## Echoing Green

echoinggreen.org

**Offline Application Worksheet**

Echoing Green Fellowship Application 2021

# OVERVIEW

In the Echoing Green Fellowship application, you will be asked to respond to a series of short answer questions. We’ve found that the short answer questions are where applicants spend the majority of their time. We recommend using this Offline Application Worksheet to begin drafting, editing, and refining your responses to the short answers questions before entering them into the application portal. To plan for length, you should use between 500 - 1,000 characters for each response (you can use up to 2,000 characters if needed; anything longer will be cut off in the portal).

**SHORT ANSWER QUESTIONS**

## Application Section: Problem, Approach, and Impact

**Describe the problem your organization will address, the root causes of this problem, and why it still exists.**

*A successful answer will explain the inequity you want to address and the root cause of that inequity related to your work. Please support your assessment with numerical or statistical evidence that shows the scope of your challenge.*

[Start your answer here.]

**Describe the specific approach your organization will take to solve the problem described above.**

*A successful answer will provide the details of the approach, product(s), or program(s) your organization will implement. Explain how your thinking on racial equity informs your solution's development and implementation, and provide evidence to support that this solution will be effective.*

[Start your answer here.]

**Describe the specific activities your organization will take to execute the approach you outlined above and how your organization will implement them.**

*A successful answer will provide details and examples of what your day-to-day programming looks like and explain how those activities create the impact you set out to achieve.*

[Start your answer here.]

**How will the lives of your constituents improve because of this work?**

*A successful response will describe your impact and show how your organization will positively and sustainably affect your constituents’ lives. Please use evidence, data, or examples and hypotheses to demonstrate how their lives will improve.*

[Start your answer here.]

## Application Section: Leader Analysis

**Describe your relationship to the community you work with. How is your approach influenced by your direct or close personal experience with the inequity being addressed?**

*A strong answer will explain what you have learned from your personal experience with the inequity you are attempting to address. We should also understand how your relationship to the community you serve and your direct experiences impact your organization’s mission.*

[Start your answer here.]

**Describe why you are passionate about this work. Please tell us why you are the right person to lead this organization and why you feel obligated to lead at this moment.**

*A successful answer will help us understand what motivates you to do this work long-term and why you want to lead an organization to address this problem now. Your examples do not need to be related to the organization you are proposing in this application.*

[Start your answer here.]

**Describe your leadership potential. Please include examples of your approach to leadership and experiences that demonstrate your leadership ability.**

*A successful answer will explain how you currently — or will — lead your organization towards its goals, support those who work or volunteer for it, and find solutions to bounce back from mistakes, setbacks, or challenges. Your examples do not need to be related to the organization you are proposing in this application.*

[Start your answer here.]

**Describe your approach to collaboration. Please include examples of your ability to rally others behind a common cause, work in coalition with others, and gather resources to support your mission.**

*A successful answer will explain your approach to building partnerships, identify aligned supporters, and rally others behind a common cause. Please provide specific examples of how you will approach collaboration in your work. Your examples do not need to be related to the organization you are proposing in this application.*

[Start your answer here.]

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## Application Section: Organization Analysis

**Explain how your approach is innovative and how it will propel your organization’s impact.**

*A successful answer will explain how your approach is unique and the impact potential of using your approach for this problem. Examples include a new product or program that has not been tried, applying old methods to new industries, or applying existing models to new places.*

[Start your answer here.]

**Describe how the community or constituents you work with are involved in your organization's approach to addressing the problem. Please include how your approach includes those individuals in the strategy and decision-making of your organization.**

*A successful answer will explain how you structure your organization to include the input, leadership, and knowledge of individuals impacted by your issue. Examples can include human-centered design, staffing/leadership, intentional feedback mechanisms, collaborative decision-making, or other community-centered approaches.*

[Start your answer here.]

**Imagine an end-state where racial equity has been achieved in the community that you serve. What does it look like? How did your vision and approach contribute?**

*A successful answer demonstrates what having the opportunities and resources to thrive will look like among your community.*

[Start your answer here.]

**Referencing the root cause you described earlier in this application, describe what systems you intend to change through your work.**

*A successful answer will describe how your work will directly confront forms of structural oppression. Here, we should understand which specific systems, policies, narratives, institutions, or practices your approach is attempting to influence.*

[Start your answer here.]

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*For more guidance materials and information on the 2021 Fellowship application, please visit* [*www.echoinggreen.org/apply*](http://www.echoinggreen.org/apply).