CLEAR Social Justice Leadership

Mentoring Program

**Protégé Application Packet**

**Application Check List:**

* Protégé Application
* Supplement to Application
* Resume
* Letters of Recommendation

All applicants are required to submit two letters of recommendation with their application. Letters of recommendation may come from someone who has worked with you in a professional setting, community or volunteer colleagues, college faculty and/or other personal references (not including relatives). Please request that all recommendation letters be on letterhead.

**Please e-mail all of the above mentioned to** [**jbaquera@clearvoz.com**](mailto:jbaquera@clearvoz.com)



**CLEAR**

E-mail: jbaquera@clearvoz.com

www.clearvoz.com

Hello,

You are receiving this because you have expressed an interest in participating in the CLEAR Social Justice Leadership Mentoring Program as either a mentor or protégé. The goals of this program are fourfold:

1. To provide leadership and mentoring opportunities whereby leaders understand that they are not alone in their commitment to social justice leadership and that they will be supported by program participants, past and present
2. To develop positive role models for students from underserved communities and for other at-risk populations
3. To develop social justice leaders who are committed to equity practices and intentional activism (praxis)
4. To provide leadership learning opportunities in the areas of:
   1. Mentoring
   2. Systemic Change
   3. Networking
   4. Social Justice Advocacy
   5. Cultural and Intercultural Communication
   6. Intentional Activism – Praxis
5. Or any subject area chosen by the cohort

It is very important that social justice leaders understand that at the Center for Leadership, Equity, and Research we intentionally define the difference between “diversity” and “equity.” Using a definition I developed, the main difference between the two is that “diversity gives us a place at the table while equity gives us a voice at the table.” Having “voice” is critically important to those of us engaged in this work…for by using our voice and supporting each other, we can and will continue to impact change in the system.

I look forward to receiving your application and additional materials.

Keep the faith,

Kenneth Magdaleno, Ed. D.

Founder/CEO/President

**Mission**

The Center for Leadership, Equity, and Research (CLEAR) is dedicated to eliminating educational and social disparities which impede equitable opportunities and outcomes for all students and the communities from which they arrive. This includes advocacy by its leadership which is called upon to intentionally amplify a collective voice of educational leaders and allies through a forum of professional learning, political action, and community empowerment.

**Founder/ CEO/ President**

Kenneth Magdaleno, Ed.D.

**Director Leadership Division**

Beatriz Chaidez, Ed.D.

**Program Manager**

Jenny Baquera

**What We Do**

*Equity*

CLEAR intends to serve as a catalyst for social transformation. Our efforts in the area of equity include training educational and community leaders to ensure that underrepresented groups have “voice” when addressing issues of social change. We accomplish this through:

* + - * Advocacy in the area of social-emotional learning
* Community Empowerment
* Professional Development in the area of Cultural Proficiency
* Equity in Action

*Leadership*

We provide leadership in the following areas.

* Mentoring educational and community leaders through the CLEAR Social Justice Leadership Mentoring Program
* Sponsoring and Supporting the CLEAR Young Professionals Cohort (CYPC)

*Research*

We endorse, promote, and publish *Journal of Leadership, Equity, and Research (JLER)* with promising research in the following areas.

* Educational reform in PreK-12 and higher education
* Social Justice Leadership and leadership mentoring
* Intersections of diversity and access to educational resources
* Social justice around important and timely issues of access to resources

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The Center for Leadership, Equity, and Research (CLEAR) Social Justice Leadership Mentoring Program provides participants with an opportunity to participate in a formal and structured mentoring program. Mentors and protégés work together to develop goals and objectives that guide each towards a more meaningful social justice leadership experience whereby participants combine professional learning and mentoring to succeed as a leader. The CLEAR Social Justice Leadership Mentoring Program develops a “mentoring culture” whereby mentors and protégés, together with other like-minded leaders, seize upon the opportunity to implement and participate in "Praxis" or "Intentional Activism," meant to change the manner in which "things have always been done."

The program includes:

* Mentorship Training
* Social Justice Leadership Training and Seminars
* Guest Speakers from the Education, Legal, and Political Realms

**CLEAR Social Justice Leadership Mentoring Program Phase 1 - 4:**

**Leadership Seminars (all meetings will be virtual)**

PHASE I

*September - November*

* Social Justice and Social Justice Mentoring
* Social Justice and Systemic Change
* Intentional Activism – Praxis

PHASE II

*December – February*

* The importance of leadership networking
* Social Justice Advocacy

PHASE III

*March – April*

* Cultural Proficiency
* Intercultural Communication

PHASE IV

*May – June*

* **Year One Final Stage:** Completion, evaluation, and celebration in recognition of year one

Expectations are that the applicant/protégé will:

* Be open to learn and apply the traits identified as those of a successful social justice leader by the Center of Leadership, Equity and Research (CLEAR).
* Pay $200 yearly membership contribution to the CLEAR Social Justice Leadership Mentoring Program.
* Attend quarterly meetings at scheduled times and places designated by CLEAR leadership (until further notice meetings will be online).
* Attend two mandatory CLEAR conferences (Equity Institute & Social Justice Summit). Dates to be determined.
* Contribute to leadership learning and development.
* Contribute to networking of the cohort.
* Support each other as is expected from a cohort model.

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| **Location:**  Virtual |  |

**Mentor and Protégé Orientation**

Tuesday, October 6, 2020

6:00 p.m. – 8:00 p.m.

**Meeting 1**

Saturday, November 21, 2020

9:00 a.m. – 1:00 p.m.

May be replaced by Equity Institute

**Meeting 2**

Saturday, February 20, 2021

9:00 a.m. – 1:00 p.m.

**CLEAR Summit**

TBD

**Meeting 4**

Saturday, April 17, 2021

9:00 a.m. – 1:00 p.m.

**End of Year Celebration**

Saturday, June 5, 2021

12:00 p.m. – 3:00 p.m.

**CLEAR Social Justice Leadership**

**Mentoring Program  
Protégé Application**

Welcome to the CLEAR Social Justice Leadership Mentoring Program. In addition to completing this application, please submit a current resume or curriculum vitae. Limit the document to two pages.

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| --- | --- |
| Name: |  |
| Address: |  |
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|  |  |
| Current Position |  |
| Organization |  |
| Phone: |  |
| Fax: |  |
| Mobile: |  |
| E-mail Address: |  |

**Program requirements**

1. CLEAR membership is required of participants.
2. Mentor and protégé pairs should meet monthly at a site to be determined by the two of them.
3. Mentors and protégés are expected to make bi‐weekly contacts at a minimum; Face-to-face meetings are preferred. However, e-mails, phone meetings, and the use of social media may also be used.
4. At some stage in the relationship the mentor should offer to do the following: instruct, guide, counsel, support, role model, validate, motivate, communicate, tutor and mentor the protégé. The mentor should have the ability and knowledge to choose the most appropriate role necessary at the time.

***A*s a** ***Protégé participant in the CLEAR*** ***Social Justice Leadership Mentoring Program, I agree to all the conditions listed above.***

**Signature** **Date**

**CLEAR Social Justice Leadership**

**Mentoring Program  
Supplement to Application**

When selected for the CLEAR Social Justice Leadership Mentoring Program, protégés gain access to professional mentoring, development of their current leadership skills, and the opportunity to network in their chosen area of interest.

Name:       Date:

Profession and Title:

What significant personal/and or professional factors have most informed your present leadership outlook? How does this impact your relationship to your community and your approach to Educational Equity and Social Justice leadership?

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What leadership skills and experiences do you desire to gain? How might a mentor be most helpful to you?

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