



**Black to the Future**

**Public Policy Institute**

# 2021

# Overview and Call for Applications

# Table of Contents



<b>About the Black to the Future Public Policy Institute</b>	<b>3</b>
<b>Application Eligibility</b>	<b>4</b>
<b>Sponsoring Organization Criteria</b>	<b>5</b>
<b>Institute Details</b>	<b>6</b>
How is the Institute structured?	6
Key Dates	6
What learning will be included in the Institute?	7
<b>Attendance Requirements</b>	<b>7</b>
<b>Financial Commitment</b>	<b>7</b>
<b>Application Guidelines</b>	<b>8</b>

# About the Black to the Future Public Policy Institute

The Black Futures Lab (BFL) and the Black to the Future Action Fund work to make Black communities powerful in politics. The problems Black communities face are complex; the solutions to those problems require imagination, experimentation, and Black political power. The Black Futures Lab designs strategies that help us imagine the alternatives we deserve and builds the capacity of Black serving organizations to build Black political power; the Black to the Future Action Fund builds electoral power at the local and state level to implement those alternatives. Specific Black to the Future states include: AL, CA, FL, GA, IL, LA, MS, NV, NY and TX.

Black to the Future Public Policy Institute (The Institute) is a program of the Black to the Future Action Fund. The Institute is a policy advocacy and leadership training

fellowship that provides the tools needed to transform Black communities into constituencies that wield independent, Black political power.

We work to enact policies that improve the lives of Black people. We work to ensure that Black people have what all people deserve—dignity, safety, and power. We work to ensure that governance in our communities is race-forward, guided by the orientation that our government is responsible for addressing the challenges in our communities, and we work to ensure that the solutions we advocate for are progressive solutions that move our communities forward.

**Institute trainings take place online over an eight month period, every Tuesday, from 1:00 - 2:45pm ET (10:00 - 11:45am PT), starting on September 14, 2021 and ending on April 26, 2022.**

## Institute Goals:

---

**Build** Black communities into constituencies that wield independent political power.

---

**Create** a network of Black policy makers across the United States.

---

**Improve** the lives of Black people.

## Institute Policy Areas:

The Institute focuses on the following policy areas that directly impact the Black community:

1. **Democracy/Voting Rights:** confronting those who conspire to steal our votes, protecting and building the democracy that is promised to us all.
2. **Families/Public Health and Healthcare:** challenging the policies and practices that leave us living sick and dying younger, protecting and delivering the care that we need to live long and live well.
3. **Economy/Economic Security:** removing policies that lock us out of good jobs and investing in the health and wealth of our communities.
4. **Structural Barriers:** procedural fixes that if achieved could increase Black political or policy power.
5. **Criminal Legal:** rebuilding or abolishing our current criminal legal and policing system.

# Application Eligibility

- The Institute is specifically for community members who are already involved in organized efforts to improve the lives of Black people.
- Black cisgender and transgender individuals, non-binary and genderqueer people are strongly encouraged to apply. Black migrants, formerly incarcerated, and people with disabilities are also encouraged to apply.
- Demonstrated background in the policy making process strongly recommended, this can be through work, internships, or training such as school or apprenticeships.
- Applicants must have a policy idea that they would like to put forward, in one of the policy areas detailed above. Policy ideas should focus on state or county reform. Federal ideas are outside the scope of this training.
- Individuals must apply as a team and be committed to achieving the same policy goal. Teams can be composed of 2 to 6 members. Team members must be from the same state and can be part of the same coalition and/or organization.
- Only individuals living in the United States may apply. Priority will be given to individuals living in AL, CA, FL, GA, IL, LA, MS, NV, NY, TX and other states will be considered on a case by case basis.
- In order to be eligible for the Institute, all applicants must be sponsored by an Organization – “Sponsoring Organization.” Below lays out Sponsoring Organization eligibility requirements and commitments.



# Sponsoring Organization Criteria

- Sponsoring Organizations are required to commit to the goals of the Institute and provide ongoing support to the individuals they are sponsoring, throughout the duration of the program and policy campaign.
- Sponsoring Organizations can be a for-profit, non-profit, or government group. The applicant must be a paid staff member with the organization.
- Sponsoring Organizations should have a proven history of working with Black communities and be committed to having an impact on public policy. Sponsoring Organizations must provide operational support and guidance to participants during their campaign.
- Members of the Sponsoring Organizations' leadership team will be expected to participate in 1) the interview process as applicants are selected, 2) a kickoff call at the start of the program, and 3) quarterly check-in meetings with Institute leaders throughout the training sessions. Sponsoring Organizations will also be required to participate in three online presentations that take place throughout the program.
- Sponsoring Organizations must make sure that the applicant is available for the webinars which are 1 hour and 45 minutes long, and will take place 1:00 - 2:45pm ET (10:00 - 11:45am PT)/EVERY Tuesday starting on September 14, 2021 and ending on April 26, 2022.
- Sponsoring Organizations must make sure the participants have time (2-4 hours per week) for reading, homework, campaign work with their team/coalition and meetings with their mentor.
- Participants are expected to work in coordination with their Sponsoring Organization to create a policy plan to be initiated in 2022/23.
- The Institute is free of charge. Sponsoring Organizations will be given a monthly stipend of \$500/month for eight months for the individual they are sponsoring to cover a portion of their paid staff time. Stipends will be disbursed directly to the Sponsoring Organization, without exception. Sponsoring Organizations must use the stipend to support the fellow's participation in the Institute. Black to the Future Action Fund is not responsible for how organizations decide to use funds.
- Fellows may not miss more than a total of 3 webinar sessions throughout the course of the Institute. If more than 3 sessions are missed, the Sponsoring Organization will forfeit at least one monthly stipend. Continuous absences will result in being dismissed from the program. If this occurs, monthly stipends to the Sponsoring Organization will cease. The only exception will occur if additional fellowship team members continue participating in the Institute and are still working at the Sponsoring Organization.
- Participants will be required to participate in the program using a computer and/or internet access. If they do not have access to a computer/internet, the Institute has a "loaner" program that will provide equipment and internet access.
- Increased organizational support will be offered for participants creating and engaging in policy campaigns expected to commence in 2022.
- Sponsoring Organizations will be required to execute a Memorandum of Understanding (MOU) agreement with the Institute. The MOU outlines the relationship between the Institute, the participant, and Sponsoring Organization and a commitment to participate fully in the program and policy campaign. Failure to actively participate and fulfill the requirements of the MOU may result in fellows being asked to leave the Institute.

# Institute Details

## How is the Institute structured?

- Webinars are 1 hour and 45 minutes in length. Webinars will take place **1:00-2:45pm ET/10:00-11:45am PT** each Tuesday starting on **September 14, 2021 to April 26, 2022**.
- Trainings are led by the Institute staff, national policy experts and guest trainers.
- Reading and homework will be assigned in advance of each webinar.
- Participants are expected to work with their teams to create a policy advocacy campaign of their choosing, that can be initiated in 2022/23.
- Each team will be provided with a mentor, who will act as a strategic advisor for the campaign and offer practical guidance and technical assistance.

## Key Dates

### June 21, 2021:

Application & FAQ Submission Portal Opens

### June 28, 2021:

How to Apply Webinar & Information Session at 1:00pm - 2:00pm ET/11:00am - 12:00pm MT/10:00am - 11:00am PT

*A recording of the webinar will be made available [here](#) for those unable to join.*

### July 14, 2021:

Online Application Deadline at 8:00pm ET/6:00pm MT/5:00pm PT

### August 9 -18, 2021:

Candidate Interviews (with Sponsoring Organizations)

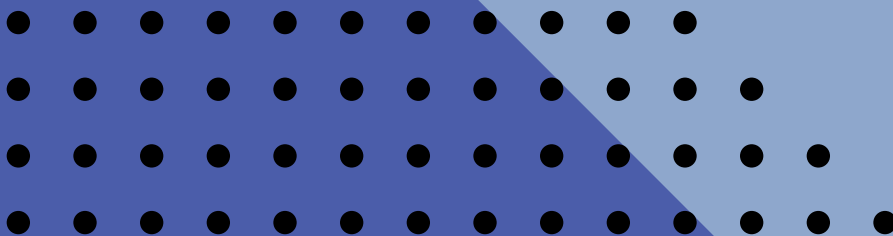
### August 20, 2021:

Announce Class

### September 14, 2021- April 26, 2022:

Training begins. Weekly webinars (Tuesdays 1:00pm-2:45pm ET/ 11:00am-12:45pm MT/ 10:00am-11:45am PT)

*The Institute will provide ongoing technical assistance and campaign support post-fellowship*



# What learning will be included in the Institute?

Fellows in the Institute will learn to build a policy campaign from the ground up. During the Institute, fellows develop their policy making skills including building and leveraging power within the policy process and increasing confidence to lead policy efforts. Each session is taught by top Black policy makers and thinkers in their fields. The content rich sessions are taught in community–fellows learn and question together.

## Throughout, fellows will:

- Engage in research through a community and policy lens to develop and strengthen their policy ideas.
- Gain a deep understanding of the legislative process at the state and municipal level (including key timelines, the budget process, and identifying structural barriers that impede successful policy making).
- Explore target BFL issue areas in relation to their effect on Black communities—such as Democracy and Voting, the Economy, Public Health, Structural Barriers and the Criminal-Legal System.
- Develop the skills to build a policy campaign (engaging in power analysis, identifying targets, allies and opposition, strategic communication, and more).
- Learn from some of the most influential policy minds in the Black community.

## Attendance Requirements

Participation in live webinar sessions is mandatory. If more than 3 sessions are missed, the Sponsoring Organization will forfeit its monthly stipend. It will also impact fellows ability to apply for post-Institute policy grants. Finally, fellows who miss more than 3 sessions will be asked to leave the program.

## Financial Commitment

- The Institute is offered free of charge.
- Organizational Sponsors will be given a monthly stipend for the individual they are sponsoring to cover a portion of their paid staff time.
- Increased organizational support will be offered for participants creating and engaging in policy campaigns expected to commence in 2022.
- Participants will be required to participate in the program using a computer and/or internet access. If you do not have access to a computer/internet access, we have a “loaner” program that will include equipment and internet access.

# Application Guidelines

Applications must be submitted online via Google Forms. Each team must submit an online application by **July 14, 2021 at 8:00pm ET/6:00pm MT/5:00pm PT**. Candidate interviews will take place from **August 9-18, 2021**. Only one application per team should be submitted.

***\*\*Applicants must complete and submit Part 1 and Part 2 of the application in order to be considered.***

Below are all the questions you will be asked in the application. It's safest to start and complete the application in one sitting which is why we are including all the questions in this document so you can prepare your answers.

---

**Click Here to Apply:**

[Application Part 1](#)

[Application Part 2](#)

---

## Contact Data:

You will be asked to answer the following short questions:

1. The first and last name, email address, and phone numbers of your full team along with the state or US territory you work in;
2. The sponsoring organization's name and website, plus the name, email and work phone of your supervisor;
3. Your title/position with the sponsor organization;
4. Names and organizational affiliations of others who are NOT applying but who you intend to work with.
5. Can you confirm that you will be able to attend all or at least 80% of the webinars?





# Demographics:

You will be asked the answer to the following demographic questions on behalf of yourself and your team members:

1. The Institute is for individuals who are from Black communities. You will be asked to confirm your racial identity and the racial identity of your team members.
2. What is/are your gender identity?
3. What are your gender pronouns?
4. Do you identify as a member of the transgender community?
5. What is/are your sexual orientation (s)?
6. What is your age?
7. What is your experience with the criminal justice system?
8. Are you part of the disabled community?

# Narrative Questions:

The questions are listed below so that you can prepare your answers ahead of time, if you wish, using a word processing software (like Microsoft Word) and then cut and paste into the online application form. **Please try to keep all answers to 300 words.**

1. **TELL US ABOUT YOURSELF:** Tell us a bit about your history - your work, your activism, your personal life.  
Public Health and Healthcare, Economy/Economic Security, Structural Barriers, and/or Criminal-Legal.
2. **ORGANIZATIONAL SPONSORSHIP AND SUPPORT:** All applicants must be sponsored by an organization listed on page one of your application. Describe the mission of the sponsoring organization and how you will work in the organization to both share what you are learning and how the organization will support your policy advocacy campaign. Explain the value of learning about policy for your sponsoring organization and your community. Please also include how your policy proposal relates to the ongoing work of the Sponsoring Organization.
3. **DEPTH OF ISSUE EXPERTISE:** Describe how you and your Sponsoring Organization are currently engaged in any of the five areas of policy focus for the Institute. They include: Democracy/Voting Rights,
4. **POLICY CAMPAIGN:** Describe, in-depth, the policy idea you would like to pursue, including: 1) the problem you are trying to solve 2) policy type under consideration (i.e. legislation, resolution, administrative action, regulation, budget request, etc.) and 3) potential timeline for your initiative. Please include how far along you currently are in the policy development process.
5. **TEAM/COALITION BUILDING:** Describe the structure of your policy campaign team, the various skills/ experiences of team members, and your experiences working with broader coalitions.
6. How did you hear about the Institute?



For more information, please contact:  
[blackpolicyinstitute@black2thefuture.org](mailto:blackpolicyinstitute@black2thefuture.org)