

CEO's of Color, Inc.

Black Youth Leadership 21, NFP.



FELLOWSHIP APPLICATION GUIDE

ceo's of color mission

Creating opportunities for equitable education and strategic young entrepreneurship accessible to the community while also striving to provide guidance to promote leadership and support the economic development of young people of color.

We know the wellness and thriving of our youth, families and communities remains critical, and culturally and community responsive leadership matters more than ever. As we've all seen, the COVID pandemic has had a devastating impact in communities of color, and our nation needs leaders of color who are leading for racial equity in our schools, organizations and communities.

At CEO's Of COLOR, we continue to be focused on supporting leaders of color to be well and to lead transformational change during these challenging times. The CEO's of COLOR Fellowship is the flagship, signature program of the CEO's of COLOR NFP. The fellowship is a best in-class, 10-month program for emerging entrepreneurs/CEOs of color. For this program, the CEO's of COLOR identifies and supports promising leaders of color to go on a collective journey that centers freedom, dreaming, learning about and loving themselves, knowing the landscape of our city and systems, and cultivating their leadership abilities and skills.

Ultimately, CEO's of COLOR Fellows will consistently leave this experience having enhanced their competency in both technical and adaptive leadership skills, including relationship cultivation, collaboration, problem-solving, negotiation, communication, design thinking, and project management. CEO's of COLOR Fellows also gain a deeper understanding of the socio political and economic context, history and structure of public education. And, importantly, CEO's of COLOR Fellows rediscover themselves, their power and their dreams, and become a part of a community of leaders who see, support and affirm each other.

description

The CEO's of COLOR Fellowship will empower a cohort of 15 promising African-American and Latine/x entrepreneurial leaders to transform the entrepreneurial landscape.

Opportunity: CEOs of COLOR offers participants an opportunity to close the gap between ideas, business-preparedness, and implementation. Getting started is always the hardest part, and there are so many factors and intricate in-and-outs to making our dreams a reality. A successful business venture needs to begin from a place of knowledge, confidence, and support. This is where the CEOs of the COLOR program come in.

Support: CEOs of COLOR is semester long with a fellowship of young entrepreneurs. Individual participants or teams will be guided and supported in business essentials such as strategic planning, financial understanding, operational training, and marketing insight. They will be matched with executive coaches with entrepreneurship experience. They will also gain tailored support for each entrepreneurial enterprise.

Confidence: At the end of the program, each participant or team will present their business proposals to an investment committee. This public showcase is more than just a “test drive” of a student's concept, but an opportunity for real investment, as well as a place to make connections with investors and connectors with regional, national, and even global reach.

Someday is Now: For those students dreaming about a way to turn their Capstone or Freedom Dreams project into reality, this is your chance. For those who have wanted support to workshop their idea, this is the place. For those who want to focus and be held accountable to pursuing your dream, this is the time.

schedule

The fellowship begins in October and concludes in July. It kicks off with a two and a half-day opening retreat and culminates in a two and a half-day closing retreat and graduation celebration. From November 2023 through June 2024, the fellowship cohort participates in monthly full-day sessions: 9:00 AM to 5:00 PM (virtual sessions) and 8:00 AM to 5:00 PM (hybrid sessions).

Fellows are expected to attend all retreats and monthly sessions, complete pre-work assignments and meet with their executive coaches twice monthly. For the 2024 CEO's of COLOR Fellowship year, we anticipate a combination of virtual and hybrid monthly sessions, with optional opportunities to gather in-person for social connections. COVID protocols will be in place to ensure the health and safety of all in our community. It is possible that we will be able to thoughtfully and carefully transition our hybrid sessions to be fully in-person (no virtual component) at some point during the year. In doing so, we would follow the wisdom, needs, and risk-tolerance of our community. Our priority is the physical and psychological well-being and safety of our people.

Months & Themes:

October : Opening Retreat Mission & Vision and Purpose-driven

November: Know the landscape of leadership development

December: Ideation and Creativity & Business Model

January: Focus Inward: Our Voice, Our Stories, Our Power

February: Black Excellence & : Reimagining Business for Our Communities

March: Dream Big: Start Building YOUR BRAND

April: Survivance: Leading Change

May: Collective Power: Culturally and Community Responsive Leadership

June: Make an Impact: Our Courage to Lead (Dare to Lead Brene Brown)

July: Closing Retreat and Graduation: Leading Together Toward Equity, Justice and Liberation

Candidate Criteria:

- Chicago-based African-American or Latin/x roughly between the ages of 13-24
- Current High-school student/Undergraduate Student
- Passion for positively impacting the lives of others and their communities

Fellowship Expectations:

- Attend all sessions
- Complete all requisite pre work before session (approximately 5-10 hours per month)
- Show up for yourself!
- Get your guardian support

Application Requirements:

- *Complete application, including a resume and response to four essay questions.*
- *Two Recommendations: one must be from a mentor, parent or trusted adult.*
- *Memorandum of Understanding signed by applicant and guardians*

The Fellowship Timeline

August 14, 2024 | application is available

September 26, 2024 | applications are due (by 11:59 p.m.)

October 7-11, 2024 | selection interviews

October 2024 | cohort announced and welcome ceremony

October 2024 | opening retreat

November 2024-June 2025 | monthly program sessions

July 2025 | closing retreat and graduation