

Dear 2021 Cohort Applicant,

On behalf of the entire New Mexico Women of Color Nonprofit Leadership Initiative community, I wish to extend our sincere gratitude for your time completing this application. We are honored and humbled that you are considering building community alongside us, and we are also aware that some of your answers to the application questions may express or contain vulnerable information and stories. To be transparent, we want each applicant to know that all applications are submitted through SFCF's application portal, and once NMWOCLI receives applications, our selection committee meets internally and confidentially to select the upcoming cohort.

When I look back on the previous two Cohorts, while also looking ahead at the upcoming Cohort, I believe that it is important to note three essential ways that our programming has changed and evolved. Beloved Black Women & Femme Leaders from the larger NMWOCLI community gather each month to support, heal, celebrate and tend to each other. Ongoing All-Alumni programming continues to emerge and build a larger community of support. And each gathering across all programming is held virtually, making our programming more geographically accessible than before.

While 2020 reinforced the value and importance of our relationships with each other, it has also helped us reach a decision to continue making cohort applications open to all New Mexico based, self-identified women of color leaders, while also prioritizing applications that are recommended through NMWOCLI alumnae.

As you consider the strength and alignment of NMWOCLI in relationship to your leadership path, I want to affirm you and acknowledge the following, from the outset: application processes can be challenging for many Women of Color for several reasons. Many of us have been socialized throughout our lives to support other people and not to seek opportunities for strategic support for ourselves. Many of us have been told to de-emphasize our accomplishments, and to not speak highly on behalf of ourselves. And many of us have been repeatedly shown by society that our lives, and consequently our leadership, do not matter. Please know that this application process does not seek to reinforce any of those experiences or norms. We solely wish to begin knowing who you are as a person and the core values that you hold closest, in hopes that we can begin having a conversation that uncovers your holistic leadership vision for a dignified, just, and regenerative community.

The selection committee looks forward to receiving your application and I sincerely thank you, again, for your time.

Be Well,

Dr. Mi'Jan Celie Tho-Biaz, Ed.D.

Founder, New Mexico Women of Color Nonprofit Leadership Initiative



The Philanthropy HUB at the
Santa Fe Community Foundation presents:

2021 NM Women of Color Nonprofit Leadership Initiative Sample Application Questions

This document is designed to help you plan for what you will submit on the online application platform. Visit <https://www.santafecf.org/nmwoc-leadership-initiative> to complete your application.

PLEASE DO NOT SUBMIT THIS DOCUMENT

1. How would you describe yourself as a person and leader? Where and who do you come from? Who and what has most meaningfully shaped your leadership path? (300 word max)

2. Please name and briefly describe three extremely important characteristics of a self-identified woman of color leader, based in New Mexico. Which one or two of these characteristics do you embody? (150 word max)

3. When have you felt your lowest and highest in your career as a woman of color leader? Did you realize how you felt in the moment? Who, if anyone, was there with you? What did they say or do? How did any of this change you? (300 word max)

4. Why are you applying to join this cohort, at this time? What is different in your life and leadership this year, versus last year? What aspect of programming most attracts you (community engagement and relationship building, leadership planning, hard skills learning, speaker series etc). Why? (300 word max)

5. Who else would you love to see in the 2021 NMWOCLI community of cohort members and guest speakers? (150 word max)

6. What else could we have asked you, that will help us know and understand your desire to be in and build this community of women of color leaders? Please share your question and response. (300 word max)

7. Which NMWOCLI alumnae has referred you to apply?