




**LET'S BUILD A
CHICAGO THAT
WORKS FOR
ALL OF US.**

2020 EQUITY FELLOWS PROGRAM



CHICAGO UNITED FOR EQUITY



2020 EQUITY FELLOWSHIP

OUR MODEL

Our city is afflicted with glaring racial disparities on almost every metric we can track. Building a more just, equitable, and inclusive Chicago requires reimagining our structures, policies, and practices through a racial equity lens. Chicago United for Equity takes a systems approach for racial equity by cultivating a 9-month civic activation program for individuals across government, organizing, media, philanthropic, research, and non-profit organizations.

FELLOW GUIDELINES

We seek Fellows who can demonstrate a deep commitment to racial equity, and show up in this movement as:

- **Changemakers**, who are deeply committed to building a better Chicago,
- **Collaborators**, who enjoy working with others and building together, and
- **Creative thinkers**, who see new opportunities to reimagine existing structures.

Additionally, applicants are required to name an organization that will serve as a partner in developing and implementing their equity project. They should have a pre-existing relationship with this organization before applying to the fellowship.

CURRICULUM

CUE is a space for reflecting, recharging, and amplifying impact. We share tools, strategies, and examples from national case studies, and then create opportunities to practice, reflect, and grow for the future. Our curriculum includes:

- **Racial Equity Frameworks** to set a shared vision of justice, equity, and inclusion
- **Policy Tools** to study and address racial disparities in our communities
- **Civic Change Strategies** that have been successful in past work
- **Community-based Opportunities** to put our values into practice

HOST ORGANIZATIONS

Organizations who wish to participate may nominate applicants from their staff, volunteers, and leadership. We seek organizations that shape Chicago through:

- **Decision-Making Power** in government, the law, or campaigns
- **Narrative-Shaping Power** in research, media, or philanthropy
- **Mobilizing Power** in advocacy groups, unions, or coalitions

PROGRAM OUTCOMES

ORGANIZATIONAL EQUITY PROJECT

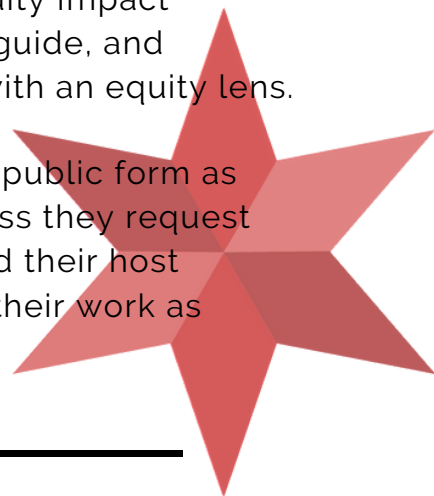
Sponsor organizations will define a project to reimagine a structure, policy, or practice through the lens of racial equity. Their project might apply a racial equity lens to a policy issue, internal operations, or external work. The project will be completed by the Fellow, with close guidance from CUE.

PUBLIC EQUITY PROJECT

Fellows will also complete a community-based project to build public accountability for racial equity. Examples include community-based Racial Equity Impact Assessments, a racial equity pocket guide, and a conference on strategic planning with an equity lens.

CUE SHOWCASE

Our cohort's work will be featured in public form as equity strategies for our region. Unless they request confidentiality, individual Fellows and their host organizations will be recognized for their work as equity leaders in our region.



COMMITMENT

MONTHLY CONVENINGS

Fellows commit to attending a full-day training every month for 9 months, typically the first Friday from January to September.

SPONSORSHIP FEE

Organizations are required to commit a sponsorship fee on a sliding scale, based on their organization's resources. No qualified candidate is turned away for ability to pay, but all organizations are required to commit resources to demonstrate commitment to their project.

IMPORTANT DATES

SEPT. 30
OCT. 10 OR 19
NOV. 30

Application Deadline
In-Person Interview Days
Fellows Notified of Final Decisions