



LEAP

**LEADERSHIP EDUCATION *and*
ADVANCEMENT *for* PROFESSIONALS**

A Valor**US** PROJECT

Application Now Open
for LEAP Cohort 10

APPLY BY NOVEMBER 3RD

The informational session will start soon

The logo for LEAP (Leadership Education and Advancement for Professionals) features the word "LEAP" in large, bold, black capital letters. A green swoosh underline is positioned under the "A" and "P".

LEADERSHIP EDUCATION *and*
ADVANCEMENT *for* **PROFESSIONALS**

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Leadership Education and Advancement for Professionals (LEAP) Informational Session

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Leadership Education and Advancement for Professionals (LEAP) Informational Session

Date: October 5, 2022

Time: 9:00 - 10:00 PM (PT)/12:00-1:00 PM (ET)

LEAP

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Housekeeping & How to Use Zoom

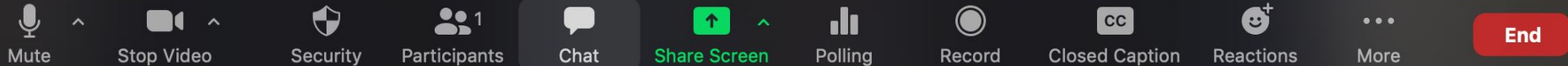
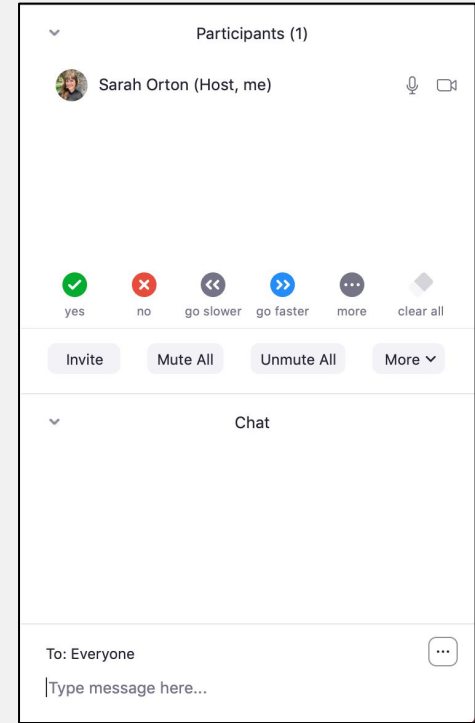
▶ Text chat & Hand-raising Function

* Please send a private chat message for tech assistance

▶ Polling Question

▶ Dial-in

▶ Slides & Recording will be available on the LEAP Website



Introductions



Marsela Rojas-Salas

she/her

Project manager

ValorUS

Audience Poll



Please indicate the type organization you are with.

- a. Domestic Violence Agency
- b. Sexual Assault Agency
- c. Dual Agency
- d. Sexual Assault Coalition
- e. Domestic Violence Coalition
- f. DV and SA Coalition
- g. Other

Chat Question

1. Name, pronouns, organization, & region.
2. Years in the movement.
3. Favorite fall or halloween activities.

Answer 1 question or all of them!

Agenda for the Session

- Catalyst for the LEAP Program
- Overview
 - LEAP Program application requirements
 - LEAP Program goals
 - LEAP Program structure

Audience Poll



How did you hear about
LEAP Cohort 10
applications opening?

- a. A friend/colleague
- b. Newsletter/email
- c. Social media
- d. Other (please specify in chat)

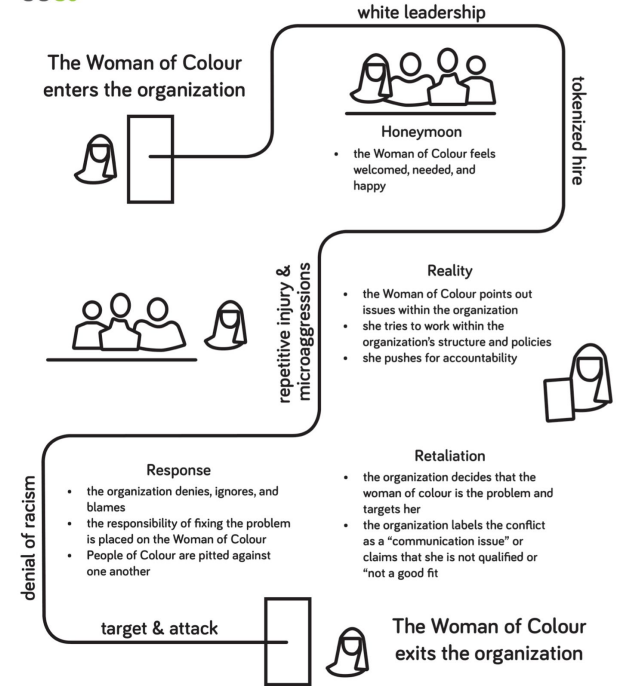
The Catalyst for the LEAP Program

Why Women & People of Color?

- There are few women of color in leadership roles and even less in executive roles
- Women of color in high-level positions continue to be terminated or forced to resign
- Women of Color have reported a lack of opportunities to develop additional skills and knowledge
- The underrepresentation of leaders of color has a detrimental impact on survivors of gender-based violence



The “Problem” Woman of Colour in the Workplace



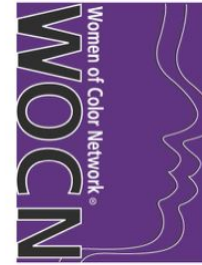
Adapted from "The Chronicle of the Problem Woman of Color in a Non-Profit" by the Safehouse Progressive Alliance for Nonviolence
www.coco-net.org

Graphic by: The Centre for Community Organizations (COCO)



Why LEAP?

- Need for executive-level professional development opportunities
 - Steep learning curve for meaningful fiscal and board involvement
- Need for mentorship and networking among women of color opportunities



WOMEN OF COLOR LEADERSHIP:

A Look at the Experiences of Women of Color Executives
in the Anti-Violence Against Women's Movement

December 2011; released June 2013

Women of Color Network

A Project of the National Resource Center
On Domestic Violence

Ms. Foundation for Women
Building women's collective power to ignite change

Program Application Requirements



LEAP Program: Applicant Eligibility

- Self-identify as a person of color
- Currently in an Executive Director, Director, or Manager position for at least one (1) year at an organization addressing gender-based violence
- Have at least 1 year of experience supervising staff at an organization addressing gender-based violence
- A commitment to the sexual assault and/or domestic violence intervention and prevention field
- A demonstrated experience in developing diverse agencies and programs that include women of color and individuals from underserved/underrepresented communities
- Living in the United States or territories
- Fully commit to the LEAP 9 month program period and requirements

The LEAP Application

- Submit the following by Nov. 3, 2023
 - Google form, which includes
 - Qs about experience in the field
 - Board and executive director information and approval
 - Cover letter
 - Make sure to answer all questions
 - Resume and/or CV
 - Bio and photo

LEAP Application Cover Letter Questions

1. Why would you like to be a LEAP Fellow and what do you hope to gain (i.e. outcomes) from participating in the LEAP Cohort? Include your career and/or professional goals.
2. What does leadership mean to you? Please briefly highlight the skills and experience you will bring/share with your LEAP Cohort.
3. How do you think LEAP will help you address challenges and barriers you experience in your leadership role and improve your capacity to lead in the movement to end gender-based violence?
4. How would the development of your leadership translate into building organizational capacity to provide services, support, and/or education to under-resourced, minoritized communities? (e.g. Black, Indigenous, & People of Color (BIPOC), LGBTQI+ communities, persons with disabilities, immigrant/refugee communities, older adults, youth, etc.)

Estimated Timeline

Application

- Open: September 18, 2023
- Close: November 3, 2023

Review Applications

- November 2023

Interviews

- November - December 2023

Notification

- January 2024

Cohort begins

- February 2024



LEAP Program Goals + Structure

LEAP Program Goals

- To build upon and enhance the professional capacity of women and people of color (POC) executive directors, senior directors and senior managers in the gender-based violence field.
- To create a community of support and professional network for emerging POC executives and management leaders, aimed at reducing isolation, maximizing skills development, information-sharing, and communication.
- To optimize the success and effectiveness of emerging POC leaders by providing opportunities to impact spheres of influence and communities through “paying it forward.”

LEAP Program Structure



LEAP Program Expectations and Opportunities



Tentative Program Schedule

February 2024 - LEAP orientation

March 2024 - LEAP Academy 1 (15 hours); 1 webinar (2 hours)

April 2024 - 2 small groups (1 hour each); 1 webinar (2 hours)

May 2024 - 2 small groups (1 hour each); 1 webinar (2 hours)

June 2024 - 1 webinar (2 hours); "Pay it forward" office hours (1 hour)

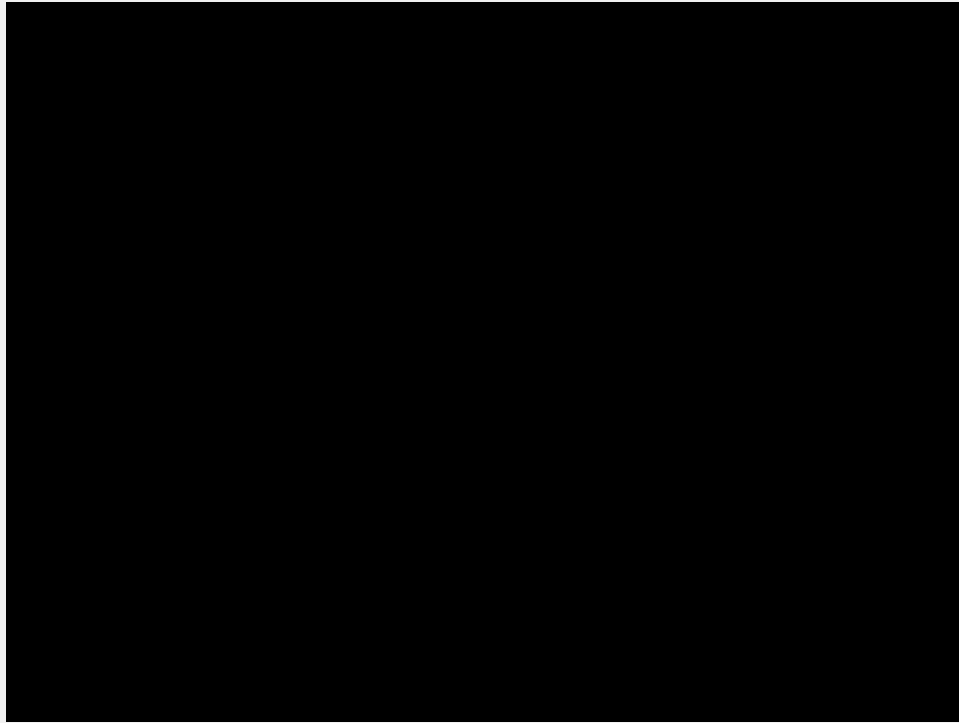
July 2024 - 1 webinar (2 hours); "Pay it forward" office hours (1 hour)

August 2024 - 1 webinar (2 hours); "Pay it forward" office hours (1 hour)

September 2024 - 1 webinar (2 hours); LEAP academy 2

November 2024 - "Pay it Forward Project" Due

Words from LEAP Graduate, Tonjie Reese



Quotes from LEAP Cohort 9

“LEAP has provided the safe space for me to focus on learning from a leadership perspective, think about my interests and plan the next phase of my journey within the gender-based violence movement; I feel empowered to continue to pursue opportunities for growth and development. As a woman of color, I often felt "alone" in some of the challenges I faced in the movement, but being able to connect with colleagues who have the same or similar challenges has been very refreshing and has contributed to my confidence in the work we do.”
– Renee Wells

“Being a part of this group has not only expanded my knowledge in my current and future roles, but most importantly, provided a space to cultivate key relationships across the movement to ensure that my work is intersectional, inclusive, and effective. You would be amazed at the various ways that organizations are solving the issue of sexual and interpersonal violence. This space highlights the need and what is possible to solve the problem.” – Sarayfah Bolling

More Quotes from Cohort 9

“LEAP has helped me put words to how I want to lead from my values and ways on how to implement that type of leadership.” – Joella Montoya

“It was great to network with other peers who feels the same but also with peers who are confident and able to share how they got there. When we reviewed information, it was comforting to know that I had more knowledge than I initially thought. It was reassuring knowing others face the same experiences in leading and that we can build networks to continue to seek support from. So far, I feel self-assured in my role and my ability to take risks, navigate tricky situations, and motivation to fulfill my goals for my program.” – Quinisha Simmons

LEADERSHIP MOVES

A podcast series for leaders of color to find inspiration and belonging in the movement to end gender-based violence.

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Available on





Questions?

Contact: LEAP@valor.us