

Fellow Applicant #1 Responses

Thank you for your interest in applying to participate in the CORE Fellowship Program.

Please read the below information to assist in submitting your application:

- **It is a requirement that two fellows apply from each organization that is submitting an application.** Note that a complete application requires responses from each individual fellow applicant, in addition to a response from the organizational perspective.
- Organization responses are collected on a separate form in LVCF's grants portal.
- Fellow application responses are being collected on the below email-invite only form, as a separate form for each fellow's individual responses. LVCF is collecting these separate forms for fellow's individual responses to share application responses with the organization.
- LVCF will not share individual fellow applicant responses with organizational contacts.
- The application will be evaluated by reviewing both the fellow individual response and the organization's responses.
- **The grant application due date is Monday, April 8, 2024, at 11:59 PM.**

For the full grant guidelines, please visit [here](#).

To see and download a list of all questions on this fellow application, please visit [here](#).

If you have technical assistance questions, please contact Monique Saunders Moreno at monique@lvcfoundation.org. If you have grant application questions, please contact Megan Briggs at megan@lvcfoundation.org.

We look forward to reading your application.

Third Party Email*

Character Limit: 254

Fellow Applicant Basic Information

Fellow Applicant #1 - Organization*

Please list the organization that you are intending to represent in the CORE Fellowship Program.

Character Limit: 250

Fellow Applicant #1 - Full Name*

Please enter your full name here as you would like it to be listed in public marketing materials.

Example: Megan Barnes Briggs or Dr. Megan B. Briggs

Character Limit: 250

Fellow Applicant #1 - Pronouns*

Please self-describe your pronouns.

Example: They/Them, She/Her, Ze/Zir. If you prefer not to say, please indicate that in your response.

Character Limit: 250

Fellow Applicant #1 - Title/Role*

Please list your current title or role at the organization.

Character Limit: 250

Fellow Applicant #1 - Email Address*

Please list the email address you would like to receive CORE Fellowship Program correspondence.

Character Limit: 254

Fellow Applicant #1 - Phone Number*

Please list the phone number that it best to reach you.

Note: Your phone number is not shared with the cohort and is being collected in the event we have difficulty reaching you via email.

Character Limit: 15

Fellow Applicant Narrative Responses

Instructions: The questions below are intended to capture the fellow applicant responses to narrative questions. Please read each question, along with all details.

Fellow Applicant #1 - Racial Equity Journey*

Please describe where you feel like you are in your own work in centering racial equity in your life. In order to respond, below are a few prompts to consider:

- When and how did your own work start?
- What are some of the key moments of learning in your own journey?
- Do you engage in self-examination in centering racial equity? How so?
- What are a few lessons that you keep your work grounded in?
- Who have been your biggest teachers? Why/how did they influence you?
- What are you hoping to learn next?

Video or Voice Instructions (click on link for full instructions): Please record your video or voice recording here. You may log in using a microsoft, google, or apple account. If you do not want to log in, then please use the guest password of **LVCF2023**.

- Please write the words "video recorded" into the narrative section below.
- After recording your video in flip, in the "caption" section, please name it by your organization name and the question title. Example: Lehigh Valley Community Foundation - Fellowship Participation.
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Video or audio maximum length: 3 minutes

Character Limit: 3000

Fellow Applicant #1 - CORE Values*

Below are values that CORE participants must be committed to uphold as a part of the work:

- Actively engaging in self-reflection and personal examination
- Embracing the full spectrum of human emotions, from joy to pain and everything in between
- Approaching learning opportunities with humility
- Building deep relationships based on authenticity.
- Adopting an abundance mindset and dropping the competition (scarcity) mindset.

For definitions on the above terms, please view our glossary at <https://www.lehighvalleyfoundation.org/core-fellowship-program-glossary/>.

- **Please select ONE of the above values and give an example that demonstrated how you are aligned with the selected value.**
- **Please explain why you chose that specific value.**
- **In your response, we welcome challenging these values or adding on your own perspective regarding these values, or sharing an additional value that you feel is critical to this work.**

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Fellow Applicant #1 - Concerns or Fears*

Transformative racial equity work has many challenges and requires engaging a broad range of emotions from joy to pain and everything in between. Given the challenge of racial equity work, **what concerns or fears do you have about doing racial equity work as a part of this CORE Fellowship Program?**

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Video or audio maximum length: 1 minute

Character Limit: 1000

Fellow Applicant #1 - Seeking to experience*

What are you seeking to experience, feel, know, and/or do in this fellowship process?

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Video or audio maximum length: 1 minute

Character Limit: 1000

Fellow Applicant #1 - Relationships*

We recognize that there may be pre-existing relationships and power dynamics that you will have to navigate in this program with other participants in this cohort. *An example is that a funder and a grantee may participate in this program together, or a supervisor and a supervisee may participate in the program together.*

Please answer the following questions:

- 1. Do you have an existing relationship with the other CORE fellowship application?** Are there any tensions or issues that we should be aware of?
- 2. What might you require to have your full voice? How might you navigate the power dynamic?** Providing an example of a past time you have navigated power dynamics in a healthy way helps the reviewers understand your response.

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Video or audio maximum length: 2 minutes

Character Limit: 2000

Fellow Applicant Demographic Information

In the CORE Fellowship Program, we will bring a cohort together that is diverse. In order to do so, we are asking the below demographic questions for the purposes of ensuring diversity among the participants.

Fellow Applicant #1 - Racial/Ethnic Identity*

Please self-describe your racial and/or ethnic identity (example: Black, Latinx/o/a, Indigenous, South Asian, White, etc.).

If you prefer not to say, please indicate that in your response.

Character Limit: 250

Fellow Applicant #1 - Self-Described Identities*

We acknowledge that demographic collection is not always representative of how people identify. We have left this question open in order for you to self-describe all the ways in which you identify that you'd like to share. These could include but are not limited to gender identity and expression, sexual orientation, age, ability, etc.

Please keep in mind we are asking you to disclose this information so that we may ensure there is a wide array of diversity within our cohort, although, please only share what you feel comfortable sharing.

If you prefer not to say, please indicate that in your response.

Example: Women, LGBTQ, able-bodied, cis-gendered, barely a millennial.

Character Limit: 500

Fellow Applicant Participation Details

Fellow Applicant #1 - Affinity Group*

As part of the approach to the CORE Fellowship Program, we intend to bring diverse leadership together in a way that does not cause more harm. During the first year in the CORE Fellowship Program, we will work in racial affinity groups to provide appropriate spaces for preparation, debrief, processing, and learning. Affinity groups are opportunities for those who share a common identity to meet separately to gather, connect, heal, and learn. However, the overarching goal is to bridge affinity groups together as a full cohort, centered in shared humanity.

As a part of the Year 1 cohort experience, which affinity group would you select to participate in?

Note: While there are two major affinity groups listed below, the intention is to break into further affinity depending on the identities of the cohort. Examples of additional affinity groups could include by further racial/ethnic identities, by gender identity, by age, by sexual orientation.

Choices

Black, Indigenous, Latinx/o/a, People of Color Affinity

White Affinity

Fellow Applicant #1 - Active Participation*

Do you agree to actively participate in an ongoing learning process and attend the year 1 meetings? The planned schedule can be found at [\(insert link\)](#).

Program includes:

- 30-35 hours of cohort work in both affinity group and full group sessions through the program cycle, which runs from August 2024 - June 2025.
- Required meeting times for organizational assessments, whole organization workshops, and program learning and feedback sessions.

The meetings will be held in a hybrid structure with both in-person and virtual convenings. All in-person convenings will be held with consideration of health and safety regulations.

Choices

Yes, I agree.

No, I do not agree.

Fellow Applicant #1 - Day Availability*

The sessions are all planned to take place during the day, because the designers of this model wanted to ensure that the CORE Fellowship Program did not require participation during times that are best for the purposes of rest and restoration. However, there is the possibility that some potential fellows and systems stakeholders may not be able to meet during the day due to professional or personal commitments. **Please indicate in the space below if the current planned times present any type of barrier for future participation.**

Character Limit: 250

Fellow Applicant #1 - Optional Additional Information

[OPTIONAL] **Is there anything else you would like to say to support this application?**

You may answer this question in writing or by recording or providing a link to a video clip, audio clip, photos, or another medium of communication. The intention of this question is to provide organizations with an additional opportunity to share about their application using whatever communication tool feels right for them.

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