

Frequently Asked Questions

Who are Highland Leaders?

LEADERS IN PURSUIT OF AUDACIOUS LEGACIES THAT WILL RESULT IN STRUCTURAL CHANGE

Highland Leaders have the following experiences and values:

Impact: Leaders believe closing the racial wealth gap requires the tackling of structural conditions that keep gaps in place: policy, practices, resource flows, and power dynamics. Leaders have led structural change deeply rooted in evidence and community voice in at least one of the following fields: education equity, economic empowerment and wealth building, political agency, or well being.

Long View: Leaders believe well being and self preservation are essential strategies to achieving change. The world is abundant for Leaders: they envision a future larger than their leadership and are committed to making deep, multi-generational change for Black communities.

Network Mindset: Leaders are change-makers who do not go at it alone, deeply valuing building collective strength. They value and build authentic relationships across lines of difference and generations.

Racial and Gender Equity: Leaders recognize the ways that race and other identities intersect and shape racial wealth gaps. They proactively identifies decisions, policies, or practices that have disparate impacts based on identity and are driven to make structural changes to operationalize equity.

What fields do Leaders work in?

WE SUPPORT LEADERS WHO ARE ACTIVELY ADVANCING:

Educational Justice: Creating and expanding access to the core components of a quality education - a free, quality preschool; high, challenging standards and engaging teaching and leadership in a safe, supportive, and well-resourced school; an affordable, high-quality college degree

Economic Empowerment and Wealth Building: advancing economic outcomes for Black communities - from job creation to affordable housing to banking and more

Well-being: Improving the livelihoods of Black identifying individuals - from access to mental health services to criminal justice reform to environmental justice and more

Political Agency: Expanding equitable participation of Black communities in democracy

A Note on Roles and Sectors:

Building and sustaining multi-generational change requires multiple roles. We're seeking to build a cohort of policymakers, advocates, educators, entrepreneurs, healers, entertainers, journalists, investors, and more. We seek to create a cohort of leaders from the public, non-profit, and private sectors.

Frequently Asked Questions

Are there geographic, age, or other requirements?

WE'RE SEEKING TO BUILD COHORTS THAT ARE:

Geographically Diverse: At least 50% from regions traditionally under-funded by philanthropy. These regions include the Appalachian South, Midwest, and Mountain West.

Intergenerational, interdisciplinary, and represent an array of identity markers (e.g., religion, socio-economic background, political perspective, sexual orientation).

THP does not discriminate in its selection practices on the basis of race, color, age, ethnicity, national origin, religious affiliation, sexual orientation, creed, marital status or disability.

How does The Highland Project define "Black women"?

WE'RE ROOTED IN THE EXPERIENCES OF BLACK WOMEN

The intention in using the term "women" is to be inclusive of cis women, non-binary people, and those who are otherwise marginalized, whose experiences are aligned with femininity. The intention in using the term "Black" is to be inclusive of the entire African diaspora, including individuals identifying with the experiences of Black, African American, African, or bi/multiracial women.

How are Leaders recruited?

CREATING LEGACIES REQUIRES THE INTENTIONAL LAYING AND CULTIVATING OF ROOTS

Our recruitment approach for the second cohort seeks to tap into the roots of our powerful communities. We do this by:

Legacy Network: Core to our recruitment approach is our legacy network- individuals and organizations who are aligned with THP's mission and have intentionally cultivated leadership in the fields of education, economic empowerment, well being and political agency. Individuals and organizations serve as recruitment partners, annually recommending up to three leaders from their communities for THP.

Direct Sourcing: We'll leverage our team and governing members' intergenerational and interdisciplinary networks in identifying leaders.

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What are the steps in the selection process?

WE HAVE A FOUR-PART PROCESS:

Step 1 - Nominations: Legacy Network and Governing Body submits up to 3 nominations, providing detail on an example of structural change led by the nominee and their vision for the future.

Step 2 - Applications: Advanced nominees develop a portfolio of curated artifacts that best describe their vision for leading multi-generational change.

Step 3 - Interviews: Applicants advance to 75 minute interviews to explore how legacy visions guide daily decisions and practices, discuss possible uses of the legacy funding, and learn more about the Highland experience.

Step 4: References: We want to learn from key partners who are part of the legacy leaders are building and can speak to how they hear and see their legacy vision in action.

How many Leaders are placed?

OUR COHORTS ARE COMPRISED OF 15 LEADERS ACROSS THE NATION

We anticipate having more nominations and applicants than we have spots for. We wish this were different, but this also speaks to why THP was founded: ***there is tremendous, unmet multigenerational demand for Black women leaders to access power and capital.***

To Black women and leaders: we aren't going anywhere any time soon. This is multigenerational work and THP will fit in your journeys now and in five, ten, fifteen generations from now. We're committed to communicating with all nominees and applicants about their status at every point along the way. As we learn about and become connected to leadership opportunities, we will share these opportunities with our network of nominees and applicants.

How soon can I access funding?

WE CREATE TIME AND SPACE FOR HIGHLAND LEADERS TO IMAGINE

Applicants do not have to have a "ready" idea to pitch. **In fact, if selected, Leaders do not begin to access the guaranteed funding until after the second in-person gathering.** The intention is to provide Leaders with several opportunities with the cohort, Highland team and coaches to explore how they will make the most of the unrestricted and charitable funding in ways that further THP's mission. Funding is restricted to 501(c)(3) uses at this time.