



CHICAGO UNITED FOR EQUITY

2023 FELLOWSHIP PROGRAM GUIDE

Building a more equitable Chicago, one that is responsive and accountable to communities of color, requires reimagining our structures, policies, and practices through a racial equity lens. Chicago United for Equity (CUE) takes a systems approach to racial equity through our nine month Fellowship program- bringing together Fellows from across communities, identities, and sectors to build relationships, share frameworks, and develop skills in a collective learning environment. Through this Fellowship, individuals are able to grow their leadership, find thought partners with whom to innovate, and practice collaboration in translating racial equity from ideas to actions.

WHO IS CUE LOOKING FOR?

CUE Fellows are leaders, innovators, disruptors, and healers of all different kinds. What unites them is their deep commitment to racial equity and how they show up in the movement as changemakers, collaborators, and creative thinkers. Above all, CUE Fellows know that a multiracial democracy demands a shift in civic power to ensure that our communities are seeding, guiding, and making decisions about their own futures.

We look for Fellows to come into this work with:

- **Curiosity**, as lifelong learners interested in learning from one another;
- **Creativity**, to imagine, create, and collectively vision for a better future;
- **Collaboration**, recognizing that transformational work is always rooted in the collective;
- **Commitment**, building relationships by sharing the work and moving at the pace of trust;
- **Courage**, to put values into action to challenge systems that have brought us to this point.

CUE IS A REFLECTIVE LEARNING COMMUNITY

We believe that our best learning happens through relationships and action. By building relationships across communities and experiences, we work to cultivate a community of change agents across the city equipped with shared frameworks, strategies, and tools to create change. Our Fellowship creates opportunities for Fellows to analyze, explore, and implement:

- **Racial Equity Frameworks** to set a shared vision of equity,
- **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.



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HOST ORGANIZATIONS

Applicants are required to name a host 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. Applicants may be involved in their host organization as staff, volunteers, or leadership. We are looking for host organizations who are helping reshape Chicago through:

- **Decision-Making Power** in campaigns, government, or law;
- **Narrative-Shaping Power** in arts, media, philanthropy, or research;
- **Mobilizing Power** in advocacy, coalitions, or organizing.

We acknowledge that power may not always show up in formal settings (i.e with an organization), and that individuals building community power are integral to creating a more equitable Chicago. To that end, individuals building community power may be eligible to be sponsored by CUE.



PROGRAM OUTCOMES

Organizational Equity Project: Fellows, along with their host organizations, will define a project to reimagine a structure, policy, or practice through the lens of racial equity. The project should apply a racial equity lens to a policy issue, internal operations, or external work to help advance the work and/or operations of the organization. This project will be completed by the Fellow, with close guidance from CUE.

CUE Impact Project: Fellows will also join Fellows from their cohort on a team led by CUE Senior Fellows to complete an impact project that builds public accountability for racial equity. These projects are developed through a separate, community-led process and have included projects like Racial Equity Impact Assessments, the People’s Budget Chicago, Vote Equity, and the Just Action Collaborative.

CUE Showcase: Our cohort’s work will be celebrated in public as equity strategies for our region at the end of the year. Unless they request confidentiality, individual Fellows and their host organizations will be recognized for their work as equity leaders.

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WHAT ELSE SHOULD I KNOW?

Important Dates

Sept 13, 2022 Information Session	Oct 29, 2022 Semi-Finalist Interviews
Sept 21, 2022 Information Session	Nov 2022 Fellowship Offers Extended
Oct 4, 2022 Application Closes	Feb 2023 Public Announcement & Kick Off
Oct 19, 2022 Semi-Finalist Interviews	Mar - Nov 2023 Fellowship Workshops

Monthly Convenings: Fellows commit to attending a monthly full-day training, held on Fridays from March through November.

Attendance at CUE Programming: Fellows commit to joining CUE programming outside of monthly convenings during the course of their Fellowship.

Sponsorship Fee: We fund the CUE Fellowship in alignment with our vision for transforming power. Institutions and organizations that have a candidate selected for the CUE Fellowship contribute to the cost of the program on a sliding scale based on the organization's annual revenue. Though no qualified candidate is turned away for ability to pay, all organizations are required to commit resources to demonstrate commitment to their project. Program costs can be defrayed through professional development funds, and are the sole responsibility of the sponsoring organization.

Annual Organizational Budget	Sponsorship Fee
Up to \$499,999	\$500
\$500,000 - \$999,999	\$1,500
\$1m - \$1,999,999	\$3,500
\$2m - \$2,999,999	\$5,000
\$3m - \$4,999,999	\$6,500
\$5m+	\$8,500

For Fellows sponsored by CUE, we will provide stipends to help support their participation in the Fellowship programming.