss no more than 1 session.

MEETING DATES

July 27, 2023

August 17, 2023

September 7, 2023

September 28, 2023

October 19m 2023

November 9, 2023

November 30, 2023

The training series is designed to help participants to:

- Build a support network among other POC professionals
- 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 the six principles. Please consider your commitment to embodying the below principles in your daily work life and in your role as an emerging leader.

Understanding Trauma and Stress • Cultural Humility and Equity 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), an **updated resume**, and fill out the **contact information** below.

Letter of Support from someone at your job.

The written support is required for acceptance into the program. It should be from a person who works with you and can attest to your leadership potential. You should also discuss your participation in ELOC-LP with your direct supervisor. A template is attached on the next page for your convenience. Please return a signed letter, scanned and emailed.

Submit by email to:

antoine.moore@ebac.org

Subject: ELOC Application

Deadline: July 18th

Name:

Ethnic Identity:

Personal Pronouns:

Job Title:

Program:

Work Email:

Personal Email:

Work Phone:

Personal 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? What do you think you can contribute?
2. What is your sense of the connection between trauma and stress and organizational functioning? How might you approach this problem as a leader?
3. How do you think your personal and cultural backgrounds (race/ethnicity, gender, sexual orientation, educational and life experience, etc.) positively shape how you are as a leader? In what ways might these inhibit you as a leader?
4. What strengths do you have that form the basis of your leadership, skills, and capabilities?
5. What other skills or competencies would you like to develop (more) to become a better leader?



Date:

Re: [Name of applicant]

Trauma Transformed (T²)

2828 Ford Street

Oakland, CA 94601

Dear ELOC Coordinators:

FOR QUESTIONS ABOUT THE APPLICATION OR THE EMERGING LEADERS OF COLOR LEADERSHIP PROGRAM, CONTACT ANTOINE MOORE –ANTOINE.MOORE@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