



CATALYST COHORT

2024!

Application deadline: 11:59pm Sunday, December 31. Please include your written essay responses on a separate sheet.

Thank you for your interest in Catalyst. You may print out the PDF of this application and send it to our office at Basic Rights Oregon 221 NW 2nd Ave, Suite 211.

If you have questions about the application or need an alternative way to complete this application, please email catalyst@basicrights.org.

We are excited to launch our fourth Catalyst cohort and we want YOU to apply!

We are delighted to invite you to join a program built exclusively for the transgender, nonbinary, and gender-expansive community in Oregon. This unique year will begin with alternating virtual and in-person retreats through Fall 2024. We will have attendance flexibility for candidates who are immunocompromised or need to participate entirely remotely for other reason, so we STRONGLY encourage trans leaders from every part of the state to apply.

Cohort Information:

Catalyst is a 9-month program for a selected cohort of 15-20 transgender Oregonians. Participants will attend monthly retreats where they will work to

refine their leadership skills while building community with each other. Workshops are facilitated by transgender leaders who work with the cohort to create an affirming and connected space for all. The Catalyst program is 100% free of charge and includes funding to cover materials including technology (as needed), travel, and room and board for in-person events.

If you are wondering what counts as a leader in this cohort, here is what we're looking for:

- People who are passionate about trans and other social justice movements.
- People who are interested in building community among a diverse transgender and gender-expansive group.
- People who want to be change makers and advocates for the transgender and gender expansive community.
- People who understand that leaders can come from any lived experience, background, identity or field. Our leaders unite around their shared passion for change.
- People who are driven and want to expand their skills around leadership, and are comfortable with periodic readings and assignments that can be completed at their own pace.

Goal of the Catalyst Leadership Cohort Program

Our goal is to increase leadership capacity and champion transgender social justice and other equity initiatives that advance aspiring trans and gender-expansive leaders while building community among participants who are all transgender, nonbinary, or gender-expansive.

Major Program Components Include:

- *Opening Virtual Retreat*
- *Development of Leadership Plans*
- *Monthly workshops, readings, and assignments*
- *Monthly community-building sessions*
- *Closing Retreat and Celebration*

Please review time and Cohort commitment information [here](#).

Please review participant criteria information [here](#).

Catalyst Cohort Application

Personal Information – Demographic information (age, gender identity, sexual orientation, race etc.) will never be made public, will never be used to negatively impact a participant, and will be removed from the application after the sole use of its consideration to create a fully diverse cohort has been completed.

Name used in daily life (first and last if applicable):

Pronouns:

Organization/Affiliation (if applicable):

Title (if applicable):

Street Address:

City:

State:

Zip:

Phone Number:

Email:

Age:

We hope to create a cohort that reflects the full diversity of the TGNC community, including transgender men and women, nonbinary, agender folks, transmasculine, transfeminine perspectives and beyond. Please share with your gender identities with as much detail and nuance as feels appropriate to help us build this cohort.

Sexual orientation/identities

Race, ethnicity, and cultural background:

Do you have access to a vehicle you can drive and take for a weekend?

Yes No It's Complicated

If you answered "complicated" to the previous question, please explain why.

Do you anticipate needing childcare assistance?

Will you require translation or interpretation services?

Written Questions:

Please write out answers to the following questions: Note that there is no minimum word requirement, just a maximum. For people with alternative needs, we will accept other forms of answers in this section, such as voice memos to questions that stay aligned with the word count. Voice memos can be emailed to maddy@basicrights.org:

Getting to Know You:

- The primary goals of the Catalyst program are to **build community** and to **develop leadership skills**. Which of these two goals is most exciting to you, and why? *Please resist the temptation to say that both are equally exciting! (maximum 250 words)*
- What would you say are the top three issues facing transgender and gender expansive people in your community, and why would you rank those issues as the most pressing? *(maximum 250 words)*
- What is your understanding of the intersection between transgender and racial justice? *(maximum 150 words)*

Leadership Experience, Strengths, Challenges, and Goals:

- Have you participated in any other leadership or professional development activities like this program in the past five years? Please list name and year. (maximum 150 words)
- As you reflect on who you are now, please list three strengths, three challenges, and one goal you have as a leader. (maximum 150 words)
 - a. Leadership Strengths (Please state three): Examples of strengths include: *I am skilled at motivating people to do their best; or I stay calm while during a crisis or difficult situation. (150 words maximum)*
 - b. Leadership Challenges (Please state three): Examples of challenges include: *I take too long to make critical decisions. (150 words maximum)*
 - c. Personal Leadership Goal: Examples of personal leadership goals include: *I want to learn how to build community; or I want to increase my confidence and effectiveness in my interactions with my work colleagues and supervisor. Goals do not need to be related to the challenges you listed above. (150 words maximum)*

Participation In & Contribution to the Catalyst Community:

- Why are you interested in participating in the program? Please be specific about how both you and the cohort might benefit from the program. (150 words maximum)
- In Catalyst, you will engage in a diverse peer learning environment. Please describe an experience in which words or actions you intended to have a positive impact resulted in a negative impact on an individual or group. Include how you navigated that experience. (150 words maximum)
- Catalyst is an intensive program that includes monthly meetings and in-person retreats. There will be some assignments, and readings in between sessions, end-of-program projects, and possible travel. What would you need in order to be able to participate, example: support, adjustment, aids, childcare?

Commitment to Full Participation:

Participants will have the most valuable experience when committed to full participation and active engagement with all the program's trainings, activities, and events. These commitments include:

- Participation in all convenings, meetings, trainings, and webinars (barring unforeseen and immovable conflicts).
- Responding to text, phone, and/or email communications in a timely manner.
- Participation in brief phone check-ins and evaluations with BRO staff.
- Providing feedback to BRO regarding the cohort.

I have read the time commitment and candidate eligibility information. (please check box)

Name

Date

Cohort Time Commitment:

- Virtual opening retreat at 4 hours a day (with breaks) on a consecutive Saturday and Sunday.
- Four weekend convenings over four months, alternating between in-person and virtual. In-person convenings at 6 hours a day (with breaks) on a consecutive Saturday and Sunday. Virtual convenings at 4.5 hours a day on either a Saturday or Sunday, as selected by the cohort.
- Monthly community building sessions on the first Tuesday or Thursday for 90-minutes.
- In-person closing retreat at 6 hours a day (with breaks) on a consecutive Saturday and Sunday

1st Cohort Meeting, Opening Retreat: Virtual

2nd Cohort Meeting: In-Person

3rd Cohort Meeting: Virtual

4th Cohort Meeting: In-Person

5th Cohort Meeting: Virtual

6th Cohort Meeting, Closing Retreat: In-Person

Cost

This program is completely free of charge! All materials, as well as room and board (for in-person retreats), are provided. Funding is available to reimburse for necessary childcare expenses and for travel expenses, if in-person retreats are planned.

Cohort Commitment:

If accepted, you will be coming to the following:

1. Fully participate in an opening retreat, to be held February 23 OR February 24 (on-line)
2. Participate in all cohort gatherings on the weekends below:
 - March 30 - Mar 31 (in-person)
 - April 26 OR April 27 (virtual)
 - May 31 - June 1 (in-person)
 - June 28 OR June 29 (on-line)
3. Fully participate in the closing retreat July 27 – July 28 (in-person)
4. Participate in monthly community building sessions, to be held weeknights Cohort will decide dates.
5. Complete periodic assignments to ground the learnings from the Catalyst virtual circles in work and/or in life.
6. Each participant will be expected to collaborate and develop an individual leadership development plan that you get to work on over the course of the Cohort, at your own pace during the year.
7. Invest the time and effort in a diverse peer learning community by actively contributing knowledge, skills, and insights.
8. Contribute toward a safe and trusting learning environment for self and peers by respecting and honoring the need for confidentiality and differences of opinion, learning style, ethnicity, gender, age, sexual orientation, etc.
9. Participate in approximately three check-in calls during the program for purposes of assessing your thoughts and progress of your leadership journey.
10. Permit Basic Rights Oregon to use photographs on the website, both a headshot and candid photos from retreats, and quotes regarding program experiences and participation.

Participant Criteria

To Be Eligible:

- Identify as a transgender, nonbinary and/or gender-expansive person.
- Reside in Oregon.
- Be 18 years of age or older.
- Hold an interest in building a movement for justice that is united across identities.

- Commit to participation in program trainings, webinars, and activities. Retreats and intensive virtual events are required.

Ideal Candidates Will Possess:

- Experience working with transgender and/or LGBTQ+ communities – for example: participation in a school GSA/QSA, participation in an LGBTQ+ employee resource group, a social service role that serves LGBTQ+ clients.
- Previous community, student, electoral or other community organizing experience – as a volunteer or in a paid position.
- Willingness to engage in verbal and written communication and project work.
- Dedication to building strong relationships.
- Demonstrated ability to maintain a long-term commitment (1 year) in a volunteer or other community-serving role.