



## The Ladies of Hope Ministries

8 W 126th Street  
New York, NY 10027

[www.thelohm.org](http://www.thelohm.org)



## Pathways 4 Equity Program Eligibility & Application Instructions

**April 21, 2021**

### Introduction

The Ladies of Hope Ministries (LOHM) proudly announces its newest program designed to unlock career pathways for women impacted by incarceration. The LOHM was founded by Topeka K. Sam who was released from Federal Prison in 2015. Since then, Topeka has worked relentlessly for the dignity, decriminalization and decarceration of women and girls. She is a nationally recognized advocate for the rights of women and girls and a leader in criminal justice reform.

### Program Description

The Pathways 4 Equity Program (P4E) is a unique and comprehensive career fellowship designed for women directly affected by the criminal legal system and who are interested in growth-focused leadership opportunities with employers. P4E is a 12-month fellowship that includes 3-months of personal and professional development training by the LOHM, as well as a 9-month paid position with an employer partner. The program purpose is twofold: To facilitate growth-focused career opportunities for women in the program and to connect employer partners with top talent while expanding diversity and inclusion practices.

### Candidate Eligibility - We are looking for WOMEN who have a combination of the following:

- Have been directly impacted by incarceration
- Are interested in opportunities to grow personally and professionally
- Want to invest time in advancing their leadership skills
- Have some work or volunteer experiences
- Have skills in areas such as teamwork, time-management, organization, and communication
- Enjoy learning new things and applying them
- Are familiar with using computer equipment, software, and the internet
- Can make a commitment to a 12-month fellowship that will involve online learning and working

**Program Format and Time Commitment**

- 12 consecutive months from **June 14, 2021 through June 10, 2022**
- On-line activities using Zoom or Google Meets virtual platforms
- 3-months of weekly evening (twice per week) and occasional Saturday online learning activities such as customized personal and professional development workshops, individual career planning, guest speaker presentations, and team building activities delivered virtually through Zoom or Google Meets
- 9-months working full-time (on-line or in-person) in a paid position with an employer who has agreed to participate in the P4E Program
- Special events that occasionally take place on weekdays and/or weekends
- Virtual Pathways 4 Equity Program graduation

**Curriculum**

- All program activities will be designed by The Ladies of Hope Ministries and informed by research, interviews, and surveys conducted with Fellows and the Employer Partners.
- The curriculum is designed around a holistic approach that includes personal, educational, and professional topics to thoroughly prepare the Fellows for their position with the Employer Partner.
- The curriculum and individual coaching will be growth-focused with leadership development in mind to strategically position the Fellow for consideration of a management level position with the Employer Partner upon successful completion of the 12-month fellowship.

**Meeting Locations**

All program meetings and workshops led by The LOHM will take place virtually using Zoom or Google platforms.

**Work Locations**

Depending on the Partner Employer's fellowship position and location; the work component of the fellowship may be on-line or in-person.

**Program Application Instructions**

Using the following link, [Pathways4Equity Application](#) please complete the online application which includes standard questions, a short introduction video, and an employability skills inventory.

**Priority Due Date: Submit by 11:59 p.m. on Friday, May 7, 2021.**

**Review and Notification Timeline**

The application review process will begin on May 10, 2021 with priority given to applicants who submitted the application by the priority due date of May 7. Applicants will be notified of their status via email by late-May.

**For more information, please contact:**

Arlene Benavidez, Program Manager  
The Ladies of Hope Ministries  
Pathways 4 Equity Program  
[arlene@thelohm.org](mailto:arlene@thelohm.org)