

National SEED Project

2021-22 New Leaders Week Application Worksheet

We strongly recommend that you use this document to draft your answers to our essay questions, then copy and paste your answers into our online form.

Do not submit this document to SEED. It is for drafting purposes only. All applications must be submitted through our [online form](#).

1. SEED cultivates learning to understand ourselves and society. Please name how you identify with regards to the following identities: culture/race/ethnicity; language; nationality/citizenship; gender identity; sexual identity; socioeconomic status/social class; physical, cognitive, and emotional well-being; religious/spiritual identity; and any other identities that are salient to you and the site where you are seeking to lead your SEED seminar. Then, please describe to what extent your identities are shared by others in the community, organization, or institution where you are seeking to lead your SEED seminar. To what extent are your identities different from others? (1000 character limit)
2. SEED supports people being their whole selves. This necessarily includes the range of identities and experiences that we bring to our communities, organizations, and institutions. We recognize that people are in a variety of places in knowing themselves and being able to develop and lead with their identities. We recognize that social injustice takes place in part when communities, organizations, and institutions affirm some people's identities while targeting, marginalizing, and erasing others. These identities include: culture/race/ethnicity; language; nationality/citizenship; gender identity; sexual identity; socioeconomic status/social class; physical, cognitive, and emotional well-being; and religious/spiritual identity. Please share a story about a time when you learned something new about one of your identities from the list above. Then, how has this story changed how you know yourself and engage with other people? And finally, how does this story reflect your continued commitment to being open to learning? (1000 character limit) *

To be clear, there is no identity or combination of identities that we exclude from New Leaders Week. We are committed to having a diverse cohort of people who are aware of their own and others' identities and who are open to learning more in order to effect change for social justice. We also recognize that you may have multiple ways of understanding yourself with regards to these identities, that how you identify may evolve, and that you may identify differently inside and outside of the site where you are proposing to facilitate your SEED seminar.

3. SEED is about relational leadership for social justice. We seek to learn and build collective capacity together in order to enact change in communities, organizations, and institutions that are deeply impacted by social injustice. This means that SEED leaders facilitate difficult and uncomfortable conversations among people committed to each other even as we hold divergent identities. Why do you think that you have the capacity to create change in your proposed SEED site? What relationships do you have to those with power who support change at your proposed SEED site? What have you gained, given up, or lost in the service of institutional/organizational/social change (personally and or professionally)? (1000 character limit) *

Please note that we are not asking you to list your history of this work but rather to describe your current orientation toward it.

4. SEED partners with sites seeking to change. What is something at your proposed SEED site that your site has sought to change and succeeded in changing? How did you know that you succeeded? What is something at your proposed SEED site that your site needs to change? (Know that what you name will not be shared with your site). What would it look like if it actually changed so that your site and broader community were more diverse, equitable, inclusive, and just? (1000 character limit) *

To be clear, SEED is not appropriate for you or your site if your proposed SEED site is already just or if your site believes that attending SEED in and of itself is adequate for justice.

5. SEED builds collective capacity for change. What type of and how many people do you envision attending your SEED seminar (e.g., community members, faculty, staff, families, students, etc.)? How will you recruit them? What has your site's leadership done to support and commit to your collective work? What will it mean for your SEED participants and for the site as a whole to have this group of people learning about themselves and social systems? Building relationships and addressing social tensions? Advocating for systemic change that results in broader justice for all? How do you and the leadership at your site envision that hosting a SEED seminar would potentially move your site toward justice? How will you measure changes resulting from your SEED seminar? (1000 character limit)