

# CIVIC PATHWAYS PROGRAM



J.W. Fanning Institute  
for Leadership Development  
UNIVERSITY OF GEORGIA

## IMPORTANT DATES

- MARCH 30TH, 6:00-6:30PM: OPTIONAL ZOOM ORIENTATION FOR INTERESTED APPLICANTS
- MAY 6TH APPLICATIONS DUE
- JUNE 3RD: FINAL SELECTIONS ARE ANNOUNCED
- SEPTEMBER 17TH: OPENING RETREAT FOR 2022 PROGRAM COHORT

New American Pathways is excited to announce the second year of *Civic Pathways*, a leadership development program created in partnership with the University of Georgia's J.W. Fanning Institute of Leadership. We are currently seeking applicants to join the 2022-2023 cohort of new American leaders who, beginning in September, will participate in a series of monthly workshops, discussions, projects, and other activities designed to strengthen their skills as civic leaders in their local communities.

## Program Overview

*Civic Pathways* is an 8-month leadership development program that aims to build on the talents and skill sets of emerging new American leaders through a lens of civic engagement and community organizing. Cohort members will engage in a series of monthly sessions designed to strengthen individual and collective leadership skills so that these skills may be meaningfully applied in a context of community engagement, self-advocacy, and civic participation. Throughout their time in the program, cohort members can expect to dedicate time to discussions and activities designed to:

- Deepen insight into personal leadership style and develop new knowledge and skill sets that strengthen individual leadership skills while enhancing ability to work cooperatively with others to solve conflicts and incite positive change
- Evaluate how to apply new, monthly leadership skill-areas addressed through advocacy, activism, and other forms of civic participation
- Develop a shared understanding of how local issues and areas of state and federal policy impact their communities and collectively problem-solve toward seeking solutions
- Engage with core content knowledge on operational aspects of government, politics, electoral processes, and other elements of civic life
- Cultivate meaningful opportunities to connect with fellow leaders in the program and outside, representing the business community, service providers, government, and nonprofit organizations committed to uplifting certain communities and areas of issue-based advocacy

Upon completion of the *Civic Pathways* Leadership Development program, it is our hope that graduates will continue to utilize the knowledge, skills, and experiences of navigating channels of civic life to elevate themselves and the communities they represent through ongoing, continuous engagement in public service.

## Curriculum

Created in partnership with the University of Georgia's J.W. Fanning Institute for Leadership Development, *Civic Pathways* utilizes the Institute's own Community Leadership Program (CLP) Curriculum. This highly successful, research-based curriculum is designed to develop community leaders, convening people from diverse backgrounds and varying perspectives to share experiences, discuss ideas, gain insight, and collaboratively create change by designing and carrying out a final community action project that works to center the needs and voices of their communities through spaces of civic engagement and participation.



2021 program members with City of Decatur Mayor, Patti Garrett

**APPLY ONLINE AT [BIT.LY/CIVICPATHWAYS2022](https://bit.ly/civicpathways2022)**

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## Leadership

The CLP Curriculum consists of 6 core modules that will be incorporated within the 8-month session:

- Understanding Leadership
- Effective Communication
- Group Problem Solving & Decisions
- Collaboration
- Understanding Multi-Generational Differences
- Leading Change

## Civic and Community Engagement

In an effort to build on the CLP's core leadership skill areas covered each month, every session will also include modules dedicated to deepening participants' knowledge of a particular area of government, public, or community life such as education, economic development, public health, law enforcement and the justice system, among others. This additional content will be supplemented with opportunities to hear directly from leaders who work to create positive change for their own communities in these areas and more.

Outside of the eight monthly sessions, participants will be required to complete 6 hours of field work in one area of civic and community engagement in which they would like to gain more experience and strengthen associated skills. Working with program administrators, participants will be presented with opportunities to strengthen their knowledge and skills within their chosen area of field work, and work toward achieving personalized goals set by the participant. Field work activities are coordinated by New American Pathways' Civic Engagement Department and include, but are not limited to, activities related to voter engagement, state policy, federal policy, issue-based organizing, among other possibilities. Participants will have flexibility for when and how they complete their field work requirements.

## Final Project and Graduation

As participants near the end of the eight-month program, they will be asked to work alongside fellow cohort members to design and carry out a final community action project. Drawing on the information and field experiences from the first six months, during the last two months of the program, participants will collaborate in pairs or small groups to develop and implement a civic initiative of their choice according to the shared needs of their communities and the consensus they have built around how to best address those needs through spaces of civic engagement, advocacy, and/or issue-based organizing. The last of the program's scheduled eight meetings will be a graduation ceremony whereby participants will share the outcomes of their final projects. In recognition of their time and commitment to fulfilling program requirements, participants will receive a \$1,000 stipend and certificate from the University of Georgia's J.W. Fanning Institute of Leadership.

## Eligibility

### Applicant Requirements

- Be at least 18 years old
- Have access to reliable transportation
- Be available on at least 7 of the 8 scheduled monthly session dates and able to volunteer in 2 of 3 community service projects held during the eight months in which the program is in session
- Possess advanced English proficiency in all four skill areas (reading, writing, listening, and speaking)
- Have a refugee or immigrant background (foreign-born or second-generation immigrant born in the United States)

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## Successful Candidates Should:

- Have past or current experience working in an area of community engagement (advocacy, volunteering, community education, voter work, service navigation, etc.)
- Aspire to increase their involvement in government, public service, or other areas of civic life and leadership in the future
- Believe that increased civic participation through electoral engagement, community organizing, and issue-based advocacy has the power to create meaningful, positive change.
- Work well both independently and collaboratively with individuals of diverse backgrounds, perspectives, and identities
- Aspire to grow in their involvement in public service and are interested in developing their skills as civic leaders

## Program Completion Requirements:

Eligibility to graduate from the *Civic Pathways* Leadership Development program and to receive the accompanying \$1,000 stipend and official certificate is dependent on the candidate's ability to successfully meet all program requirements which include:

- Attending the opening retreat on Saturday, September 17th
- Attending seven of the eight scheduled monthly sessions
- Selecting area of focus for their field assignment and dedicating a minimum of six hours in the field prior to graduation
- Working with cohort members outside of sessions to complete their self-designed community action projects by program graduation



*Cohort members work together on teambuilding exercise during the October 2021 session on conflict negotiation*

## Important Dates

- Wednesday, March 30th from 6:00-6:30pm: Optional Zoom Open House for interested applicants
- Friday, May 6th: Applications for *Civic Pathways* program are due by 11:59pm.
- By Friday, May 20th: All candidates are notified of application status with selected candidates invited for a zoom interview
- Monday, May 23rd-Friday, May 27th: Zoom interviews are scheduled for program finalists
- Friday, June 3rd: Final selections are announced and all candidates are informed of application status.
- Saturday, September 17th: Opening Retreat
- Saturday, October 22nd, 10:00-4:00: Education, *Navigating Multigenerational Differences*
- Saturday, November 19th: Justice & Law Enforcement, *Negotiation and Conflict Transformation*
- Saturday, December 10th: Economic Development, *The Role of State and Local Demographics*
- Saturday, January 14th: Governance and Discourse, *Using Reflective Structured Dialogue*

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- Saturday, February 11th: Cultural Competency & Diversity, *Collaboration and Group Decision Making*
- Saturday, March 18th: Health & Community Wellness, *Effective Communication and Emotional Intelligence*
- Saturday, April 29th : Graduation

*Note: While the opening retreat on May 15th is scheduled from 9:00am-5:00pm, all other monthly sessions are tentatively scheduled to take place between 10:00am-3:00pm on the Saturdays outlined above. Additional time spent completing volunteer service projects and the final community action project is according to the preferences and schedules of program participants.*

## Steps for Interested Applicants:

- Learn more about the Civic Pathways Leadership Development program by registering for our optional orientation sessions for prospective applicants. Interested candidates will have the opportunity to learn more about program goals, curriculum, schedule, while also providing a space to ask questions. This orientation will be held via Zoom on Wednesday, March 30th from 6:00-6:30pm. **[Register here.](#)**
- Complete program application by 11:59pm on Friday, May 6th. The application form can be found at **[bit.ly/CivicPathways2022](https://bit.ly/CivicPathways2022)**
- Expect to hear from New American Pathways regarding the status of your admission to the program by Friday, May 20th. Selected candidates invited to advance to the next round will receive instructions for scheduling a 20-30-minute Zoom interview at a time of their choice between May 23rd-May 27th.
- Applicants will receive notification of admission by Friday, June 3rd with 15 members selected to participate.

*Graduation ceremony for 2021 program members*



***For questions about the 2022 Civic Pathways leadership development program or the application process, please contact Ashley Coleman, Civic Engagement Manager, at [a.coleman@newamericanpathways.org](mailto:a.coleman@newamericanpathways.org).***