

The Center for Social Inclusion works to unite public policy research and grassroots advocacy to transform structural inequity and exclusion into structural fairness and inclusion. We work with community groups and national organizations to develop policy ideas, foster effective leadership, and develop communications tools for an opportunity-rich world in which we all will thrive.

Through the Alston Bannerman Leadership Initiative, CSI supports and connects community leaders of color. The Initiative continues the Alston Bannerman Sabbatical Fellowship, which for 22 years has given organizers of color across the country the opportunity to take time off for reflection and renewal.



Why a sabbatical for organizers?

The Center for Social Inclusion recognizes that working for social change usually means long hours at low pay with few tangible rewards and few escapes from the day-to-day pressures. Without time to rest and reenergize, the pressures can prove overwhelming and result in a loss of creative and critical leadership. The Sabbatical Fellows receive a \$25,000 award to take three months off for reflection and renewal.

How do Fellows use their sabbaticals?

Alston Bannerman Fellows use their sabbaticals however they think will best prepare them for the work ahead. Fellows commonly spend the time and resources to travel, study, visit with other activists, read, write, acquire new skills, plan, evaluate, explore new interests, spend time with their families, recover their health, and restore their spirits.

Who are the Fellows?

Since its founding in 1988, there have been 190 Alston Bannerman Sabbatical Fellows whose work addresses a broad range of issues—from workers rights to environmental justice, from immigrant rights to native sovereignty, from affordable housing to education reform. Fellows have come from 31 states, the District of Columbia, Puerto Rico, and Guam.

What impact do sabbaticals have?

Alston Bannerman Fellows strongly affirm the value of stepping back for a period of reflection and renewal. Sabbaticals strengthen organizational planning and leadership development, encourage innovation and collaboration, promote the value of reflection, and foster connections between organizers and organizations. By reinvigorating experienced grassroots organizers and encouraging younger ones to see organizing as a long-term career, the Alston Bannerman Fellowship helps build the necessary infrastructure for systemic and sustainable change.

How are Fellows selected?

Fellows are selected through an annual application process. The Selection Committee is comprised of leaders from around the country working in or for communities of color.

Selection Process and Timetable

- Applications are available online at Centerforsocialinclusion.org or by calling 410-327-6220.
- **Applications must be postmarked by April 13, 2010.**
- Applicants not selected as finalists are notified by mail.
- Finalists are notified and interviewed by telephone.
- Fellows are selected by the end of July.



2009 Alston Bannerman Fellows: José Bravo, Arnoldo García, Sylvia Ledesma, Ai-Jen Poo, Juanita Valdez-Cox

Eligibility Criteria

To qualify for an Alston Bannerman Sabbatical Fellowship, you must:

- be a person of color
- have more than 10 years of community organizing experience
- be committed to social change work in communities of color
- live in the United States, Puerto Rico, Guam, American Samoa or U.S. Virgin Islands

Beyond the basic eligibility criteria, the Initiative seeks applicants whose work:

- attacks root causes of inequity by organizing those affected to take collective strategic action;
- challenges the systems that perpetrate injustice and effects institutional and structural change;
- builds community capacity for democratic participation and develops grassroots leadership;
- acknowledges the cultural values of the community;
- creates accountable participatory structures in which community members have decision-making power;
- contributes to building a movement for social change by making connections between issues, developing alliances with other constituencies, and collaborating with other organizations.

The Alston Bannerman Sabbatical Fellowship distinguishes between organizing, services, and advocacy and believes that organizing low-income people at the grassroots level is an indispensable part of successful social change.

The Sabbatical Fellowship does not make awards to individuals who:

- exclusively provide services, such as substance abuse counseling, after-school programs, HIV-AIDS outreach or shelter for the homeless
- advocate on behalf of a community without directly involving the members of that community in asserting their own interests and choosing their own leadership.

We do recognize, however, that organizations and leaders combine services, advocacy, and organizing. Providing services as a companion to organizing will not disqualify an applicant for the Sabbatical Fellowship. Similarly, we know that cultural work can be part of an organizing process. In such cases, applicants must demonstrate that their work has a direct connection to organizing, leadership development and democratic participation. We also recognize that organizing is a full-time job for some, but for others it is voluntary work done outside of their employment. Both paid and unpaid leaders are eligible to apply.

Requirements

- Fellows are required to stop their day-to-day work activities for at least three consecutive months and devote that time to activities that are substantially different from their normal routine.
- Fellows are expected to attend pre- and post-sabbatical retreats.
- Fellows must begin their sabbaticals within one year of the awarding of the Fellowship.
- Fellows must report on their sabbaticals within four months of their completion and describe what they did, what they learned on sabbatical that will improve their leadership, and what impact the sabbatical has had on their work.

Selection Committee

Colin Greer
New World Foundation

May Louie
Dudley Street Neighborhood Initiative

Scot Nakagawa

Colette Pichon Battle
Gulf Coast Fellowship for Community Transformation

Ramon Ramirez
Pineros y Campesinos Unidos del Noroeste (PCUN)

Robby Rodriguez
Southwest Organizing Project (SWOP)

Octaviana Trujillo
*Dept. of Applied Indigenous Studies
Northern Arizona University*

Maya Wiley
Center for Social Inclusion

Akaya Windwood
Rockwood Leadership Program

Staff

Madeleine Adamson
Project Coordinator

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SABBATICAL APPLICATION

- APPLICATIONS MUST BE POSTMARKED BY APRIL 13, 2010
- Before applying, please be sure that you meet the criteria and can fulfill the requirements of the Program.
- To be considered, you must submit a complete application.
- If you do not fill out the actual application form, be sure to follow its format and include all of the information requested.
- Please do not place your application materials in a folder, plastic cover or binder.
- Don't worry about your writing skills. We're interested in what you have to say, not how well you say it.
- You may complete the application in a language other than English and we will have it translated, but it would be much better for you to work directly with a translator.
- If you are so uncomfortable with writing that it would prevent you from applying, you may complete the Personal Statements section of the application on a cassette tape or CD. Do not use a micro-cassette or video.
- You may send additional materials, such as brochures, newsletters, press clippings, etc., but please be selective and send only a small sampling. Materials you send will not be returned.
- We do not accept applications by e-mail or fax.

Name _____

Organization _____

Address _____

City _____ State _____ Zip code _____

Home Address _____

City _____ State _____ Zip code _____

Which address should we use? work home

E-mail _____

Work Phone _____ Home/Cell Phone _____

Age _____ Date of birth _____ Place of birth _____

Race or ethnic group _____ Gender _____

Have you applied for an Alston Bannerman Fellowship before? yes no When? _____

If we make a list of applicants available to other progressive organizations may we include your name and address? yes no

APPLICANT'S SIGNATURE _____ Date _____

ENDORSEMENT:

Applicants must have the endorsement of the organization which employs them or with which they work most closely. To certify that you have obtained this endorsement, please complete the following statement:

My application is endorsed by (organization) _____.

This can be confirmed by (name) _____, who is (title) _____
of the organization, and who can be reached at (area code and number) _____.

INSTRUCTIONS

- Type your responses single-sided on white paper.
- Please be sure to put your name at the top of each page and number the pages.

COMMUNITY ACTIVIST EXPERIENCE:

Start with your current position(s) and work backwards for AT LEAST 10 YEARS. For EACH position, please include the following:

- ✓ the organization's name and address, the dates you worked there, and your position(s)
- ✓ a brief description of the organization's purpose, your role and accomplishments
- ✓ if your role is/was other than organizing, explain how your work has/had a direct connection to organizing, leadership development and democratic participation

PERSONAL STATEMENTS:

Answer each of the questions below. If you are so uncomfortable with writing that it would prevent you from applying, you may complete this section on an audio cassette tape or CD (not a micro-cassette or video).

Please limit your PERSONAL STATEMENTS to a total of 5 typed pages or a total of 15 minutes on an audio tape.

1. WHY DO YOU DO IT?

What motivates you to be a community activist?

How does your work fit into your vision for social change?

2. WHAT HAVE YOU DONE?

What do you consider your greatest success or contribution?

What have you done to sustain social change organizing for the long haul?

3. WHAT NEEDS TO BE DONE?

What are the major challenges facing your organization?

What are the major challenges in movement building?

4. WHY DO YOU WANT A SABBATICAL?

Why do you need time off? What do you want to think about or do?

What difference will it make in your future work? What do you hope to do in the next five years?

REFERENCES:

List three people we may contact who know you and your work.

Include: Name, Organization, Address, City, State, Zip, Work Phone, Cell/Home Phone, and E-mail. (We also strongly encourage you to get letters of recommendation from your references or from others, but it is not required. Letters should be mailed with your application.)

OTHER INFORMATION:

- Have you received any professional or civic awards or honors and any other community recognition?
- Have you ever had a sabbatical? If so, when?
- How did you hear of the Alston Bannerman Fellowship Program?
- Is there anything else you'd like the Board to know in considering your application?

Send one copy of your application to: **Alston Bannerman Leadership Initiative**
1627 Lancaster Street
Baltimore, MD 21231-3425

Receipt of your application will be acknowledged by E-mail (or by postcard if you do not have an E-mail address). Contact us if you do hear from us within two weeks of sending the application. Please do not call for other information on the status of your application. You will be notified by July about whether or not you were selected as a finalist. We cannot provide individual critiques of applications.