ABOUT THE DENNIS DELEON SUSTAINABLE LEADERSHIP INSTITUTE

Named after Dennis deLeon, former president of the Commission and a tireless advocate on behalf of Latinos, people of color, LGBT and other marginalized populations, The Dennis deLeon Sustainable Leadership Institute is a space for emerging community leaders to enhance and develop leadership skills in order to impact HIV/AIDS local, state and federal health policy affecting Latinos in the Deep South.

The institute is a platform to promote participatory and honest dialogue about how to address the pressing social and structural issues affecting Latinos in the Deep South. In its second year, this institute aims to become an ongoing initiative in the Deep South, happening yearly with a different set of emerging leaders each year. The 2012 Dennis deLeon Sustainable Leadership Institute will take place from March to September 2012 and will focus on emerging Latino leaders in the states of Alabama, Georgia, Mississippi and Tennessee. Participants receive ongoing and personalized coaching and tutoring on leadership and policy analysis by the Latino Commission on AIDS staff throughout the seven (7) month period institute.

GOALS OF THE INSTITUTE

• Engage local emerging leaders in the Deep South who are advocates for the Latino community, and assist them in a leadership growth process.
• Assist local emerging leaders in discussing and understanding the LUKA Principles (Leadership, Unity, Knowledge and Action) as a method of engaging target communities.
• Engage participants in understanding what community mobilization is and how this strategy can assist them in planning successful community organizing efforts for effecting local health policy.
• Assist emerging leaders in examining how health policies for Latinos in their respective regions are being impacted by the following issues: a) health disparities and lack of access to HIV/AIDS services, b) anti-immigration laws and bills in AL, GA, MS and TN, and c) the criminalization of HIV.
• Assist emerging leaders in identifying local resources and key players for coalition building, in order to collaboratively impact current local health policies that are detrimental to Latinos in the Deep South.
• Enhance emerging leaders’ current abilities to identify local cross-strategy policy areas, create policy-oriented community organizing goals, and develop action steps to proactively address their projected local actions.
• Provide technical support for emerging leaders in the carrying out of their anti-immigration, repeal of HIV criminalization and health policy advocacy actions through active coaching, tutoring and linking with other local advocates and civic organizations.

Ultimately, the leadership institute serves as an instrument to bring the local voice to national platforms regarding the local pressing social issues and health policies impacting Latinos in the Deep South.

THE CURRICULUM

This institute takes place over a 7 month period and employs a leadership development curriculum implemented through face-to-face and distance learning mechanisms. A comprehensive 9-module curriculum will be implemented covering the following topics:

- Introduction to Community Mobilization: The LUKA principles-Leadership, Unity, Knowledge and Action.
- Understanding Leadership in your region
- Self-Insight: Understanding Personality Types and Leadership Styles
- Leadership as Shared Purpose: Working Toward Goals
- Effective Communication
- Understanding the Policy Arena in the Deep South: Health Disparities, anti-immigration laws and bills in AL, GA, MS and TN and HIV Criminalization
- Creating Empowering Climates: Creating a Vision and Influencing Others
- Developing Strategies for Community Organizing
- Developing Goals and Action Steps for Effecting Policy Change in the Deep South

These nine modules will be implemented throughout the course of five months via bi-weekly webinars. Each webinar involves an informational session blending discussion and didactic styles. Institute participants will be part of various activities during and after webinars, for example but not limited to: group assignments to analyze local health policy-oriented issues, teach backs to process webinars discussions such as leadership styles, or the internal and external factors impacting leadership efforts in the South (Locus of Control), small town halls to discuss collaboration efforts among communities of color and non-traditional partners such as faith based communities, coaching calls to enhance the planning stage of local actions for impacting health issues affecting Latinos in the Deep South.

All activities are intended to create opportunities to practice the skills the participants learn through the webinar discussions and readings. Participants are provided with useful printable guides and fact sheets to help them conduct their community activities.

During the last webinar participants will be tasked with developing policy-oriented goals and action steps that will be conducted in their communities during the last two months of the institute. Coaching and tutoring will be available for participants throughout the institute.

The institute culminates in a face-to-face meeting in Georgia during the second week of September 2012, where participants present the outcomes of their policy-oriented actions and share their overall experience. The DdLSLI will cover travel and lodging expenses for Institute participants.
PARTICIPANT ELIGIBILITY CRITERIA

Candidates for the institute can self-nominate or be nominated by a local organization or leader with demonstrated background in working with the Latino community in at least one of the following southern states: Alabama, Georgia, Mississippi and Tennessee. The ideal candidate for the leadership institute will have the following characteristics:

- Be an emerging leader in the field, with at least 3 years of experience working in the public health arena.
- Have been engaged in developing advocacy work on pressing local social issues affecting Latinos/Hispanics in the South for at least 1 year.
- Have been engaged in developing advocacy work on human rights issues affecting Latinos/Hispanics in the South for at least 1 year.
- Have demonstrated personal and professional readiness for taking on new leadership roles.
- Has promoted community engagement and new leadership within her/his organization, and has experience with community collaborations.
- Has experience with cross-strategy collaboration and desire to strengthen such work.
- Play a decision-making/leadership role within his/her organization.
- Is currently engaged in advocacy work focusing on Latinos in one or more of the following states: Alabama, Georgia, Mississippi and Tennessee.
- Can commit to attend all nine webinars and the face-to-face meeting to take place during the fall of 2012.
PARTICIPANT COMMITMENT

• Willing to commit to the seven (7) month period institute (see enclosed calendar)
• Attend all nine (9) bi-weekly webinars (each webinar is 2 hours length).
• Actively participate during webinar discussion and group activities.
• Complete all the corresponding webinar activities, monthly local community activities in order to practice the concepts learned and prepare for the face-to-face meeting during the fall of 2012.
• Willing to work and to complete group activities and local policy-oriented actions with 3 more participants from one’s State.
• Attend at least one (1) additional monthly coaching or tutoring session provided by the institute staff to help enhance the implementation of the planned community activity. (See enclosed calendar)
• Proactively communicate with institute staff, throughout the seven (7) month period institute.
• Attend the face-to-face meeting during the fall of 2012 (to be held in Georgia), and present the outcomes and experiences of one’s policy-oriented actions in the community.
• Promote this institute in one’s community and mentor participants for future Dennis Deleon Leadership Institutes.

HOW YOU AND YOUR ORGANIZATION WILL BENEFIT?

As participants develop local policy-oriented actions through discussions, coachings and planning meetings, the DdLSLI participants will:

1. Understand the communities you and your organization are working with, and how leadership may impact partnership and collaboration efforts with the community.
2. Strengthen your ability to develop successful campaigns, engage in coalition’s efforts and build key alliances in the South to impact local and regional policy.
3. Become a mentor for more emerging southern leaders and promote social justice.
4. Share the knowledge gained with your colleagues and management of your organization.

HOW TO APPLY?

To apply please complete the attached application form and application essay (the essay is TWO pages long max) explaining:

1. Why are you interested in the Dennis deLeon Sustainable Leadership Institute?
2. Describe, how you meet the Institute’s eligibility criteria?
3. Describe, any barrier that may impede you accomplishing the Institute’s commitments.

NOTE: If you were nominated by a local agency, you must also submit a nomination letter. Please fax the application forms (along with nomination letter, if nominated by a local organization) no later than February 20th, 2012 to (917) 591-5438 with attention to: Yanira Arias or send them via e-mail yarias@latinoaids.org
LATINOS IN THE DEEP SOUTH PROJECT

Latinos in the Deep South is a program coordinated by the Latino Commission on AIDS that aims to build local leadership, develop networks and coalitions, enhance knowledge and cultural competency, and spur actions to address the needs of the emerging Latino/Hispanic populations in the Deep South. The program accomplishes these goals through capacity building, community organizing, leadership development and networking initiatives, with a focus on community-based participatory research and information dissemination. The Latinos in the Deep South focuses on the emerging Latino population in seven southern states: Alabama, Georgia, Louisiana, Mississippi, North Carolina, South Carolina, and Tennessee.

THE LATINO COMMISSION ON AIDS

The Latino Commission on AIDS (The Commission) is a nonprofit membership organization founded in 1990 dedicated to fighting the spread of HIV/AIDS in the Latino/Hispanic communities. The Commission is the leading Latino AIDS organization coordinating initiatives like National Latino AIDS Awareness Day and other prevention and advocacy programs across the United States and its territories. The Commission’s public health model encompasses five core and complementary services: health education, HIV prevention, capacity building, advocacy, and health behavioral research. For more information visit: www.latinoaids.org or www.nlaad.org.

ABOUT DENNIS DELEON

Dennis deLeon (1948-2009) was the president of The Commission and a former human rights commissioner in New York City; he was a tireless advocate on behalf of Latinos, people of color, LGBT and other marginalized populations. Under his leadership The Commission developed a national clearinghouse for AIDS treatment information in Spanish, the first and largest network of religious leaders offering HIV prevention programs in Spanish-speaking congregations, and the National Latino AIDS Awareness Day which has been adopted by over 450 organizations in 45 states.

QUESTIONS?

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