

The Nexus Fellowship: GFE ACCELERATOR

The Equity Lab is partnering with Grantmakers for Education (GFE) to pilot the Nexus X GFE Accelerator, a custom version of our Nexus Fellowship Program. Those in philanthropy often hold disproportionate influence — and thus have a responsibility to ensure that their leadership prioritizes equity and leads to systemic disruption on issues of race and diversity. The GFE Accelerator will be an opportunity for funders to grapple with these issues together, developing as individuals and toward collective action.

OUR THEORY OF CHANGE

We believe that change comes from within. Through our engagements, fellowship projects, institutes, and open-source materials, we build individual and collective will, skill, knowledge, and courage to interrupt racial inequities. Transforming the knowledge base, mindsets, and daily behavior of those in philanthropy to view their roles and actions, both present and future, with an equity lens.

THE PROGRAM

The Nexus Fellowship: GFE Accelerator is composed of quarterly three-day residencies spanning one year. Support in the form of dedicated coaching, a virtual learning community, modules, and resources is included. Each three-day residency will provide expert training focused on four key areas: self, technical leadership, adaptive leadership, and the equityXdesign process.

Self

We will focus on how our lived experience shapes who we are today. We believe a deeper understanding of self is the first step in unpacking and transforming deeply held beliefs and biases.

Adaptive Leadership

This is a deep dive into employing adaptive leadership techniques to advocate and lead for change in an organization, particularly when circumstances are challenging. This module covers the importance of influence, relationships, and the intangible skills accomplished leaders need to succeed.

Technical Leadership

We will explore the patterns, structures, and processes required to lead change management within an organization.

equityXdesign Process

A new way to think about and approach achieving equity, the equityXdesign process creates the conditions and relationships for inclusive innovation. It is guided by three central beliefs: that innovation needs inclusion and intentional design; that our past has direct ties to the inequities of our present; and that we have a moral imperative to live in the future we desire to create. Fellows will consider how design thinking can strengthen their leadership for equity.



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WHY PARTICIPATE?

The Nexus Fellowship: GFE Accelerator is a personalized leadership program that prioritizes equity, deliberately combining the best in leadership, equity, and management training. We only focus on providing leaders with the highest leverage tools, not adding more work to an organization's to-do list. By the end of the fellowship, fellows and organizations will have achieved tangible progress toward advancing equity.

Fellows will:

- Understand how issues of REDI (race, equity, diversity, and inclusion) affect everyday life both in and out of the workplace
- Understand how an equity lens can influence structural transformation and priorities
- Create a comprehensive strategy to support their organization
- Strengthen personal and adaptive leadership
- Build national community with like-minded leaders and organizations

Organizations will:

- Join a network of leading education organizations who are committed to equity
- Retain expertly trained equity leaders in-house to support REDI efforts
- Possess a comprehensive strategy aligned to organizational REDI goals and collective action
- Significantly save on the costs of equity consultants and facilitators hired year after year

THE COMMITMENT

To successfully equip organizational leaders to direct meaningful change for equity, participants must have the enthusiasm and support of an organization's senior leadership.

Fellows must attend all quarterly trainings and be available for bi-monthly coaching check-ins with The Equity Lab staff. Fellows should also have occasional access to the host organization's CEO/Executive Director to update the them on progress. With the support of the host organization, fellows must arrange their travel and accommodations for each residency.

Program Year Calendar

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| Module 1 | April 20–22, 2021 / Washington, DC |
| Module 2 | July 20–22, 2021 / Chicago, IL |
| Module 3 | November 9–11, 2021 / Los Angeles, CA |
| Module 4 | March 29–31, 2022 / New Orleans, LA |

PROGRAM COSTS

The cost is \$40,000 per organization for two fellows. This includes expert-led equity and leadership training, bi-monthly coaching, module resources, and access to the greater Equity Lab community.

THE APPLICATION

Each organization will apply by recommending two staff members to submit an application to participate in the program. Additionally, the CEO/Executive Director will complete a short application. Applications are composed of written questions and video responses. The entire application can be completed in approximately one hour. Interested organizations must focus on furthering (directly or indirectly) educational equity in public education. Priority will be given to organizations whose fellows include at least one top executive (in order influence change at the highest levels of positional leadership).

Selection Calendar

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| Early December, 2020 | Application goes live |
| February 5, 2021 | Applications due |
| Mid-February to early March, 2021 | Virtual interviews scheduled and conducted |
| Mid- to late March, 2021 | Selections announced |



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