



WILL Empower Innovative Women's Fellowship

Domestic workers' rights legislation, the Movement for Black Lives, #MeToo, and the Fight for \$15 all started with an idea for shaping a new future in the face of great injustice. What will be tomorrow's most promising ideas?

The **WILL Empower Innovative Women Fellowship** is a new and unique opportunity for activist practitioners to develop a fresh idea for the future of labor and economic justice, particularly in relation to women's issues. This is a three to four month practitioner fellowship, beginning in the fall or summer 2018, that includes targeted mentoring, research support, and networking opportunities.

[WILL Empower \(Women Innovating Labor Leadership\)](#) is a newly-launched, multi-pronged initiative designed to identify, nurture, and train a new generation of women's labor leadership. It is a joint project of Georgetown University's Kalmanovitz Initiative for Labor and the Working Poor and Rutgers University's Center for Innovation in Working Organization. There will be two fellows annually starting as early as summer 2018; one will be based out of Georgetown University in Washington, D.C. and one out of Rutgers University in New Brunswick, New Jersey. Fellows will have access to a rich community of scholars and researchers, be able to use libraries and online databases, and have opportunities to present their ideas in classes and other forums.

We are looking for proposals that present new ideas for building working people's power in a time of enormous economic change and uncertainty. Proposals should demonstrate a commitment to racial justice, gender-inclusivity, and women. Some ideas might focus, for example, on novel and modern organizing techniques, a fresh community initiative to boost workers' economic security, or a campaign that empowers unionized women in an original way.

We especially encourage those under the age of 35, women of color, and working-class women to apply. LGBTQ candidates welcome. Applicants should have been working in the movement for at least two years.

The application deadline is **April 6, 2018**. Scroll down for more information and for the application process.

All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability or protected veteran status. Rutgers University and Georgetown University are Equal Opportunity employers.



Application Guidelines

The WILL Empower Innovative Women Fellowship supports activists who have been involved in the labor and economic justice movement at the local, state, and national levels, and who need to take time out from their current work in order to develop a new idea for the future of labor. The goal of the fellowship is to provide practitioners the support they need to explore and develop innovative strategies for building worker power in today's changing economy, especially with a focus on women workers. Projects could include, for example, the research and development of an innovative organizing techniques, a strategic plan for a new community-based initiatives on workers' economic security, the beginning stages of a campaign to catalyze change at the state or local legislative level, or the creation of a new platform to build power for union women. Fellows will be paired with at least two mentors, and will have access to research support and university library facilities.

Fellowships are three to four months in duration, may be undertaken with the co-support of a host organization, and can begin in the summer or fall of 2018. Fellowships come with \$16,000 in salary support over the fellowship's duration, and may be supplemented by salary and benefits coverage from a supporting organization. We expect that most fellows will take leaves of absence from their jobs, and we encourage applicants to consult with their employers about continuing health, retirement, and other benefits during the course of the fellowship. If the applicant's employer continues the applicant's salary and / or benefits during the fellowship, the stipend could be sent directly to the employer at the applicant's request.

Applicants are required to submit a letter of intent that should not exceed two pages, plus a resume that describes the applicant's previous work. From the pool of letters of intent, we will choose finalists who will submit a full application. The full application will require a longer description of the project, as well as letters of recommendation.

Letters of intent will be evaluated by:

- The potential impact of the idea to build power for workers in today's evolving economy;
- The applicant's previous proven commitment and work in the movement for labor and economic and social justice;
- The degree to which the new idea impacts women workers' issues and challenges, especially those of women of color;
- The likelihood that the proposal will boost the collective movement for workers' rights;
- The extent to which the proposal addresses an unmet need in the workers' movement;
- The proposal's originality and clarity;
- The feasibility of the project's development within the three to four month window.

Letters of intent and resumes should be submitted by April 6 at willempower.labor@gmail.com. Email us with any questions you have.



Questions and Answers:

What kinds of projects are you looking for?

The purpose of the fellowship is to inspire and support new thinking about solutions to address the myriad challenges facing workers in today's evolving economy. The fellow's project should identify a clear need that workers face, and should explore a novel approach to addressing it. Proposals should address how women and people of color might be involved or positively impacted by the idea. Projects could include, for example, developing innovative organizing techniques, exploring community-based initiatives on workers' economic security, a campaign plan to catalyze change at the state or local level, or an idea to build power for union women.

When will I know if my letter of intent is a finalist?

We will notify you by email about whether your letter of intent is chosen as a finalist.

Who is eligible to apply?

This fellowship is for activists who have been involved in the labor and workers' movement, broadly defined. This could include work with unions, workers' centers, economic justice campaigns, labor-focused policy groups, or worker associations. This is a practitioner fellowship and at least two year's previous experience in such organizations is required. Active union membership and labor-focused student activism can meet the requirement. We strongly encourage women under the age of 35 and women of color to apply.

What if I can't move to Georgetown (Washington, D.C.) or Rutgers (New Brunswick)?

While the preference is for fellows to work from one of the two campuses, we are open to sponsoring fellows who are based outside these hubs. As part of your letter of intent, explain your geographic limitations. Fellows who are not based in the hub should be able to travel at least once a month as part of the fellowship.

What if I can't leave my job?

The fellowship is designed as an immersive experience, and as a chance to develop creative ideas without the daily demands of a union or non-profit job. It is best if fellows can take a leave of absence from their job, or otherwise have employment flexibility. If full-time leave is not possible, we are willing to explore a part-time fellowship on a case-by-case basis.

What if I have more questions?

Please email willempower.labor@gmail.com with further questions.