**2020 Equity Fellows**

**Application Questions**

**Welcome!**

Thank you for your interest in joining the 2020 cohort of CUE's Racial Equity Fellowship, to work collaboratively with partners across our city in building a more just, equitable, and inclusive Chicago.

In the first round, your application will be evaluated based on:

1. Commitment: Demonstrated commitment to racial equity, as evidenced by prior actions.
2. Impact: Individuals who carry the potential for high-impact on the cohort and/or organizations that have the potential for high-impact on the city as a whole.
3. Project: While we expect Fellows’ projects to evolve, we are looking for project ideas that have the potential to serve as effective models for wider citywide reform efforts.

Please use this document to plan your responses, as the application form does not save drafts. The online form may not be compatible with all accessibility readers. For this reason, you may also fill out your responses in this application and send it to [information@chicagounitedforequity.org](mailto:information@chicagounitedforequity.org). All applications will be reviewed in the same format to ensure that selection decisions are not impacted by the method of submission. In either format of submission, the deadlines for applicants are:

**Deadline: Monday, September 30th at 11:59 PM CST**

Submissions are reviewed on a rolling basis.

**Application Questions**

**Section 1: Contact Information**

1. **Your Full Name:**
2. **Email Address:**

**Section 2: Commitment**

Please limit your responses to 3-5 sentences each.

1. **What motivates you to apply to this program?**
2. **What is an example of a time you fought for something you believe in?**
3. **What do you hope to contribute to your Fellowship class?**

**Section 3: Impact & Project**

1. **Which organizations do you give significant time to? This can be as a staff member, volunteer, board member, or other role.**
2. **If employed, what organization do you currently work for?**
3. **Fellows are required to complete an Equity Project to reimagine a policy, program, or process through a racial equity lens. Which of the organizations you listed would you want to build an Equity Project for?**
4. **What is your role or title in this organization?**
5. **How many years of experience do you have at this organization?**

* 0-2 years
* 3-5 years
* 5-10 years
* 10-20 years
* 20+ years

1. **How committed is this organization to racial equity and justice?**

* 5: Very Committed: Leadership publicly stated commitment, internal policies reflect commitment
* 4: Committed: Leadership internally stated commitment, policies being revised
* 3: Somewhat Committed: Internally discussed at leadership level, no firm commitment, policies changes being considered
* 2: Unsure of Commitment: Leadership has not addressed, management is considering broaching, policies unaffected
* 1: Not Committed: Leadership discourages or refuses to address racial equity and/or justice in workplace

1. **Describe what issue, policy, or practice you would like to address through a racial equity lens. Please limit your response to 3-5 sentences.**
2. **How could this project idea help move our city towards justice?** *Please include any alignment with other citywide reform efforts, including but not limited to the* [*Vote Equity Project*](http://www.voteequity.org/issues)*.*
3. **We want to know more about the personal and professional experiences you've had. Choose ONE of the three ways to share your experiences with us, below:** 
   1. **Paste your LinkedIn web address**
   2. **Tell us about your experiences in a few sentences**
   3. **Attach your resume (If emailing this document, please send resume as a separate attachment.)**

**Section 4: Cohort Diversity**

1. **How do you identify your race?**
2. **Which pronouns do you use?**
3. **What is your age range?**

* 18-24
* 25-34
* 35-44
* 45-54
* 55+

1. **What other ways do you describe your identity?**

**Section 5: Next Steps**

1. **Semi-Finalists will be invited to participate in an introductory training. What days are you NOT available for this step?**

* Thursday, October 10th, from 9 am to 2 pm
* Saturday, October 19th, from 9 am to 2 pm

1. **What other comments, questions, or concerns do you have?**