

Call for Applications Washington State Equal Justice Community Leadership Development Academy

About the Academy:

The Washington State Equal Justice Community Leadership Academy exists to create a broader, more diverse, skilled and effective community of equal justice leaders. The Access to Justice Board in partnership with Alliance organizations will implement training designed and facilitated by The Sargent Shriver National Center on Poverty Law.

What to Expect:

The first cohort will be comprised of 24-25 experienced leaders. The Academy will take place from January 1, 2013 through November 1, 2013 and consists of 4 in-person retreats (2.5days each) and webbased activities between in-person retreats.

The Advisory Committee will meet periodically to review Academy progress and effectiveness, and the Shriver Center staff will refine curriculum as needed.

Through the course of the Academy, cohort members will develop the seven (7) core competencies of effective leaders: Communicating Strategic Intent, Self Awareness, Achieving Workable Unity, Systems and Strategic Thinking, Delivering On Strategic Intent, Developing New Leaders, and Fostering The Process Of Renewal.

Commitment:

You must be committed to furthering the mission of legal aid and applying skills gained through the Academy to better serve indigent client communities.

You must be committed to participating in the entire Academy. You should not apply if you are seeking to make significant changes to your life or career that would make your full participation in the Academy challenging.

You will need to devote a significant amount of your time (an average of 10-15 hours each quarter in addition to the four in-person retreats) to the Academy.

Coursework will begin online, prior to the first retreat, and will be ongoing throughout the course. All inperson retreats begin at noon on Thursday, and end by noon the following Saturday:

Retreat 1: January 17-19, 2013

Retreat 2: April 11–13, 2013

Retreat 3: July 18-20, 2013

Retreat 4: October 24–26, 2013

How to apply:

A letter of interest, in which you address the following topics (1,000 word maximum):

 what communities you currently serve and how you serve them
 how will knowledge gained through the Academy better serve those communities
 what do you hope to gain personally
 any contribution you feel you can make relative to diversity in all of its forms and implications
 A 1-2 page copy of your resume, and
 A letter of support from your employer (Executive Directors, please include a letter from your Board) and/or sponsoring organization.

Send applications to by email or mail to: Allison Durazzi Washington State Bar Association 1325 Fourth Ave Suite 600 Seattle WA 98101 allisond@wsba.org

Our goal is to have the first cohort reflect the following:

- 1) 25% from positional leaders in Alliance organizations, including *pro bono* programs;
- 2) 25% from experienced attorneys and advocates employed by Alliance organizations, including *probono* programs;
- 3) 25% from leaders in community-based organizations that partner with Alliance providers; and,
- 4) 25% from Alliance/ATJ Board/justice community and justice-system leadership who do not represent the first two categories.

Additional Selection Criteria:

- 1) Demonstrated commitment to furthering the mission of equal justice and developing new leaders;
- 2) Committed to participating throughout the entire Academy including all four in-person retreats and between-retreat activities; and,
- 3) Willing to serve as a mentor and/or trainer in future Academies for new and emerging leaders;
- 4) Prior leadership experience, including, but not limited to, positional authority; and
- 5) Enthusiasm and commitment to serve in community leadership.

Commitment to Diversity:

 $^{^{1}}$ 10/30/12: application deadline extended from 11/2/12 to 11/16/12.

We will select a cohort that reflects the various communities served by the justice system in Washington. We define diversity broadly to include, but not limited to, age, disability, ethnicity, social class, sexual orientation, indigenous background, national origin, race, religion, veteran status, gender identity, geographical location, area of practice (for attorney applicants), and size of organization.