



Aspiring Latino Leaders Fellowship Frequently Asked Questions

Application Process

What does the application process include? All applicants need to complete a profile on the Latinos for Education [Talent Hub](#). Once your free membership profile is complete, you will have access to the application details. The first round of the application process includes two short-answer questions and a resumé upload. Candidates should prepare their short-answer responses and resumé prior to starting the application. To view the short-answer questions, you can visit the application page of the Talent Hub.

Future rounds of the interview process includes phone interviews and may also include reference checks and/or an in-person interview.

Do I have to live in Boston or Houston? This fellowship supports Latino education leaders living and working in either Boston, MA or Houston, TX. In-person attendance at all monthly sessions is required for program participants. Usually, fellows live within 60-minutes of either city. If you live outside of this limit, we ask you consider whether you can commit to each in-person meeting as well occasional opportunities to convene at education events or gatherings throughout the year. If the answer is yes, we encourage you to apply.

When will I receive an admission decision? Admission decisions will be made by late May. Priority deadline applicants will receive a response before applicants who apply during the final deadline.

What is a “Manager Participation Agreement Form” and why do I need one? This is a required form to be completed by your manager after you are accepted into the program. The form verifies your manager agrees to support your participation in the fellowship and give you the necessary days for this professional development experience. If you feel this may present a challenge, please express this upon acceptance into the Fellowship so we can help you troubleshoot.

Program Details

What happens if I can't make it to one of the sessions? Due to the fellowship's selectivity and the nature of a cohort-based learning environment, attendance is mandatory at all sessions. A large part of this immersive experience is derived from the interactions you have with colleagues in the fellowship. While we understand life can sometimes be unpredictable, we will work with Fellows who must face unavoidable emergencies. In these rare occasions, participants may be exempted from a session with the understanding that a makeup assignment must be completed along with follow-up with members of your cohort. The kickoff and closing overnight retreats are compulsory. Fellows who miss the retreat sessions will forfeit their spot in the cohort. Prior to applying to the fellowship, applicants must ensure

they do not have pre-existing scheduling conflicts such as vacations or other personal events.

How much work is required outside of the monthly sessions? In addition to the two overnight retreats and monthly sessions, fellows also participate in a consultancy project. The project will begin during the spring semester and fellows will have several months to complete the project outside of the cohort sessions. We anticipate the project taking about 40 hours to complete in collaboration with your consultancy team.

Tuition and Scholarship Information

How much do I have to pay out of pocket?

We are committed to keeping tuition costs accessible to applicants, so fellows out-of-pocket expense is capped at \$300 to participate in the program. The fee is due when fellows accept their offer to participate in the fellowship around late May.

What happens if my organization can't pay? Fellow's home organizations are expected to pay a portion of the tuition cost, based on a sliding scale determined by the size and nonprofit status of the organization. This is stipulated as part of the Manager's Participation Agreement Form and is due before the start of the program in September. Most organizations have funding available for professional development to pay for these opportunities. If you anticipate your organization may be unable to contribute their portion of the tuition fee, please express these special circumstances in the scholarship portion of the application. We will work with you at defining the best approach to your manager/organization and will ensure this is not a barrier to your participation in the program. All admitted Fellows will be provided access to the program with or without organizational sponsorship.

How or when should I speak with my employer about paying for the program? We encourage applicants to self-advocate and have conversations with their managers whenever they think is appropriate based on their relationship with your manager. Education organizations across Greater Boston want to recruit and retain more Latinos into leadership roles. Supporting your participation in this fellowship is a clear signal they are willing to act on these principles and cultivate your leadership. Latinos for Education will support candidates to help facilitate this conversation, if needed. Please contact us if your organization has reservations about paying their portion of the tuition fee and we will gladly establish a dialogue with them.

How are need-based scholarships awarded? All accepted applicants will receive generous scholarships to cover tuition costs in complement or in lieu of organizational sponsorship. Fellows will not pay more than \$300 in out-of-pocket tuition costs for their participation in the program. Scholarship amounts will be announced with acceptance decisions.