



The Ladies of Hope Ministries

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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. The program builds on a woman's prior business and leadership experience and prepares them for new growth-focused career opportunities with employers. P4E offers personal and professional coaching by the LOHM, as well as a 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 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

Program Format and Time Commitment

- Must be available for 12 consecutive months from **Summer 2021 through Summer 2022** to participate in:
 - Evening sessions twice a week and occasional weekend activities such as customized workshops, individual career planning, guest speaker presentations, and team building activities delivered through Zoom or Google Meets virtual platforms
 - Full-time paid employment, on-line or in-person position, with an employer partner
 - Monthly coaching and mentoring by the LOHM and Employer Partner
 - Virtual graduation celebration

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.

Review and Notification Timeline

The application review process will be ongoing. Applicants will be notified of their status on a monthly basis.

For more information, please contact:

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