



## The Ladies of Hope Ministries

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



## Pathways 4 Equity Program Eligibility & Application Instructions

### 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
- Have work or volunteer experiences related to supervision, management, or leadership
- Have skills in areas such as teamwork, time-management, organization, and communication
- Are familiar with using computer equipment, software, and the internet
- Are dedicated to growing personally and professionally to prepare for management level careers
- 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 **July 2021 through July 2022**
- 3-months of evening sessions twice a week and occasional weekends to participate in activities such as customized workshops, individual career planning, guest speaker presentations, and team building activities delivered through Zoom or Google Meets virtual platforms
- 9-months of working full-time (on-line or in-person) in a paid full-time position with an employer who has agreed to participate in the fellowship program
- Virtual graduation celebration

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### **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 position the Fellow for consideration of a management level position 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**

Please complete the online application at [Pathways4Equity Application](#) AND upload a resume and a 1-minute video introduction.

## **Application Deadlines**

**Priority Due Date - Friday, May 7, 2021 | Final Due Date - Friday, June 25, 2021**

### **Review and Notification Timeline**

The application review process will be ongoing. For applicants who submit their complete application materials by May 7, they will be notified by the end of May. Those who submit by June 25, will be notified by early July.

### **For more information, please contact:**

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