About Champions for Change and the Application Process

Thank you for interest in applying to Champions for Change! Submit your application before Tuesday, August 22nd at 9am!

In Champions for Change (CFC), you’ll grow in your abilities as a values-driven leader. You’ll uncover the implicit and explicit ways race has impacted your lived-experiences. You’ll practice dialogue across identity. And you’ll conspire with others to spur change towards racial co-liberation. To learn more about NEW, our work, and our mission and values, click here.

Champions for Change commit to a ten-month-long (10 months) intensive leadership development program. Champions meet every two to three (2-3) weeks in four-hour (4-hour) sessions. Most sessions will take place in-person in Washtenaw County. Each session emphasizes building relationships, sharing stories, practicing deep listening, and skill-building. (We also make time to share lunch together!)

Further details on Champions for Change, including the schedule, can be found here.

Application Process

We will review applications on a rolling basis. As a second part of the application process, our team will invite prospective Champions to participate in 15-minute virtual conversations. Relationships matter in Champions for Change, and we know you’re so much more than the “written word” of an application. This is your chance to share more about yourself and your passion for racial co-liberation!

Application Criteria

The most important element of your application is your personal commitment to advancing racial justice in Southeast Michigan. Otherwise, you must:

- Live or work in Southeast Michigan (regardless of citizenship)
- Be available to attend program sessions and complete session pre-work
- Demonstrate openness to learning, readiness to engage, and the will to be vulnerable. You must be ready to grow, on your own and as a collective.
- Committed to deepening relationships in our community.

A diverse cohort helps us learn better, so as we’re building our cohort we’ll consider all of the identities you share, with a focus on:

- Race/Ethnicity
- Generation
- Gender (identity or expression, beyond the binary welcome)
- Sexual Orientation
- Ability Status
- Work - sector and industry

Support

Please direct any questions or concerns to Carly Friedrich (cfriedrich@new.org).
Let's Get Started! Background Information

Please share a little about yourself.

* 1. You are invited to self-select which affinity group you apply for. It will be useful to have a lived experience or connection with the affinity group that you choose. For which affinity group are you applying?
   - Leaders of Color
   - White Leaders

* 2. Your Name

3. Pronunciation of your name (Example: Carly, kar-lee)

4. Pronouns (Example: they/their, she/her, he/him)

* 5. Email Address

* 6. Phone Number

* 7. Street Address

* 8. City

10. What county do you live in?
   - [ ] Washtenaw County
   - [ ] Wayne County
   - [ ] Other (please specify)

11. Name of your organization (if applicable)

12. Your role (if applicable)

13. Which of the following best describes your racial or ethnic identity? Select all that apply.
   - [ ] African American / Black / African Descent
   - [ ] Arab American / Middle Eastern
   - [ ] Asian American / Asian
   - [ ] Caribbean
   - [ ] Hispanic American / Latina/o/x/e / Spanish origin of any race
   - [ ] Native American / Indigenous
   - [ ] Native Hawaiian / Pacific Islander
   - [ ] White / Caucasian
   - [ ] Race or ethnicity unknown
   - [ ] Prefer not to answer
   - [ ] Prefer to self-describe

14. In which generation were you born?
   - [ ] The Greatest Generation (born 1901 - 1927)
   - [ ] The Silent Generation (born 1928 - 1945)
   - [ ] Baby Boomers (born 1946 - 1964)
   - [ ] Generation X (born 1965 - 1980)
   - [ ] Millennials (born 1981 - 1995)
   - [ ] Generation Z (born 1996 - 2010)
   - [ ] Generation Alpha (born 2011 - 2025)
   - [ ] Prefer not to answer
* 15. What best describes your gender? Select all that apply. Note: the term cisgender is used to denote or relate to a person whose sense of personal identity and gender corresponds with the sex they were assigned at birth, and the term transgender is used to denote or relate to a person whose sense of personal identity and gender differs from the sex they were assigned at birth.

- [ ] Man
- [ ] Woman
- [ ] Transgender
- [ ] Gender Non-Conforming
- [ ] Two Spirit
- [ ] Prefer not to answer
- [ ] Prefer to self-describe

* 16. Do you have a disability (physical, learning, mental, or emotional)?

- [ ] Yes
- [ ] No
- [ ] Unsure
- [ ] Prefer not to answer

* 17. Do you identify as LGBTQ+?

- [ ] Yes
- [ ] No
- [ ] Unsure
- [ ] Prefer not to answer

18. Are there any other identities that you would like to share?


19. What do you need to make Champions for Change accessible?
Your Interest in Champions for Change

Our Champions are leaders from across Southeast Michigan, from diverse backgrounds, committed to advancing racial justice and social change. They're eager to partner with others across lines of difference and form deep relationships. They're ready to grow and learn, both together and alone. They're excited to engage in reflective, affective, and experiential learning.

Champions for Change is a facilitated leadership experience, and we invite participants to bring their full selves. With that in mind, we want to know a little bit about what motivates you to be part of this experience.

* 20. Why do you want to be a Champion for Change? Maximum length: 300 words
Cost of Participation

The actual cost of Champions for Change is $4,000 per participant, which NEW further subsidizes through contributions because systemic racism and other forms of oppression have created financial inequities and this is one way to address them. This brings down your participation fee to $3,000 or less, depending on your financial circumstances. We also encourage seeking sponsorship from your employer, as you’ll gain skills to help foster a more racially equitable workplace.

Champions for Change is offered on a sliding scale, and we invite participants to identify where they fall on this scale. Please review and reflect upon the ‘Green Bottle Framework’ [photo below, linked here] of financial privilege. Which “bottle” best describes your financial situation?

After reflecting upon the ‘Green Bottle Method’ and your financial circumstances, determine what you are able to pay towards participation in the program:

- Perhaps you're well-resourced and able to contribute beyond the full cost per participant. Please do so. Your contribution enables us to offer scholarships to those in need.
- Perhaps you’re securely resourced, and able to meet all of your financial needs and wants. Contribute $3,000 for the full cost of participation
- Perhaps you’re moderately resourced, and able to meet your financial needs and some wants. Contribute $2,000 or $1,000 depending on your capacity.
- Perhaps you're not able to bear $1,000. We encourage you to apply and reach out to us so we can talk things through. We’ll do our absolute best to help you join us.
21. Please identify your current financial situation based on the Green Bottle sliding scale.

- Left bottle (Mostly green; well resourced and able to meet all financial needs and wants)
- Middle bottle (half green; moderately resourced and able to meet all financial needs and some wants)
- Right bottle (little green; developing resources, and not yet able to meet financial needs and wants)

* 22. How do you anticipate paying for this program?

- My employer is sponsoring me
- I’ll be paying for myself
- Other (please specify)
* 23. How much do you anticipate being able to pay?

- $3,000.00 or more
- $2,000.00
- $1,000.00 or less
- Other (please specify)
2023-2024 Champions for Change Application

Commitment to Participate

Racial co-liberation takes time. We need everyone's voices and perspectives to build relationships and learn together. Your commitment to attendance is crucial for your and our group's growth. We expect applicants to attend and participate in all sessions of Champions for Change.
* 24. Please share your availability to attend gathering at the following dates and times. Gatherings marked with * will take place virtually.

<table>
<thead>
<tr>
<th>Event Description</th>
<th>Yes, I'm available</th>
<th>No, I'm not available</th>
<th>I'm Not Sure</th>
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<tbody>
<tr>
<td>*Orientation: September 23rd 10-11am</td>
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<td>Kickoff Retreat: September 30th 9am-5pm</td>
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<td>Grounding in our Stories: October 21st 10am-2pm</td>
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<td>*Washtenaw Historical Journey: November 4th 9am-12pm</td>
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<td>Washtenaw Historical Journey: November 18th 10am-2pm</td>
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<td>Introduction to Dialogue: December 9th 10am-2pm</td>
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<td>Social Gathering: January 10th 4-6pm</td>
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<td>Courageous Conversations: January 20th 10am-2pm</td>
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<td>Embedded Racism &amp; Embodied Resistance: February 17th 10am-2pm</td>
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<td>Reflecting on Our Organizations: March 16th 10am-2pm</td>
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<td>Visioning: April 13th 10am-2pm</td>
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<td>Social Gathering: May 7th 6:30pm-8pm</td>
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<td>Retreat: June 7th 9am - June 9th 2pm</td>
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<td>Celebration: June 22nd 10am-2pm</td>
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25. Is there anything else we should know about you?

* 26. How did you hear about Champions for Change?
   - [ ] Champions for Change Alumni
   - [ ] NEW's Notes
   - [ ] Social Media
   - [ ] NEW Staff Member
   - [ ] Other (please specify)