



CALL FOR APPLICATIONS – DEADLINE EXTENDED

Applications must be completed by 11:59 p.m. CST on Friday, November 29, 2024. [Click here to apply](#) or scan the above QR code!

The Latino Policy Forum is now accepting applications for the **2025 Multicultural Leadership Academy!**

The Latino Policy Forum celebrates over fourteen years of leadership development. The Multicultural Leadership Academy continues to engage and train Illinois change agents committed to strengthening communities. Since 2009, the Latino Policy Forum has trained over 280 leaders and emerging stars from more than 180 organizations through the Illinois Latino Nonprofit Leadership Academy (ILNLA) and the Multicultural Leadership Academy (MLA).

The Multicultural Leadership Academy will provide a series of leadership workshops on **community, policy, arts, and culture to leaders sponsored by organizations committed to social change, policy impact, and/or community empowerment** throughout Illinois. The Academy works to equip leaders with the skills necessary to achieve success and attain higher levels of excellence. Applicants may be employers, employees, board members, or volunteers at their sponsoring organization.

The Forum is committed to creating a diverse network of **ESTABLISHED and EMERGING leaders**. The program will select individuals who are actively involved in social change, policy impact and/or community empowerment, anyone is encouraged to apply. The training curriculum will primarily focus on and center the perspectives of Latinos/as, Afro Latinos/as, and African Americans while acknowledging the contributions of all people to the City of Chicago. Given Chicago's history of racial segregation, alliance building across communities requires a deliberate and intentional approach. The Multicultural Leadership Academy will result in strengthened leadership for community impact, increased cross-cultural understanding, bolstered community collaboration to address pressing social issues, and a network of diverse leaders who will be able to call upon each other in the future.

A distinguishing factor of the Multicultural Leadership Academy is that the program acknowledges the significant leadership attributes inherent in the history and cultural DNA of Black and Latino communities. Various modalities are utilized, including cultural anthropology, arts, and the creation of sacred space to acknowledge, cultivate and inspire social, policy, and community change. A diverse range of cultures will be drawn upon in order to promote transformative leadership and contribute to a network of community leaders.

***“The Multicultural Leadership Academy has allowed me to make meaningful connections and receive training to grow as a leader and individual but most importantly, it has allowed me to have conversations that I had wanted to have for a long time. It has allowed me to learn about individuals from different backgrounds and their experiences as leaders, advocates, and fighters.
MLA has been one of the most rewarding experiences in my professional life.”
Diego Valdivia, 2024 Graduate***

ABOUT THE MULTICULTURAL LEADERSHIP ACADEMY

The Academy's core learning competencies for participants and their organizations include:

- (1) **Transformational Leadership:** Transformational leaders contribute to change that uplifts other, creates motivating workplaces, communicates an inspiring vision and establishes a compelling moral and ethical framework.
- (2) **Intercultural Understanding:** Foster an understanding of Illinois' Latinos/as, Afro Latinos/as, and African Americans and identify their common interests.
- (3) **Social Change/Policy Action/Community Improvement:** Participants will collaborate with their cohort via 'affinity groups' on how to create a better, more equitable Illinois through social change, policy action and community improvement.
- (4) **Arts Expression:** Participants will utilize the arts as a catalyst for individual and group creativity and innovation.

The Academy will:

- Foster a space where multicultural leaders can develop their skills as leaders and visionaries while enhancing their effectiveness as agents of social change, policy impact and/or community improvement.
- Contribute to a cohesive network of leaders committed to improving their communities through the establishment of intercultural relationships and trust.
- Increase understanding of how racial and ethnic groups become assets to transformational leadership and collaborative social action.

COST

Program costs are approximately \$10,000 per participant. A contribution of \$2,500 per individual is requested. The Latino Policy Forum subsidizes 75% of tuition. **All applicants are required to make a financial commitment. Scholarships are available.**

SCHEDULE

The Academy will begin in **February 2025 and continue through August 2025**. In addition to training, participants commit to meet regularly with their "affinity groups" to create, share and implement a collaboratively developed action plan. Training dates are as follows:

Overnight Retreat Dates:

- Thursday, February 27 through Saturday, March 1, 2025
- Thursday, June 26 through Saturday, June 28, 2025

Saturday Workshop Dates (1/2 days):

- Saturday, February 1, 2025
- Saturday, March 29, 2025
- Saturday, April 26, 2025
- Saturday, May 31, 2025

Affinity Group Work:

- Schedule to be determined by participants in July.

Graduation:

- August 2025, Last week of 25th

APPLICATION REQUIREMENTS/ATTACHMENTS

- Demographic and Contact Information
- Applicant Questions
- Bio
- Resume
- Online recommendation(s)

Application can be found on the Latino Policy Forum's website under the [LEADERSHIP](#) tab.

Applications must be completed **by 11:59 pm CST on Friday, November 29, 2024.**

ELIGIBILITY AND REQUIREMENTS

- Applicants must reside in Illinois.
- Individuals representing suburban and rural organizations are strongly encouraged to apply.
- Applicant must be an employee, board member, or volunteer of an organization that is actively engaged in social change, policy impact and/or community improvement.
- Applicants must commit to participating in all workshops/technical assistance/coaching of the Multicultural Leadership Academy. The dates for retreats and workshops are as follows:

Overnight Retreat Dates:

- Thursday, February 27 through Saturday, March 1, 2025
- Thursday, June 26 through Saturday, June 28, 2025

Saturday Workshop Dates (1/2 days):

- Saturday, February 1, 2025
- Saturday, March 29, 2025
- Saturday, April 26, 2025
- Saturday, May 31, 2025

Affinity Group Work:

- Schedule to be determined by participants in July.

Graduation:

August 2025, Last week of 25th

- Other activities include:
 - On-going communication in completion of assignments, problem solving and other technical assistance
 - Participation in an affinity group with a commitment to create, share and implement a collaboratively developed action plan
- Final selections will be made by a selection committee based on both the quality of the application and to ensure a balanced cohort based on age, gender, race/ethnicity, geography, etc.
- Participants must sign a Memorandum of Understanding agreeing to the roles and responsibilities for participation in the Academy.

* Please review the full [Application](#) for additional materials and attachments required.

“I had a wonderful experience participating in the MLA. I’m grateful for the bonds I created with my fellow cohort members. It has challenged and expanded my view of what a leader can be and how we can build a Chicago and Illinois that truly serves both Black and Brown communities.”

Militza Pagán, 2020 Graduate

APPLICATION CHECKLIST

- Demographic and Contact Information
- Applicant Questions
- Bio
- Resume
- Online recommendation(s)

APPLICATION DEADLINE

Applications must be completed by 11:59 pm CST on *Friday, November 22, 2024.*

More information can be found at [Leadership](#) .

Selected applicants will receive written notification via email by ***January 10, 2025.***

If you have any questions, please contact:

NiCole Ward, Senior Program Manager
Academy@LatinoPolicyForum.org

For additional information and questions regarding the Multicultural Leadership Academy and the application process, please attend one of the three virtual information sessions on:

- Tuesday, November 12, 2024, from 10:00 -10:30 a.m. ([Zoom Link](#))***
- Thursday, November 14, 2024, from 12:00-12:30 p.m. ([Zoom Link](#))***
- Monday, November 18, 2024, from 4:00-4:30 p.m. ([Zoom Link](#))***

The MLA program provided a platform for building solid, meaningful relationships addressing social interaction challenges. As leaders, we were motivated to see diversity as a strength, promoting respect and harmony. Additionally, the program brings communities together through education, open communication, and action. By understanding and promoting different cultures, this unity harnesses everyone’s abilities for positive change, inspiring hope and optimism.

Jaime L. Enge, PhD, 2024 Graduate