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 a generous group of ETB Funding Partners. ETB was created to increase the diversity in the evaluation and research fields. The inclusion of evaluators from historically marginalized and under-supported groups increases the likelihood of methods, analyses, and interpretation benefiting the communities they serve. ETB includes two main components—LEEAD and the Advancing Culturally-responsive and Equitable (ACE) Evaluation Network.

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. 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 historically marginalized and under-supported 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

- 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, foundations, 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. We invite people from historically marginalized and under-supported groups to apply. Other eligibility criteria include:

- 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 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 2021-2022 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 in the fall of 2021 and culmination event to coincide with the 2022 American Evaluation Association conference.
  - 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?
Applications are currently closed, but are expected to open early 2021.
Timeline of Key LEEAD 2019-2020 Program Activities

<table>
<thead>
<tr>
<th>Event</th>
<th>Date</th>
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<tbody>
<tr>
<td>Scholar assessment due</td>
<td>6/28</td>
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<tr>
<td>Match Scholars with Mentors</td>
<td>7/1 - 7/31</td>
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<tr>
<td>Hold orientation calls with Scholars &amp; Mentors</td>
<td>7/1 - 7/31</td>
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<tr>
<td>Scholars complete online curriculum</td>
<td>9/1 - 12/31</td>
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<tr>
<td>Scholars attend LEEAD symposium in Baltimore, MD</td>
<td>9/24 - 9/25</td>
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<tr>
<td>Practicum Sites review applications &amp; interview</td>
<td>Scholars 1/27 - 2/19</td>
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<tr>
<td>Scholars apply for practicum projects</td>
<td>12/6 - 1/17</td>
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<tr>
<td>Scholars complete practicum experiences spring to fall 2020</td>
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<tr>
<td>Scholars attend LEEAD culmination event @ AEA 2020</td>
<td>10/26 - 10/31</td>
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Have Questions About Applying?
Please send any questions to team@expandingthebench.org with ‘LEAD application question’ as the subject. You may also phone Sandra Silva, LEEAD Project Director at 571-274-1797 with any questions.