



# BUILDING CAPACITY RECRUITING LEADERS

The Practitioners Leadership Institute focuses its attention on local grassroots leaders providing them with experiences, skills, and information that will strengthen their ability to improve outcomes for Boys and Men of Color in Baltimore. The BMOC Academy builds capacity and empowers change agents.

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#### SOME PROGRAM COMPETENCIES INCLUDE:

- Strategic Planning and Visioning
- Governance and Legal Business Operation
- Fundraising and Finance
- Evaluation and Program Data
- Branding and Social Media

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PLI Fellows have learned from the University of Baltimore faculty and local experts, legalized their businesses, applied for and secured grant funding, and gained local and national recognition.

**APPLICATION CLOSING  
MARCH 1, 2019**

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Apply today at: <http://www.cfufpli.org/apply-for-the-academy/>

## About the PLI BMOC Academy

The Practitioners Leadership Institute (PLI) Boys and Men of Color (BMOC) Academy is a locally, grassroots-focused initiative designed to provide leaders working with Boys and Men of Color with experiences, skills, and information that will strengthen their ability to improve outcomes. Leaders served through the BMOC Academy are provided with invaluable opportunities to access information on best practices, tools, and strategies for program success; connect with like-minded individuals and trailblazers in their field through a structured peer-learning community; and build organizational strength through hands-on mentorship and coaching provided by a team of seasoned practitioners.

The PLI BMOC Academy provides leadership development training through a seven-month program, designed for those that have served at least 3 years at a grassroots level working to improve outcomes for Boys and Men of Color in Baltimore City.

For its core training, up to 15 exemplary grassroots leaders from across Baltimore City will be selected. The cohort gathers for **27** in-person trainings and will have virtual learning sessions, as needed, throughout their seven-month learning experience. Personalized mentoring sessions are included.



### PLI Academy Goals

- To enhance and sustain the capacity to remain connected to the boys and men of color programs;
- To create stronger networks of support, and connect diverse sectors together to strengthen and sustain the field of BMOC; and
- To provide strong channels of access to trainings, resources and experiences that can contribute with the stability to sustain and improve services provided to low-income fathers and families.

# The PLI BMOC Academy Candidate Profile

## Selection Criteria

Those that apply to the Academy must meet the following criteria:

- Be Baltimore City-based;
- Engaged in providing direct services, program management, administrative oversight, policy/advocacy, and/or fund development within the focus of serving Boys and Men of Color;
- Be a program leader, at least 18 years of age; and
- Experience working with Boys and Men of Color for at least 3 years.

## Application Fee

There is no application fee to apply for the 2019 PLI BMOC Academy.

## Investment

Tuition costs are fully subsidized thanks to generous support from the Annie E. Casey Foundation. The tuition includes face-to-face learning engagements, online learning sessions, instructional technology, and reading materials.

Upon completion of the program, each Fellow will receive a \$500 stipend. In addition to meeting the above selection criteria, the 15 successful candidates for the 2019 PLI BMOC Academy should describe their personal and professional goals in the following ways.

Candidates should desire to:

- Access greater resources;
- Strengthen their connectivity to the field of BMOC in Baltimore City;
- Build a relationship with a mentor in their focus field(s);
- Refine leadership skills;
- Make significant impacts to improve outcomes for boys and men of color; and
- Be a change agent.

Successful candidates for the 2019 PLI BMOC Academy also demonstrate:

- Commitment to the field, with at least 3 years of experience; and
- Capacity to make data-driven decisions through data collection and analysis.

# The PLI BMOC Academy Experience

Up to 15 applicants are selected as Fellows for the PLI BMOC Academy through a competitive application process.

PLI BMOAC Academy fellows take part in a rigorous learning experience structured around monthly learning engagements (face-to-face sessions and web-based workshops), designed to strengthen and sustain their leadership, build their capacity, and positively impact outcomes for BMOAC. Each learning engagement is coupled with robust, application-based pre- and post-work assignments, as well as support from expert faculty.

### **Cohort Sessions**

A submission of an application commits a candidate to participating in all workshops and sessions.

Sessions occur on Thursday evenings 6:00p.m.-8:00p.m and Saturday mornings 9:30am-12:00pm from April through October. Below are the dates of in-person sessions.

Thursday	
April 18, 2019	May 9, 2019
May 23, 2019	June 13, 2019
June 20, 2019	June 27, 2019
July 11, 2019	July 18, 2019
July 25, 2019	August 1, 2019
August 8, 2019	August 15, 2019
August 22, 2019	August 29, 2019
September 12, 2019	September 19, 2019
September 26, 2019	October 3, 2019
October 17, 2019	
Saturday	
April 13, 2019	April 27, 2019
May 4, 2019	May 25, 2019
September 14, 2019	September 28, 2019
October 5, 2019	October 19, 2019



## Core Competencies

Academy competencies for the 2019 PLI BMOC Academy will include:

- Governance
- Fundraising and Finance
- Branding
- Strategic Planning & Visioning
- Sustainability
- Collaboration
- Evaluation and Program Data

## Benefits of Participation

In addition to the topic-specific learning sessions outlined above, Academy fellows receive the following benefits by participating in the program:

- **Access to Online PLI Academy Discussion Forum.** Exclusive access to PLI BMOC Academy faculty and Fellows via an online discussion board.
- **Opportunities to Contribute.** Opportunities to provide content to be published on PLI's blog and/or social media campaigns during and after Academy participation.
- **Enhanced Network.** Access to a diverse network of field leaders, practitioners, policymakers, philanthropists, and content experts, including a formal, guided mentoring relationship with an Academy graduate.

- **Ongoing Support.** Graduate fellows matriculate through the program and are afforded ongoing support over time. Graduates also remain connected to the Academy through various communication, professional development, and evaluation opportunities, as well as the opportunity to mentor current fellows.
- **Mentoring.** Each Fellow will have individual and small group mentoring with specific support based on self-selected programmatic challenges.
- **Outcomes.** At the end of the Academy, Fellows will be able to create a program logic model, data plan, 18-month strategic plan and more.

## 2019 PLI BMOC Academy Admissions Process

All application responses, associated attachments, and reference forms are to be submitted using the online forms available at [www.cfufpli.org/apply-for-the-academy](http://www.cfufpli.org/apply-for-the-academy) and must be received by **11:59 PM on Friday, March 1, 2019**.

The 2019 PLI BMOC Academy admissions process includes the following components:

- **Online Application.** Complete the application by going to [www.cfufpli.org/apply-for-the-academy](http://www.cfufpli.org/apply-for-the-academy). The application includes basic background information and short answer and essay responses.

In addition to general application questions, candidates will attach the following to their application:

- Up-to-date professional resume;
  - Professional headshot (*OPTIONAL*);
  - Letter of Recommendation (Completed by a current or most recent direct supervisor or a higher-ranking official, full-time paid staff member, or mentor); and
  - Reference Letter (*OPTIONAL*) (Additional recommendation from another professional in the field).
- **Interviews.** Following an initial review of applications, a group of candidates will be selected to participate in interviews with the PLI Academy Admissions Committee. If selected for an interview, candidates will be notified in early March 2019.
- **Final Selection.** Following a personal interview, candidates will be notified of their status as an applicant for the 2019 Academy. Selected Fellows will receive an

invitation on or around Monday, March 25, 2019. Candidates not selected will receive notification by Friday, March 29, 2019.

### 2019 PLI BMOC Academy Important Dates for Applicants

Application Opens:	October 20, 2018
Application Closes:	Friday, March 1, 2019 at 11:59 pm
Application Review & Interviews:	Wednesday, March 13, 2019 – Wednesday, March 20, 2019
Fellow Selection:	Monday, March 25, 2019 (selected) Friday, March 29, 2019 (waitlist or not selected)

## 2019 PLI BMOC Academy Application

The materials list below will outline requirements for the 2019 PLI BMOC Academy Application, as accessed online.

*TIP: Pay close attention to character limits for essay questions. Character limits include spaces. It is best to create your answers in a separate document and paste responses into the application. To check character count in Microsoft Word, highlight the text, click on the "Review" tab, choose "Word Count," and look for "Characters with Spaces".*

### Section 1: Personal/Supporting Organization Information

Basic questions about yourself and the organization for which you work.

### Section 2: Professional Experience & Education

- List all relevant work experience and length of time in current role and professional field.
- List highest level of education achieved and additional relevant education.
- List all distinctions, awards and honors received (academic, government, business, volunteer) beginning in college. Include the date or year received and a brief description.
- List any publication or research that you have been a part of including the title of the work and role in the work.

#### Required Uploads:

- **Resume.** Upload an up-to-date professional resume. Your resume should be a clear, concise representation of professional experience, including current

position, relevant past positions, education, and volunteer experience.  
*Supported file types include: PDF, DOC, DOCX.*

Required Short Answer Questions:

- **Biography.** Provide a brief overview of professional accomplishments and expand on critical and unique personality traits. *2000 character maximum, including spaces.*

Optional Uploads:

- **Headshot.** The headshot may be used in publicity materials if selected for the 2019 PLI Academy. Upload a clear, high resolution image that is compatible with online or print standards. *Supported file types include: JPEG, PNG, TIF and GIF.*



**Section 3: Short Answer Questions**

Required Short Answer Questions (each 2,500 characters maximum, including spaces):

- Describe a time in your life that you felt most fulfilled.
- Describe a time when you spoke up knowing that by doing so you were taking a risk.
- Describe a challenging time in which you persevered that motivated you to want to support BMOC.

**Section 4: Essay Questions**

Required Essay Questions (each 5,000 characters maximum, including spaces):

- What are your leadership goals, and how do you think the Practitioners Leadership Institute Boys and Men of Color Academy will promote them? Include both short-term and long-term goals, as well as the skills you seek to develop through your time in the program.
- One of the goals of the Practitioners Leadership Institute Boys and Men of Color Academy is to establish a mentor culture among practitioners in our fields of

focus. Each fellow will be mentored by PLI Academy Faculty. How do you see yourself bringing this opportunity back to your community and to your organization?

- The Practitioners Leadership Institute BMOA Academy is designed to bring practitioners together from the field of focus to maximize the sharing of perspectives and best practices. A diverse group of practitioners are selected from the grassroots arena. Please describe how you might contribute to and leverage this opportunity.

### **Section 5: Reference Form (required and optional)**

In addition to the required reference form candidates may choose to submit an additional recommendation from another professional in the field who knows the candidate in a professional capacity and would like to show their support for the candidate to be admitted to the 2019 PLI BMOA Academy). This professional could be: a colleague, a mentor, or any other individual whom the applicant knows in a leadership capacity.

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**Questions?** If you have questions about the PLI BMOA Academy or the application process, please contact:

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