



Catalyst Application

CATALYST COHORT 2021!

Application deadline: 11:59pm Friday, April 30, 2021

Thank you for your interest in Catalyst. You may print out and send in this application to our office at Basic Rights Oregon 620 SW 5th Ave #1210, Portland, OR 97204 or you can complete an online form at <http://www.basicrights.org/catalyst/apply-to-the-catalyst-transgender-leadership-program>. If you have questions about the application or need an alternative way to complete this application contact Jo X. Doyle, Leadership Development Program Manager, at jo@basicrights.org or call 503-222-6151.

We are excited to launch our third Catalyst cohort and we want YOU to apply! We are delighted to invite you to join a program built exclusively for the transgender*, nonbinary, and gender non-conforming community (TGNC) in the state of Oregon. This unique year will begin with virtual retreats through the end of 2021 with hopes that we can hold spring and summer 2022 retreats in person (TBD based on COVID). Given this online flexibility we STRONGLY encourage trans leaders from every part of the state to apply.

Catalyst is a year-long program for a selected cohort of 15-20 transgender Oregonians. Participants will attend monthly retreats where they will work to refine their leadership skills while building community with each other. Workshops are facilitated by transgender leaders who work with the cohort to create a safe, affirming, and connective space for all. The Catalyst program is 100% free of charge and includes funding to cover materials including technology (as needed), travel, and room and board for in-person events.

If you are wondering what counts as a leader in this cohort, here is what we're looking for:

- People who are passionate about trans and other social justice movements.
- People who are interested in building community among a diverse TGNC cohort population.
- People who want to be change-makers and advocates for the TGNC community.
- People who understand that leaders can be anyone: someone who works in the service industry, a program manager, web developer, an artist, parents, people who are retired, people who have disabilities, etc.
- People who are driven and want to expand their skills around leadership and are comfortable with periodic readings and assignments that can be completed at their own pace.

Goal of the Catalyst Leadership Cohort Program

Increase leadership capacity and champion transgender social justice and other equity initiatives that advance aspiring trans and gender non-conforming leaders while building community among participants who are all transgender, nonbinary, or gender non-conforming.



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Program Design

Catalyst is an intensive, 12-month long, cohort-based program for emerging transgender, nonbinary and gender non-conforming leaders. Catalyst will focus and equip participants with tools for community building, leadership and management skills, equity, inclusion, and intersectionality frameworks.

Major Program Components Include:

Opening Retreat – To foster community, create your leadership story, personal mission statement, and start to explore transgender, nonbinary, and gender non-confirming oppression.

Development of Leadership Plans – A customized plan that you will complete at your own pace over the course of the year to maximize your impact in the communities you want to work with and the skills you want to build.

Monthly workshops, readings, and assignments – To build knowledge, skills, and capacity. Cohort members will be invited to participate at a level that matches their capacity.

Monthly community-building sessions - For continuous connection among participants.

Closing Retreat and Celebration – To celebrate and honor each other, share presentations and any other accomplishments to share.

Time Commitment:

- One virtual opening “retreat” at 4.5 hours a day (with breaks) on a consecutive Saturday and Sunday.
- Monthly virtual sessions on the third Saturday of every month at 4.5 hours with breaks.
- Monthly community building sessions on the first Tuesday or Thursday for 90-minutes.

Cost

This program is completely free of charge! All materials, as well as room and board (for in person retreats), are provided. Funding is available to reimburse for necessary childcare expenses and for travel expenses, if in-person retreats are planned.

Cohort Commitment:

If accepted, you will be committing to the following:

- Fully participate in an opening retreat, to be held July 16th & 17th 2021.
- Participate in all half-day virtual cohort gatherings on the dates below from 9:30am – 2pm.
 - August 21st, 2021
 - September 18th, 2021
 - October 16th, 2021
 - November 20th, 2021
 - December 18th, 2021
- Fully participate in a midpoint and closing retreat in the spring and in the summer in person – pending COVID. If this is not possible, we will continue with a virtual platform. Dates and times will be posted when we can determine schedule.
- Participate in monthly community building sessions, to be held weeknights on the first Tuesday or Thursday of each month from 6pm-7:30pm, 6:30pm – 8pm, or 7pm – 8:30pm – Cohort will get to decide



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on day and time.

- Complete periodic assignments to ground the learnings from the Catalyst virtual circles in work and/or in life.
- Each participant will be expected to collaborate and develop an individual leadership development plan that you get to work on over time at your own pace during the year.
- Invest the time and effort in a diverse peer learning community by actively contributing knowledge, skills, and insights.
- Contribute toward a safe and trusting learning environment for self and peers by respecting and honoring the need for confidentiality and differences of opinion, learning style, ethnicity, gender, age, sexual orientation, etc.
- Participate in approximately three check-in calls during the program for purposes of assessing your thoughts and progress of your leadership journey.
- Permit BRO to use photographs on the website, both a headshot and candid photos from retreats, and quotes regarding program experiences and participation.

Participant Criteria:

To Be Eligible:

- Identify as a transgender, nonbinary and/or gender-nonconforming person.
- Reside in Oregon.
- Be 18 years of age or older.
- Hold an interest in building a movement for justice that is united across identities.
- Commit to participation in program trainings, webinars, and activities. Retreats/intensive virtual events are required.

Ideal Candidates Will Possess:

- Experience working with transgender and/or LGBTQ+ communities – for example: participation in a school GSA/QSA, participation in an LGBTQ+ employee resource group, a social service role that serves LGBTQ+ clients.
- Previous community, student, electoral or other community organizing experience – as a volunteer or in a paid position.
- Willingness to engage in verbal and written communication and project work.
- Dedication to building strong relationships.
- Demonstrated ability to maintain a long-term commitment (1 year+) in a volunteer or other community-serving role.

Personal Information – Demographic information (age, gender identity, sexual orientation, race etc.) will never be made public, will never be used to negatively impact a participant, and will be removed from the application after the sole use of its consideration to create a fully diverse cohort has been completed.

Name used in Daily Life:
Pronouns:
Organization/Affiliation (if applicable):
Title (if applicable):
Street Address:
City, State, Zip Code:
Best Phone: Voicemails okay? Okay to text?
Email:
Age:



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Agender/Gender Identity/Identities - We hope to create a cohort that reflects the full diversity of the TGNC community, including transgender men and women, nonbinary, agender folks, transmasculine, transfeminine perspectives and beyond. Please share with your identity/identities with as much detail and nuance as feels appropriate to help us build this cohort.

Sexual Orientations/Identities:

Race / Ethnicity / Cultural Background:

Do you have access to a vehicle you can drive and take for a weekend?¹ Yes No Complicated - If complicated please list why:

Do you anticipate needing childcare assistance? Yes No Maybe

Will you require translation or interpretation assistance? Yes No Maybe

Written Questions:

Please write out answers to the following questions: Note that there is no minimum word requirement, just a maximum. For people with alternative needs, we will accept other forms of answers in this section, such as voice memos to questions that stay aligned with the word count. Voice memos can be emailed to jo@basicrights.org:

Getting to Know You:

- The primary goals of the Catalyst program are to **build community** and to **develop leadership skills**. Which of these two goals is most exciting to you, and why? *Please resist the temptation to say that both are equally exciting! (maximum 250 words)*
- What would you say are the top three issues facing transgender and gender non-conforming people in your community, and why would you rank those issues as the most pressing? *(maximum 250 words)*
- What is your understanding of the intersection between transgender and racial justice? *(maximum 150 words)*
- What is the last thing you read or watched that you loved? Why? *(maximum 150 words)*

Leadership Experience, Strengths, Challenges, and Goals:

- Have you participated in any other leadership or professional development activities like this program in the past five years? Please list name and year. (maximum 150 words)
- Please describe any additional education, training and/or professional development you have received. (maximum 150 words)
- As you reflect on who you are as a leader now, please list three strengths, three challenges, and one goal you have as a leader. (maximum 150 words)
 - a. **Leadership Strengths (Please state three):** Examples of strengths include: *I am skilled at motivating people to do their best; or I stay calm while during a crisis or difficult situation. (150 words maximum)*

¹ Access to transportation will have no impact on your eligibility for the program. We ask this question to ensure we are prepared to meet the needs of participants.

*"Transgender" is used as an umbrella term to refer to anyone whose gender identity is different from the sex they were assigned at birth. Catalyst participants do not need to self-identify with the word "transgender" but should expect that this word will be used generally to describe the program and participants.



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- b. Leadership Challenges (Please state three): Examples of challenges include: *I take too long to make critical decisions; or I find myself emotionally overreacting when someone poses questions about my judgment or actions. (150 words maximum)*
- c. Personal Leadership Goal: Examples of personal leadership goals include: *I want to learn how to delegate responsibility for important projects; or I want to increase my confidence and effectiveness in my interactions with my work colleague and supervisor. Goals do not need to be related to the challenges you listed above. (150 words maximum)*

Participation In & Contribution to the Catalyst Community:

- Why are you interested in participating in the program? Please be specific about how both you and the cohort might benefit from the program. *(150 words maximum)*
- What does community mean to you? How do you build relationships with people in a community? (150 words maximum)
- In Catalyst, you will engage in a diverse peer learning environment. Please describe an experience in which words or actions you intended to have a positive impact resulted in a negative impact on an individual or group. Include how you navigated that experience. *(150 words maximum)*
- Catalyst is an intensive program that includes monthly virtual half day-long meetings and one or two in-person retreats (pending COVID), some assignments, and readings in between sessions, end-of-program projects, and possible travel. Share with us how you will approach your full participation in the cohort. (150 words maximum for each)
 - Please describe any challenges or barriers to participation that you anticipate.
 - How will you manage the time commitment?

Commitment to Full Participation:

Participants will have the most valuable experience when committed to full participation and active engagement with all the program's trainings, activities, and events. These commitments include:

- Participation in all convenings, meetings, trainings, and webinars (barring unforeseen and immovable conflicts).
- Responding to text, phone, and/or email communications in a timely manner.
- Participation in brief phone check-ins and evaluations with BRO staff.
- Providing feedback to BRO regarding the cohort.

- If selected for the leadership cohort, I understand and commit to full participation of the program.**

(please check box)



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Name

Date