



## **EBHO Launches Leadership Academy!**

*Sign up for EBHO's first Leadership Academy! Sessions begin January 2014 and conclude April 2015.*

### **What is East Bay Housing Organizations (EBHO)?**

EBHO works with communities in Alameda and Contra Costa counties to preserve, protect, and expand affordable housing opportunities for the lowest income communities through education, advocacy, organizing, and coalition building. We are a group of people comprised of diverse stakeholders who believe that housing is a human right. Our members include developers who build housing, residents who live in affordable housing, people who still need affordable housing, direct service providers, and people of faith who believe in homes for all.

### **What is the Resident and Community Organizing Program (RCOP)?**

Our resident and community organizing program focuses on affordable housing and neighborhood issues, and mobilizes thousands of affordable housing residents and staff throughout the East Bay to take action on local, regional, and statewide housing issues. This program combines the community expertise from residents and faith leaders with the technical expertise from housing professionals to create a powerful and united base to advance the affordable housing movement.

Our program trains affordable housing residents and staff as leaders in their communities and buildings. Much of this work focuses on developing resident and staff knowledge and skills to impact policies and programs that help expand affordable housing opportunities as well as create safe and healthy communities. Resident leaders also play a critical role in decision-making about program and policy priorities and campaigns.

### **The Challenges**

Securing resources to provide safe, stable, affordable homes and communities for everyone in California will only become a top priority when policymakers understand that affordable homes and healthy communities are important to their constituents. As residents and staff, we have the power to make changes in the policies and systems that affect our lives and communities.

Our advocacy and organizing efforts at the local, regional, and statewide level can have most impact when residents and staff of affordable housing are equipped with the skills and knowledge to be both affordable housing advocates and community leaders. Residents and staff of affordable housing properties represent an untapped resource that can amplify the needs and interests of residents whose voices have historically been left out of the decision-making process as well as bring more resources to provide homes for low-income individuals and families.

## **Our Response: An EBHO Leadership Academy**

To grow a powerful resident and community organizing base for the affordable housing movement and to change policies and systems, EBHO believes that residents and staff need the knowledge and skills to be effective leaders. In order to develop these essential qualities, EBHO will be launching a Leadership Academy with a select cohort of 15-20 participants. This Leadership Academy is a deep investment in promising and emerging affordable housing leaders who will help shape and grow the affordable housing movement.

We are looking for dedicated, social justice-oriented affordable housing residents and staff to participate in the Leadership Academy. Ideal candidates would reflect the age, race, and gender diversity of the communities we serve. Due to EBHO's limited staff capacity, all candidates for this first Leadership Academy must live or work in Oakland to participate.

- The Leadership Academy will be a four month program focusing on the essential elements to be an effective affordable housing advocate and community leader.
- Each cohort will be limited to 15-20 residents and staff.
- The group will meet twice a month beginning in mid-January and culminating in early April. The specific meeting time will be determined depending on the time that accommodates the majority of participants and EBHO staff.
- Participants are expected to attend all 6 workshops. Each workshop will be two hours long.
- Workshops will feature a mix of interactive exercises and guest lectures from experts of the respective workshop topics.
- Graduates will obtain a certificate of completion as well as be identified as a core leader of EBHO's Resident and Community Organizing Program.

### **Workshop topics include:**

Housing Justice: Learn about affordable housing policy, the history of housing as a faith and social justice issue, and tenants' rights. Understand the intersection of housing, race, and class.

Leadership: Gain knowledge of different leadership models, qualities and values of leaders, and the hard skills to be a successful leader.

Civic Education: Understand how your local government works and participate in a City Council tour and experience.

Strategic Communications: Find out how to be an effective advocate and practice your communication skills.

Community Organizing: Discover different community organizing models and how to develop and win your own issue campaign.

### **What are the benefits of participating?**

- As a resident or staff of affordable housing, you are the most effective advocate in advancing affordable housing as a resource that transforms lives and creates vibrant communities. Your story and lived experience is the most powerful tool in educating the public and decision makers about the benefits and need of affordable housing.

- You will acquire the knowledge and skills that will equip you to not only be effective advocates for affordable housing, but also agents of change in your own communities.
- You will be a part of the EBHO community- an extensive and diverse network of affordable housing advocates and professionals from whom you can learn information and find solutions to community concerns.
- You will help achieve our shared vision for a more just community that provides homes for all.

### **How can you apply the knowledge and skills after completing the Leadership Academy?**

As a Leadership Academy graduate, you will have the opportunity to:

- Contribute your time and talent to advocate for affordable housing and inclusive communities.
- Join EBHO as a member
- Play a critical role in decision-making about program and policy priorities and campaigns.
- Outreach to your social circles about affordable housing, how to get involved, and take action.
- Use your story and experience as a resident or staff of affordable housing to educate policymakers & the public about who lives in affordable housing & other community concerns.
- Support EBHO in fighting the stigma and discrimination against affordable housing and policies that marginalize low- income families and individuals.
- Attend trainings that equip you with the knowledge and skills to be an effective advocate.
- Join and nurture a community of resident and staff leaders who are committed to supporting each other through peer-to-peer knowledge- and skill-sharing among affordable housing advocates.
- Become an EBHO member and participate in quarterly RCOP committee meetings and/or other EBHO Committees and events to the level of your interest and ability.

### **Participation Costs**

Participation in the Leadership Academy is \$25. The fee will help cover the cost of food, transportation, and other logistical support. Scholarship and sponsorship opportunities are available.

### **Application Process**

To apply, complete the “Tell Us About You” form and turn into Dominique Tan (see below for contact information) by **Thursday, October 30<sup>th</sup> at 5:00 PM**. You can email or mail/ drop off your form at 538 9<sup>th</sup> St. Suite 200 Oakland, CA 94607. Dominique will contact you shortly after.

### **Questions?**

Contact Dominique Tan at 510-590-8262 or [dominique@ebho.org](mailto:dominique@ebho.org)

**EBHO Leadership Academy Application**

**Deadline: October 30, 2014 at 5 PM**

The East Bay Housing Organizations (EBHO) would like to know more about you. Please fill out and submit this form by **October 30, 2014 at 5 PM**. A staff member will follow up with you. Please print neatly.

**Submitting your application:**

- By email: Dominique Tan at [dominique@ebho.org](mailto:dominique@ebho.org)
- By mail or drop off: 538 9<sup>th</sup> St. Suite 200 Oakland, CA 94607.

Full Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone Number: \_\_\_\_\_

Email Address: \_\_\_\_\_

*Why do you want to participate in the Leadership Academy? If you have participated in EBHO's programs or campaigns before, please tell us the ways in which you've been involved and the role that you have played. If you have not participated in EBHO activities, please tell us what organizations you are involved with and/or why you participate in your community.*

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*What do you hope to learn from the Leadership Academy?*

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*EBHO believes that all people, regardless of race, income, or disability, should have a healthy, affordable, and safe place to call home. What is your vision and what inspires you?*

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*What dates and times are you able to meet? Please check all that apply. This information will help us determine the time and date of the workshops based on the majority response.*

	<b>Monday</b>	<b>Tuesday</b>	<b>Wednesday</b>	<b>Thursday</b>	<b>Friday</b>	<b>Saturday</b>	<b>Sunday</b>
<b>Morning (9 AM-Noon)</b>							
<b>Early Afternoon (Noon-3 PM)</b>							
<b>Later Afternoon (3 PM- 5 PM)</b>							
<b>Early Evening (5PM- 8 PM)</b>							

*Questions?* Contact Dominique Tan at 510-590-8262 or [dominique@ebho.org](mailto:dominique@ebho.org)