



2024

CHICAGO UNITED FOR EQUITY

FELLOWSHIP

APPLICATIONS DUE DECEMBER 18, 2023

ABOUT US

CUE is a network of racial justice advocates working across diverse types of civic power as organizers, researchers, artists, storytellers, policymakers, and lawyers to redesign Chicago's civic institutions and transform Chicagoans' relationship to power.

Our community envisions a different future – and builds the blueprint to get there. Through [our Fellows'](#) work, we build models for how to shift power in government, philanthropy, research, and other civic institutions. Since 2017, we've garnered national recognition for our work developing [people-powered voter guides](#), [participatory budgets](#), and community-led policymaking strategies.

EXPERIENCE

The Chicago United for Equity (CUE) Fellowship is a yearlong experience for leaders committed to catalyzing civic change in Chicago. Each cohort of 15 - 20 Fellows serve as collective strategists for each other, sharing their diverse perspectives from working in government, media, research, advocacy, organizing, and philanthropy. Together, they build a shared analysis of the city we love, where it must grow to meet our communities' needs, and develop action plans for their own organizations informed by this wider collaboration.

At its core, CUE is a reflective learning community. Over 9 monthly workshops, each cohort explores:

Guiding Principles

Aligning language and core principles in this work, understanding historical precedents, and applying diagnostic tools for interventions.

Foundational Frameworks

For community-led policymaking, including Racial Equity Impact Assessments, decolonized research approaches, and redesigned community engagement practices.

Case Studies

And change strategies that have been successful in past work.

Equity Design Labs

Where Fellows build solutions to real civic challenges in Chicago.

APPLY NOW



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SELECTION CRITERIA

CUE Fellows are innovators, disruptors, and healers of all different kinds. Candidates are evaluated on their individual leadership, project concept, and organizational sponsor. Evaluation is conducted by CUE staff and Fellowship alumni, through a written application and Selection Day, a collaborative scenario-based interview process with other candidates.

We are looking for fellows who are...

- ★ Curious, critical thinkers
- ★ Creative, strategic problem solvers
- ★ Trusted, generative thought-partners
- ★ Receptive and self-aware
- ★ Courageous and committed to transforming systems through collective action



FELLOWSHIP PROJECT

Fellows are expected to define a **Fellowship Project** to reimagine a structure, policy or practice through a racial equity lens. Promising projects develop an approach that has the potential to serve as a new model for the field or sector, and addresses an equity challenge that shifts power in the civic ecosystem.

EXAMPLES OF PAST CUE FELLOW PROJECTS

Shifting Philanthropic Culture

Cultivating a Community of Practice to Expand Racial Equity in Family Foundations. Project centered on developing a new norm by reimagining how family foundations conduct site visits, what they look for in proposals, the types of organizations that are funded, and who makes funding decisions.

From “Color-blind” to Color-bold

A Racial Equity Impact Assessment at Pierce Elementary to ensure students of color receive an excellent education and experience, and become a model for effectively disrupting racism and eliminating school-based racial inequities.

Go Green on Racine

A transit oriented development project to strengthen the transit hub and economic vitality of the 63rd and Racine corridor.

To explore Fellowship Projects from previous cohorts, and browse the CUE Equity Playbook, visit chicagounitedforequity.org/projects, or scan the QR code below.



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SPONSOR ORGANIZATION & FEE

Candidates should name a sponsor organization that will serve as a partner in developing and implementing their Fellowship Projects. Candidates should have a pre-existing relationship with this organization as a staff member, board member or similar leadership role, or as a volunteer or longstanding collaborator.

We fund the CUE Equity Fellowship in alignment with our vision for transforming power. Sponsoring organizations that have a candidate selected for the CUE Fellowship contribute to the cost of the program on a sliding scale based on the sponsoring organization’s annual operating budget. Though no qualified candidate is turned away for inability to pay, all sponsoring organizations are required to commit resources to demonstrate commitment to their project.

SPONSOR ORGANIZATION ANNUAL OPERATING BUDGET	SPONSOR FEE
Up to \$499,999	\$500
\$500,000 - \$999,000	\$1,500
\$1M - \$1,999,999	\$3,500
\$2M - \$2,999,999	\$5,000
\$3M - \$4,999,999	\$6,500
\$5M +	\$8,500

IMPORTANT DATES

SEPTEMBER 25 Application Opens	OCTOBER 17 Info Session (Virtual) 5:30 PM - 7:00 PM	NOVEMBER 7 Info Session (Virtual) 12:00 PM - 1:30 PM
NOVEMBER 14 Info Session (In-Person) 5:30 PM - 7:00 PM	DECEMBER 18 Application Closes at 11:59 PM	FEBRUARY 2024 Selection Days
MARCH 2024 Finalist Notification	APRIL 2024 Fellows Onboarding & Announcement	MAY 2024 Fellowship Program Begins

To register for virtual and in-person info sessions, visit chicagounitedforequity.org/fellowship/2024, or scan the QR code below.



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