Leaders in Equitable Evaluation and Diversity

**SCHOLAR OVERVIEW**

**What is LEEAD?**

Leaders in Equitable Evaluation and Diversity (LEEAD) is a program of the Expanding the Bench™ (ETB) initiative led by Change Matrix, and funded by the Annie E. Casey Foundation, the California Health Care Foundation, and the Wellspring Philanthropic Fund. ETB was created to increase the diversity in the evaluation and research fields. The inclusion of evaluators from diverse and historically underrepresented racial and ethnic groups increases the likelihood of methods, analyses, and interpretation benefiting the communities they serve. ETB includes two main components—LEEAD and the Advancing Collaborative Evaluation (ACE) Network. (For more information about the ACE Network, visit [https://expandingthebench.org/ACE](https://expandingthebench.org/ACE).)

LEEAD is an evaluation training program designed to develop a pipeline of diverse leaders in culturally responsive and equitable evaluation (CREE) who will advance the field of evaluation and improve the life outcomes of children, families, and communities. Since the program began in the fall of 2015, 35 Scholars have completed the LEEAD program.

**What Can Applicants Anticipate?**

LEEAD welcomes applications from accomplished, early-career scholars from underrepresented racial and ethnic groups who aspire to become leaders in the field of evaluation. Applicants must be able to commit to a rigorous 12-month training program to develop their evaluation competencies through the following components:

- **Mentoring (throughout year)** – At the beginning of the program, LEEAD Scholars are matched with an evaluation expert who serves as a mentor throughout the program. Mentors will reinforce content learned through the online curriculum, can bolster networking skills and connections, and advise Scholars in professional matters.

- **Online curriculum (fall)** – This includes completion of two online evaluation courses administered through American University. The coursework will cover evaluation core competencies with a focus on CREE, and include a mix of didactic learning and social learning supports, such as online discussions, activities, and assessments.

- **Practicum (spring/summer)** – After completion of the online curriculum, Scholars will have the opportunity to apply their new knowledge through a paid evaluation project with a practicum site. Practicum sites are evaluation firms, think tanks, universities, or non-profit agencies with an interest in integrating a CREE approach into an existing evaluation project.
Who Should Apply?
We are seeking applicants with 3 to 5 years of experience in research or evaluation in the fields of criminal justice, psychology, public policy, public health, mental health, sociology, economics, social work or related fields, with at least three years of that experience occurring post-doctorate. Other eligibility criteria include:

- Member of one or more of the following racially/ethnically diverse populations:
  - Asian or Asian American
  - Black, African or African American
  - Hispanic and/or Latinx
  - Middle Eastern
  - Native American or Alaska Native
  - North African
  - Pacific Islander or Native Hawaiian
- Current residence and eligibility to work in the United States
- Doctoral degree with at least 3 years of post-doctoral experience in research and/or evaluation
- Endorsement from chair or dean, if the applicant is a faculty member at an academic institution
- Evidence of leadership capacity with potential for future growth as a thought leader in their field
- Demonstrated interest in conducting evaluation and the use of CREE
- Commitment to social justice and equity
- Ability to participate in virtual collaborative spaces, such as video conferencing and online networks

We expect to select 15 scholars to participate in the 2019-2020 year.

What are the Expectations?
Participation in LEEAD requires a commitment to the following:

- Complete all requirements associated with American University’s online curriculum (approximately 6-8 hours/week)
- Communicate with their Mentors throughout the LEEAD experience, connecting via phone, email, and video-chat or in person throughout the program
- Complete a deliverable or defined evaluation project working closely with a practicum site liaison and project supervisor
- Complete evaluation surveys associated with the online curriculum, end of program, and follow up surveys assessing satisfaction, changes in evaluation competencies, and application of new knowledge and skills
- Attend two in-person meetings—a kick-off meeting at the Annie E. Casey Foundation (Baltimore, MD) September 24-25, 2019 and culmination event to coincide with the American Evaluation Association conference in Portland, OR October 26-31, 2020
  - Travel support provided by ETB with Scholars contributing $250 per in-person meeting
- Participate in virtual collaborative spaces, such as video conferencing and online networks
How Can I Apply?
Interested applicants must complete their application and upload all supporting materials by May 1, 2019 (5pm EDT) at this link. Only online submissions will be accepted. You may preview the application questions and list of required materials by clicking here.

You will be notified by mid-May if you are selected as a finalist. All finalists will be asked to schedule a virtual interview and complete an assessment, both of which will be used as part of the mentor matching process.

Timeline of 2019 Application Process

Timeline of Key LEEAD 2019-2020 Program Activities

Have Questions About Applying?
Please send any questions to team@expandingthebench.org with ‘LEEAD application question’ as the subject. You may also phone Sandra Silva, LEEAD Project Director at 571-274-1797 with any questions.