

# OAKLAND

# SURGE<sup>TM</sup> FELLOWSHIP

APPLICANT INFORMATION



## HERE'S WHAT YOU'LL LEARN



Understanding of Surge and what the Surge Fellowship is



Understanding of what the Surge Fellowship is like



How to apply





# WHAT IS SURGE INSTITUTE?

Surge is a national organization that started in Chicago and expanded to Oakland, Kansas City and Indianapolis. In every city, our work at Surge begins and ends with the success and well-being of young people.

Like you, we want to see young people thrive and to meet their fullest potential. We want them to develop strong academic identities, and to be equipped with the knowledge and skills necessary to enter and complete college if they choose to. We want to see them prepared as leaders and committed to transforming society.

Our work is all about them.

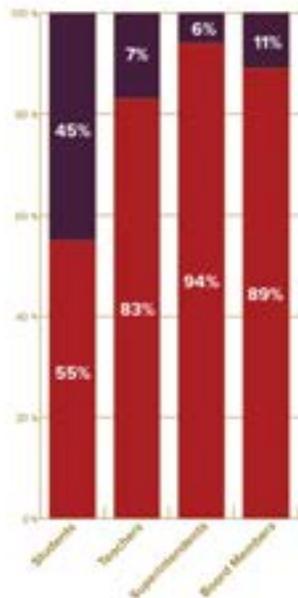
And that is why we are doing what we can to empower and uplift leaders of color so that they are in position and prepared to represent our youth and to drive change on their behalf.

## WHY REPRESENTATION MATTERS

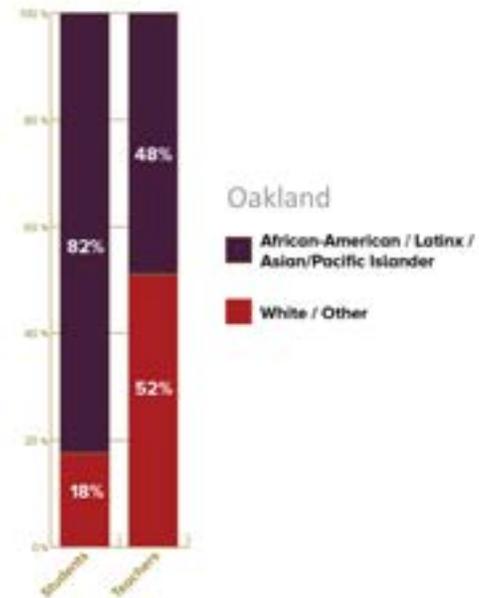
But, there aren't enough of us in these leadership positions right now.

Here's some 2013 data from the national center for education statistics . On the left, is national data that shows that more than 45% of school-aged children were **African-American** or **Latinx**, but just 7% of their teachers, 6% of their superintendents and 11% of their school board members looked like them.

This lack of diverse leadership impacts decisions that affect our kids and our communities. And as you can see on the right, here in Oakland, the imbalance is even more jarring.



Source: National Center for Education Statistics, 2013



Source: Oakland Unified School District

## WHAT IS THE SURGE FELLOWSHIP?

The Surge Institute intends to change this and the Surge Fellowship is its signature program. Through the Fellowship, we train, support, coach and elevate leaders of color, equipping them with the skills and knowledge they need to be game changing agents for the youth and families of our communities.



The fellowship supports leaders across the spectrum of education and youth serving organizations.

We have fellows and alumni who are K-12 and higher education school leaders and system administrators; leaders in non-profit youth serving organizations; and others working in government or public policy agencies.

Our program provides them with professional growth, access to critical networks, and an increased ability to navigate, collaborate and build coalitions among individuals and groups.



## PROGRAM CORE OBJECTIVES

The program is guided by these core program objectives.



**DREAM BIG** Much of the work for our fellows is situated in complex and inequitable systems. Our fellows need to dream big and re-imagine and recreate these systems when possible. This starts with the ability to be visionary and to organize, inspire, and lead others towards that new vision.

**FOCUS INWARD** The fellowship program invites our fellows to do the internal soul and heart work of healing. Our communities need our leaders to show up authentically, to be comfortable in their own skin as a leader of color, overcoming any limiting beliefs that is hindering their ability to shed masks, overcome doubt and show-up in their true genius.

**KNOW THE LANDSCAPE** The fellowship increases the capacity of our fellows to understand the complexity of the highly politicized and inequitable landscape in which they lead. Fellows must also understand that the systems of education inequity are part of historical policies and practices that need to be examined. Fellows must have the skills to identify root causes of problems, and must have the discernment to respond strategically to the complexities they encounter.

**MAKING AN IMPACT** It's not enough to dream big, focus inward and know the landscape. Fellows have to take all of that, and work with others to drive change. During the fellowship, they develop their executive management and leadership skills to accelerate their impact for the children and communities of color that they serve.





## THE FELLOWSHIP EXPERIENCE

The fellowship program is a 10-month, life changing experience that will help you to elevate your vision for yourself, and the impact that you can have in the community that you serve.

We meet monthly from October–July, where we introduce you to aspirational leaders who offer guidance and insight into the joys and struggles of leading with authenticity and integrity, both locally and nationally.

We build knowledge about historical and current issues in education, and engage in thoughtful dialogue and debate about the complexities of navigating the macro-level system.

You'll also gain executive level skills like finance and negotiation.

### THE FELLOWSHIP CURRICULUM

“The curriculum addresses not just the **mind**, but also the **heart** of each fellow.”

We have deep and personal discussions and content on what it means to be a person of color in this work: As leaders of color, we need to claim our unique and important perspective. We need to understand how our stories and strengths make us supremely qualified to lead transformational change, in community and in solidarity with others.

We also need to see where we need to heal from the impact of racism in our lives. The fellowship provides a sanctuary and space for individual and collective healing.



## CAPSTONE PROJECT

Fellows are asked to apply what they've learned through a capstone project. This is an opportunity to identify a unique problem that you are positioned to act on and you'll begin working to develop solutions for.

In the end, if you engage fully by using the knowledge that is shared with you, and you are open to the opportunities, there is no limit to the personal growth that can result from participating in the fellowship.



## AND WE DO ALL OF THIS IN COMMUNITY.

A unique and important aspect of the Fellowship is the **cohort experience**. You'll embark on this journey of transformation with a set of like-minded, highly talented and committed individuals, who eventually become like family.

You'll build and collaborate with people who work across various sectors, learning from them about their work, and finding ways to connect your passions and talents with theirs.

If change throughout Oakland and the Bay Area is to happen, it will not happen with people working in silos. Collaboration across sectors is critical, and in the fellowship, you'll begin to build the family that will help push you to be better and who will help support you to get the job done.



## EXPECTATION FROM FELLOWS

The following is what you'll have to do to make to get the most out of the fellowship experience



- 1. ATTENDANCE AT ALL SESSIONS** Attendance is expected for each session. Once a month doesn't sound like a lot right now, but when you're in it, and there's stuff going on at work, it's gonna seem like these monthly sessions are a lot. That's why we ask for your supervisor to sign an MOU upfront and support you in getting things organized so you can be at every session
- 2. HEART, SOUL AND MIND** Our program is about doing the internal soul and heart work of healing, coupled with developing your executive leadership skills. We need you to bring your whole selves
- 3. HUMILITY, TRANSPARENCY AND AUTHENTICITY** We'll work together to shed the masks, get real about our experiences and work from our true power. We also understand that we all have a lot to learn from each other and from leaders in the community
- 4. COMMITMENT TO GROWTH AND TRANSFORMATION** Showing up prepared and ready to do the work because you get out of it what you put into it. We want you ready to get what you need and to contribute to the success of your cohort members.
  - 1. Own Your Experience** – Help us co-create this program by giving us feedback, asking for what you need
  - 2. Advocate for Surge and Build the Network** – This whole thing only works if we build this movement

## IT'S A LOT OF WORK, BUT IN RETURN IS A RICH EXPERIENCE



- 1. RADICAL HONESTY AND CULTURE OF FEEDBACK** We work to create a space where everyone can be their authentic selves and speak and stand in their truth. We also believe that feedback is love. Often we, as people of color, don't get enough of the right feedback, but, you'll get it here.
- 2. POWERFUL LEARNING COMMUNITY** of people who are invested in each other and in creating change.
- 3. ASPIRATIONAL LEADERS OF COLOR** local and national leaders not only present content, but have frank conversations on what it's like to be a leader of color, the challenges and successes.
- 4. OPPORTUNITY TO GROW YOUR PERSONAL AND PROFESSIONAL NETWORK**
  1. There's a growing network of fellowship alumni across the country, transforming education in Chicago, Kansas City, Indianapolis and other cities will be added soon.
  2. Surge just had its second fellowship alumni convening. That's gonna grow every year.
  3. All of the surge faculty and staff are now a part of your network.
- 5. DEVELOP EXECUTIVE LEADERSHIP SKILLS** through Experts and Coaching- not just through the curriculum, but you will also participate in a 360-degree feedback process to **identify your strengths** and areas in which you can build. And, you will be partnered with an **executive coach** for a full year, who will help you improve in the areas where you wish to improve, but more importantly, help you leverage your natural gifts and talents in the best possible way.
- 6. SAFE SPACE TO BE VULNERABLE** we create a people of color-centered space where you can be yourself and take risks in a safe, supportive community.

**THIS ALL WORKS.**

**SURGE WORKS.**

**THIS IS OUR 7<sup>TH</sup> YEAR DOING THIS WORK.**

For example, one of the 2015 fellows was elevated to an executive role at OneGoal and is now at the decision making table for a national organization serving college students all over the country.

In a different context a fellow who was not at the decision making table, used data to expose a glaring disparity in the Chicago Public Schools' funding, which was favoring white schools. This led to the CPS re-allocating it's funding.

## OUR IMPACT



**83%** of alumni are involved in setting strategic direction in their district.



**more than half** earned a promotion



**94%** proactively seek out more challenging leadership roles

When asked about their Surge experience, many of the alumni say that they have developed confidence, understand their value as leaders of color and are fully utilizing the support they now get through their new, extensive network.



## IS SURGE RIGHT FOR YOU?

- ✓ Oakland-based African-American, Latinx or Asian-Pacific Islander leaders
- ✓ Approximately 28-40 years of age
- ✓ Have earned a bachelor's degree
- ✓ Have a minimum of 6 years work experience
- ✓ Employed in education or youth-serving role
- ✓ Passion for positively impacting the lives of young people and their communities

And, as a part of a national organization, we do have some other criteria: in addition to having the commitment and qualifications, it is critical that we share upfront what will be required of those who are admitted to the Surge Fellowship.

### **ALL FELLOWS MUST:**

**Be able to attend every one of the full-day monthly sessions.** The dates are already posted on our website so you can check your calendar. You'll see that three of the sessions (at the beginning, half-way through and at the end, are overnight retreats).

**Engage fully by doing the pre-work reading and assignments in preparation for each session.** You will have homework, you will have substantial assignments due every session. Those who commit should be sure that they are able to commit 100%!

**Meet the \$5,000 tuition requirement.** IF YOU NEED ASSISTANCE ASKING YOUR SUPERVISOR, LET US KNOW. It is expected that the tuition fee for a Fellow is sponsored by their employer. Full and partial scholarships are available for a small number of candidates and those will be distributed on an as-needed basis. Should you receive a scholarship, you will still be asked to pay a minimum of \$500 towards your tuition as a show of your commitment.

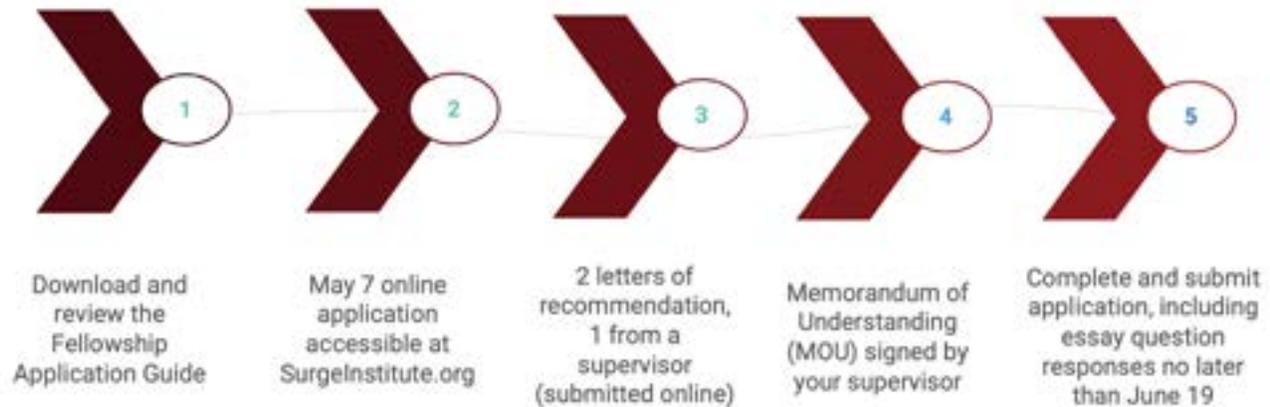
**Get their supervisor to sign a memorandum of understanding (MOU),** stating understanding of financial and time commitment.



We are looking for leaders who care deeply about our youth and are **willing to do the work** as a community that leads to impact and transformation.



## HOW TO APPLY



### KEY DATES TO REMEMBER

Please visit our [Become an Oakland Fellow Page](#) for more details.

### STAY CONNECTED

**Contact us** to get on our mailing list

**Check the website** for recruitment events and office hours

Let us **connect you with a Surge Fellow or Alum** who can answer questions

Talk to our **Executive Director** or **Program Director**

