



2023- 2024 Seeds of Power Fellowship Program Application

Thank you for your interest in applying to participate in Creative Reaction Lab's (CRXLAB) Seeds of Power Fellowship Program!

The Seeds of Power (SOP) Fellowship Program is for Black and Latino/a/x/e youth ages 18-26 to explore what it means to be either a youth facilitator or content creator and developer through participation in one of the two SOP tracks.

Becoming a SOP Fellow is a paid opportunity for you to grow your skill set and expand your knowledge in educational facilitation or content development to assess issues of systemic inequity to identify and co-create concrete opportunities for change. Additionally, SOP Fellows will develop other areas such as growing their cultural and racial competency, systems-thinking to understand structures of power and inequity, and using their skill sets to translate work into action.

For the 2023- 2024 program year, we will be selecting up to 4 participants to join the Seeds of Power Fellowship program.

DEADLINE FOR APPLICATION SUBMISSION: September 15, 2023 @ 11:59PM CST.

Please feel welcome to reach out to the Seeds of Power Fellowship Program at seedsofpower@crxlab.org with any questions.

CONTACT INFORMATION

*** First Name**

***Last Name**

***Pronouns (e.g.: they/them/theirs, she/her/hers, he/him/his, xe/xem/xyrs, etc.)**

***May we use these pronouns to refer to you publicly?**

- Yes
- No

If selected 'no', what pronouns would you prefer we use to refer to you publicly?

***Mailing Address**

- Address (Street Address)
- Address 2 (Apt, Suite, etc.)



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- **City/Town**
- **State**
- **ZIP/Postal Code**
- **Country**

***Email Address**

- **Personal**
- **Professional (if applicable)**

***Phone Number**

Social Media Handles

- **Facebook**
- **Instagram**
- **Twitter**
- **Tik Tok**
- **Other**

DEMOGRAPHIC INFORMATION

The questions that follow aim to help our team understand and assess the range of identities of who we work with. Your personal demographic information will remain internal to the organization or will be de-identified and summarized for external reporting, and in helping Creative Reaction Lab receive continued funding.

***Birthdate**

(Your birthdate will help us determine how many years you are eligible to participate in the Seeds of Power Fellowship Program)

- *mm/dd/yyyy*

***Please select all of the following that describe your racial + ethnic identities:**

- | | |
|---|---|
| <input type="checkbox"/> Hispanic/Latino/a/x/e | <input type="checkbox"/> Native Hawaiian / Pacific Islander |
| <input type="checkbox"/> Black | <input type="checkbox"/> East Asian |
| <input type="checkbox"/> White | <input type="checkbox"/> South Asian |
| <input type="checkbox"/> African American | <input type="checkbox"/> Southeast Asian |
| <input type="checkbox"/> African | <input type="checkbox"/> Middle Eastern / Arab |
| <input type="checkbox"/> Caribbean | <input type="checkbox"/> Non-Hispanic White / Caucasian |
| <input type="checkbox"/> Native American / Indigenous / First Nations | <input type="checkbox"/> Western European |
| <input type="checkbox"/> Central American | <input type="checkbox"/> Eastern European |
| <input type="checkbox"/> South American | |



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We are conscious that the options provided above do not allow for specificity as it relates to unique racial + ethnic identities (e.g. Peruvian, Chinese, Nigerian, Scottish, etc.). Please feel welcome to use the space below to self-describe in more detail.

***Gender (e.g. nonbinary, genderfluid, woman, man, etc.)** *If you would prefer not to provide this information regarding your identity, please answer "Prefer not to disclose."*

***Sexual Orientation (e.g. pansexual, gay, heterosexual, asexual, etc.)** *If you would prefer not to provide this information regarding your identity, please answer "Prefer not to disclose."*

***Work Status. Are you currently employed?**

- No, I am not currently employed
- Yes, I work full time (40 hours or more per week)
- Yes, I work part time (20 hours or less per week)
- COMMENT BOX: If you answered yes above, what is your current job title?**

***Ability Status (e.g. deaf, neurodivergent, person living with ADHD, not living with a disability, etc.)** *If you would prefer not to provide this information regarding your identity, please answer "Prefer not to disclose."*

*** Socioeconomic status. Use [this resource](#) from the Helpful Professor to help you decide.** *If you would prefer not to provide this information regarding your identity, please select "Prefer not to disclose."*

- Low socioeconomic status
- Middle socioeconomic status
- High socioeconomic status
- Prefer not to disclose
- COMMENT BOX: For any additional information or details you would like to provide.

***Educational Attainment.** *If you would prefer not to provide this information regarding your identity, please select "Prefer not to disclose."*

What is the highest level of education you completed? Please select from the following: (if you went to school outside of the USA, please use the other box to explain your answer.)



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- Less than high school degree (e.g., Middle School, Elementary)
 - High school degree or equivalent (e.g., GED)
 - Some college, but no degree
 - Associate degree
 - Bachelor degree
 - Graduate degree
 - Master's Degree Doctorate/Ph.D.
 - Vocational/Technical Education
 - Prefer not to disclose
 - COMMENT BOX: For any additional information or details you would like to provide.
-

CRXLAB INVOLVEMENT + ECCD FAMILIARITY

The questions that follow aim to help our team understand and assess the experiences that candidates have had with Creative Reaction Lab (CRXLAB) and their level of familiarity/confidence in the [Equity-Centered Community Design™](#) framework. Responses provided here will not be used to determine your status as a candidate in the application review process and, instead, will serve as an evaluation measure for our own team.

***Please select all of the options that describe any previous (or current) involvement with Creative Reaction Lab:**

- Design to Better [Our Community] participant
- Design to Better [Our Community] mentor
- REFRESH youth participant
 - If selected, please put educator's name
- Community Design Apprenticeship Program participant
- CRXLAB Employee
- Equity by Design Immersive Series participant
- Contracted youth co-facilitator for Learning & Education programming
- Artwork for Equity participant
- Youth Creative Leadership Fund participant
- Young Leaders for Civic Change participant
- Seeds of Power Fellowship Program participant
- Redesigners in Action Webinar Series participant



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- 24 Hour Design Lab participant (Ferguson Lab)
- Leaders for Community Action & Equity Workshop participant
- CRXLAB Associate or Katherine Duhnam Fellow
- Other (please specify)

***If you are a previous CRXLAB participant, In which year(s) did you engage with CRXLAB as indicated above? (please select all that apply).**

- 2014
- 2015
- 2016
- 2017
- 2018
- 2019
- 2020
- 2021
- 2022
- 2023

***Please rate your levels of familiarity at this time with Creative Reaction Lab’s framework, [Equity-Centered Community Design™](#) (ECCD). 1 being not comfortable/confident, to 5 being extremely comfortable.**

- 1 - No familiarity
- 2 - Somewhat familiar
- 3 - Familiar
- 4 - Very familiar
- 5 - I know the ECCD framework well

EXPERIENCE

****Please note that you may select more than one track to apply for within the Seeds of Power Fellowship Program. However, this does not mean that you will participate in more than one track at a time if selected for the program. Based on your application and interview, the program team will determine which track you may participate in based on availability and your qualifications.***

****Please note the age eligibility for each track:***

- ***Learning & Facilitation: Ages 18–26***
- ***Media & Content Development: Ages 18 –26***



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***Please select the track(s) you are applying for.**

- Learning & Facilitation
- Media & Content Development

***If you have selected more than one track to apply for, please rank them in order of preference (1 being top preference, 2 being least preferred).**

***Please complete the section(s) that correlates with the track(s) that you have selected above.**

Learning & Facilitation Track

Seeds of Power Fellowship Program participants in the Learning & Facilitation track will participate in the facilitation of Creative Reaction Lab (CRXLAB) learning engagements, which includes CRXLAB's Redesigners in Action Webinar Series and private workshops for CRXLAB clientele. Fellows will have the opportunity to curate and facilitate content that promotes racial and health equity centered around Creative Reaction Lab's Equity-Centered Community Design framework, Redesigners for Justice, and Theory of Change.

Fellows in the Learning & Facilitation track will develop an understanding of how to assess the learning needs of a variety of audiences; navigate and facilitate challenging conversations; and plan, implement, and execute a variety of learning engagements including webinars and workshops.

Careers associated with the Learning & Facilitation track can be, but are not limited to:

- Educator
- Consultant
- Broadcaster (News Anchor/Journalist)
- Training Specialist
- Law
- Social Work
- Counseling
- Community Organizer
- Public Health
- NGO/Nonprofit
- Program Coordinator
- Diversity, Equity, and Inclusion (DEI) Specialist
- Mediator
- Human Resources/Talent Officer
- Learning Designer
- Curriculum Developer/Coordinator



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***Please select the range that best describes how long you've been engaging in facilitation/teaching roles.**

- Never, but I am interested in learning more about facilitation
- Less than 3 months
- 4-8 months
- 9 months - 1 year
- 1-3 years
- 4-6 years
- 6+ years

***Please select all that describe the nature of your facilitation/teaching experience. Note: experience is not required in order to participate in the program.**

- Paid
- Unpaid
- Hired Role
- Community
- Social Media (YouTube, Facebook, Instagram, Twitter, Tik Tok, etc)
- Formal Education Settings (classrooms, school)
- Internship
- Fellowship
- Volunteer
- Other (please specify)
- No experience

***Please select all of the types of audiences for whom you have facilitated/taught.**

- Peers
- Community
- Youth
- Adults
- Professionals
- Academics
- Social Media Community
- Other (please specify)
- No experience

***Please describe your experience with Learning & Facilitation, if applicable. If you do not have previous experience, please write "N/A". Limit: 100 words**

***Why do you want to participate in the Learning & Facilitation track? What about this track interests you? Limit: 250 words**

***Optional: Feel free to share any examples of previous work related to Learning and Facilitation that you would like to showcase.**

Media & Content Development Track



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Seeds of Power Fellowship Program participants in the Media & Content Development track will explore what it means to shape narratives (not only for themselves, but for others) through developing original content that aligns with racial and health equity. Through the use of various methods of media and communication, Seeds of Power Fellows will create, plan, and produce a series of content sponsored by Creative Reaction Lab to amplify their voices and creativity.

Fellows in the Media & Content Development track will have the opportunity to explore a variety of topics related to media and content development including, but not limited to: storytelling, scriptwriting, podcast creation, graphic design, storyboard development, blog writing + management, video production, social media marketing, and more!

Careers associated with the Media & Content Development track include, but are not limited to:

- | | |
|--|--|
| <input type="checkbox"/> Journalist | <input type="checkbox"/> Communications Specialist/Manager |
| <input type="checkbox"/> Author | <input type="checkbox"/> Podcaster |
| <input type="checkbox"/> Film/Video Editor | <input type="checkbox"/> Digital Content Creator |
| <input type="checkbox"/> Producer | <input type="checkbox"/> Camera Operator |
| <input type="checkbox"/> Director | <input type="checkbox"/> Narrator/Voice Actor |
| <input type="checkbox"/> Screenwriter | <input type="checkbox"/> Content Strategist |
| <input type="checkbox"/> Production Designer | <input type="checkbox"/> UX Designer |
| <input type="checkbox"/> Graphic Designer | <input type="checkbox"/> Creative Director |
| <input type="checkbox"/> Marketing | <input type="checkbox"/> Videographer |
| <input type="checkbox"/> Digital Media Specialist | <input type="checkbox"/> Animator |
| <input type="checkbox"/> Social Media Specialist/Manager | |

***Please select the range that best describes how long you’ve been engaging in media & content development.**

- Never, but I am interested in learning more about media & content development
- Less than 3 months
- 4-8 months
- 9 months - 1 year
- 1-3 years
- 4-6 years
- 6+ years

***Please select all that describes the nature of your content creation skills. Note: experience is not required in order to participate in the program.**



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- Paid
- Unpaid
- Hired Role
- Social Media (YouTube, Facebook, Instagram, Twitter, Tik Tok, etc)
- Community
- Formal Education Settings (classroom, school)
- Internship
- Fellowship
- Volunteer
- Other (please specify)
- No experience

***Please select all of the types of audiences for whom have been exposed to your content creation.**

- Peers
- Community
- Youth
- Adults
- Professionals
- Academics
- Social Media Community
- Other (please specify)

***Please describe your area of interest & experience with Media + Content Development, if applicable. If you do not have any experience, please write “N/A”.**

Limit: 100 words maximum

***Why do you want to participate in the Media + Content Development track? What about this track interests you?** *Limit: 250 words*

***Optional: Feel free to share any examples of previous work related to Media and Content that you would like to showcase.**

The remaining questions require a short answer to demonstrate your interest and experience as it relates to the Seeds of Power Fellowship Program. You are welcome to respond to the questions in written form or submit video responses*. Please note, if you are opting to submit videos, but are interested in writing for the Media & Content Development Track, please submit one writing sample.

**For video responses, please provide a Vimeo or YouTube video link in the comment box for each question (note: maximum 1-minute video for responses with a limit of 100 words and maximum 2-minute video for responses with a limit of 200–250 words). Your video doesn't need to be fancy—you can record yourself speaking into the camera of a smartphone. Note: please ensure the video privacy settings are set*



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to public.

***What do you hope to learn/achieve through your participation in the Seeds of Power Fellowship Program and how do you envision your participation supporting your future goals?** *Limit: 100 words - you are welcome to provide your responses as a list.*

***Where do you anticipate your challenges and growth opportunities while in the Seeds of Power Fellowship Program?** *Limit: 100 words - you are welcome to provide your responses as a list.*

Please answer the questions below in reflection of the experiences that have shaped/continue to shape who you are today. The CRXLAB team is not looking for right or wrong answers. Our aim is to understand each candidate's identities and motivations more deeply to consider how they might contribute to a cohort experience. Please note, this section can be submitted as a video (up to two minutes) as well.

***Fill in the blanks: People think I'm _____, but in reality, I'm _____.** (inspired by [Vibeswitch](#)). *(If you would like, you can provide context for your response with up to 100 words.)*

***Share an example of when your personal bias strongly influenced your decision-making. (Limit: 200 words)**

***At Creative Reaction Lab, we believe in and amplify the value of Living Expertise and consider Living Experts to be those who have lived experience with an issue of inequity (e.g. a Living Expert in relation to the issue of mass incarceration may be formerly incarcerated or have been affected by the system through family relationships). We center Living Experts as leaders in addressing and dismantling inequitable systems, recognizing that those closest to an issue have intimate knowledge that will lead to an effective intervention/approach.**

Tell us about an area of your Living Expertise and what you believe can/should be done to address the issue. (Limit: 200 words)



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Please complete the following sentence to create your [Equity Pledge](#): I will make my community better by _____.

Then, please tell us why you are driven to take this action. Please visit our article about our [Redesigners for Justice™](#) movement for more context. (*Limit: 200 words*)

NEXT STEPS

***If selected to move forward in the candidacy process, finalist interviews will take place virtually from late July to early/mid September. Please mark which day(s) of the week and your time preference(s) for the interview below. Interview times offered will be in the Central Standard Time Zone. If you foresee any conflicts, choose “Other” and explain:**

- Monday
- Tuesday
- Wednesday
- Thursday
- Friday

- Morning
- Afternoon
- Evening
- Other (please specify)

***Those selected to participate in this cohort of the Seeds of Power Fellowship Program will participate in a multi-day virtual or in-person kick-off convening in St. Louis, MO in mid-October 2023.**

By selecting “I agree” below, you are indicating that, if selected for the 2023–2024 cohort of Seeds of Power, you understand your participation in the cohort is contingent upon attending the multi-day virtual or in person convening. You are also acknowledging [the time commitment](#); the program will consist of multiple meetings per month with program staff and other Seeds of Power Fellows.

- I agree



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Thank you for applying for Creative Reaction Lab's Seeds of Power Fellowship Program! You will hear from the programs team about the next steps of the application process.

Please feel welcome to reach out to the Seeds of Power Fellowship Program at seedsofpower@crxlab.org with any questions.