

THE

Nexus

Fellowship

an Equity Lab
project



The Nexus Fellowship is designed for senior social change leaders committed to building and sustaining equitable, anti-racist workplaces to advance principles and practices that celebrate, uplift, and ensure that all youth thrive. Fellows from organizations dedicated to education and adjacent fields, serving youth from birth through 12th grade (e.g., schools, education nonprofits, pediatric health, early childhood, food justice, housing, child welfare, juvenile justice, and more), are selected from across the country, totaling up to four fellows per organization. The cohort experience equips these leaders with the highest leverage tools to transform communities, organizations, and systems to advance equity, justice, and liberation.

Through the Nexus Fellowship experience...

Fellows will:

- Connect REDI (Race, Equity, Diversity, and Inclusion) principles to everyday life, both in and out of the workplace.
- Apply an equity lens to influence structural transformation.
- Strengthen adaptive and technical skills to support transformation in their leadership.
- Join a national coalition and build community with an elite cadre of equity-driven leaders and organizations.
- Cultivate the leadership skills necessary to catalyze and sustain lasting organizational change through monthly individual coaching sessions.

Organizations will:

- Join a network of organizations that are committed to the ongoing work of building and sustaining equity in practice.
- Retain expertly trained in-house leaders equipped with the mindsets, skills, and best practices to support REDI efforts.
- Align external equity efforts with internal workplace policies and practices that promote inclusivity and belonging.

For more information about the Nexus Fellowship, visit theequitylab.org/nexus.

The Nexus Fellowship is a project of The Equity Lab. For more about us, visit theequitylab.org.



The Program

The combination of two in-person retreat weeks and six virtual two-day sessions offers a flexible and balanced format featuring:

- Examination of the significance of place and delving into the historical and transformative crossroads of racial equity within intentionally selected U.S. cities.
- Opportunities to connect and network with city-specific equity leaders to build and strengthen impact in the collective work of equity and liberation.
- Opportunity for strong in-person connection and the spirit of community essential to collective liberation through a cohort experience.
- Ability to retreat from daily life to recharge, recommit, and focus deeply on the work of racial equity.

The Curriculum

The Nexus Fellowship provides expert training focused on four key areas: self, liberatory adaptive leadership, liberatory technical leadership, and the equityXdesign process.

SELF

We begin the fellowship experience guiding fellows through a deeper understanding of how our individual identity and lived experience shapes who we are today. We believe an ongoing exploration of self unlocks the potential living within each fellow. Fellows are equipped to be transformational change agents leading from their liberated selves, manifesting what they want for the future, and inviting others to join them in the work.

LIBERATORY ADAPTIVE LEADERSHIP

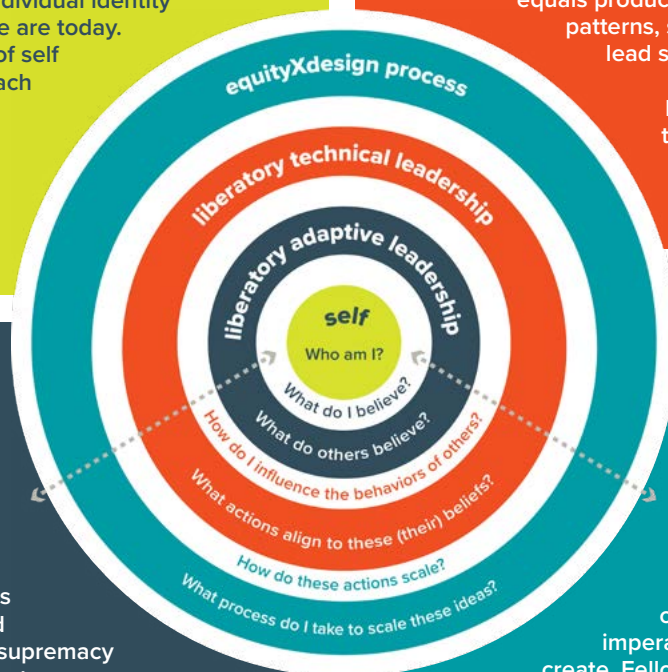
This is a deep dive into employing adaptive leadership techniques to advocate and lead for change in an organization, particularly when circumstances are challenging. This change centers liberation and invites openness into the traditional, closed leadership styles that uphold white supremacy culture. This module covers the importance of influence, relationships, and the intangible skills accomplished leaders need to succeed.

LIBERATORY TECHNICAL LEADERSHIP

We have learned through equityXdesign that “process equals product.” During this module we explore the patterns, structures, and processes required to lead sustained change management within an organization. Liberatory Technical Leadership is an invitation to embody through practice what we envision for our organizations more broadly.

EQUITYXDESIGN PROCESS

A new way to think about and approach achieving equity, the equityXdesign process creates the conditions and relationships for inclusive innovation. It is guided by three central beliefs: that innovation needs inclusion and intentional design; that our past has direct ties to the inequities of our present; and that we have a moral imperative to live in the future we desire to create. Fellows will consider how design thinking can strengthen their leadership for equity.



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