



## 2022 Minority Leadership Program Application

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Thank you for your interest in NASTAD's Minority Leadership Program (MLP). Persons of color working in health departments and government agencies face myriad challenges pertaining to job advancement, leadership development, and growth opportunities in these institutions. NASTAD recognizes the need to increase the capacity of emerging leaders of color in health departments and seeks to equip them with skills, mentors, and introspection to advance in their varied personal career trajectories. NASTAD's MLP is a space rooted in social justice for health department staff of color to engage in critical conversations about job advancement; overcoming institutional barriers to equity; managing emotions and burnout; identifying racial and gender-based microaggressions and triggers; successful staff and project management; effective communication; and more. **Please complete the application, including attaching all supporting documents, by Thursday, February 10, 2022. The Selection Committee will only review complete applications submitted via [Alchemer.com](https://www.alchemer.com).**

### Eligibility Requirements:

- A junior-mid level state or CDC directly funded city/county health department position in an HIV, viral hepatitis, or drug user health program.
  - **Eligible state health department jurisdictions:** Continental United States, Puerto Rico, the US Virgin Islands, and Pacific Island members of NASTAD (American Samoa, Guam, the Federated States of Micronesia, Marshall Islands, Northern Mariana Islands, and Palau).
  - **Eligible CDC-funded city/county health department jurisdictions:** Los Angeles County, Baltimore, Houston, Philadelphia, Washington DC, San Francisco, New York City, and Chicago.
- Ability to attend two in-person or virtual convenings, one on **June 6-10, 2022**, and the other on **August 8-12, 2022**.
- A commitment to participate in alumni engagement activities.

### Ideal MLP Candidates Possess:

- Expressed desire and passion for exercising leadership in the field of HIV, viral hepatitis, and drug user health.
- Understanding social justice, anti-racism, and equity in public health and experience operationalizing these concepts.
- A strong work history that demonstrates increasing development of skills and responsibilities.
- A willingness to share and communicate the values of MLP with health department colleagues and the public.
- Strong recommendations from health department and other professional colleagues.

**SECTION A: APPLICANT INFORMATION**

Name: \_\_\_\_\_  
Pronouns: ( ) She/Her ( ) He/Him ( ) They/Them ( ) Other: \_\_\_\_\_  
Health Department: \_\_\_\_\_  
Program: \_\_\_\_\_  
Title/Position: \_\_\_\_\_  
Years in Health Department: \_\_\_\_\_  
Years in Current Position: \_\_\_\_\_  
Email Address: \_\_\_\_\_  
Phone Number: \_\_\_\_\_

How did you hear about MLP? \_\_\_\_\_  
Have you applied to MLP before? Yes/No

**Demographics:** Only NASTAD's Selection Committee members will have access to this information, and all responses will be kept entirely confidential. Select all that apply.

**\*Race**

- Asian
- Black or African American
- Native American, First Nations, Indigenous, American Indian, or Alaska Native
- Native Hawaiian or Other Pacific Islander
- White
- Race not listed: \_\_\_\_\_

**\* Ethnicity Please be specific (e.g., Jamaican American, Dominican, African American, Korean) and refrain from using general categories such as Non-Hispanic:** \_\_\_\_\_

**\* Gender**

- Agender
- Cisgender Man
- Cisgender Woman
- Gender Non-Conforming
- Genderqueer
- Nonbinary
- Transgender Man
- Transgender Woman
- Two-Spirit
- Unsure/Questioning
- Gender not listed: \_\_\_\_\_

**\* Sexual Orientation**

- Asexual
- Bisexual
- Gay
- Heterosexual
- Lesbian

- Pansexual
- Queer
- Same Gender Loving
- Unsure/Questioning
- Orientation not listed: \_\_\_\_\_

**SECTION B: STATEMENT OF PURPOSE**

In 300 words or less, please indicate how your participation in NASTAD's MLP will enhance your ability to perform your current job and grow within your agency. Your statement should reference your professional work history, including a demonstrated commitment to health equity initiatives and social justice work. Please copy/paste your Statement of Purpose into the designated text box on the application submission form.

**SECTION C: RESUME OR CURRICULUM VITAE**

Please attach a current resume or curriculum vitae to the application submission form.

**SECTION D: LETTERS OF RECOMMENDATION**

Please obtain at least two (2) letters of recommendation from individuals who can comment on your ability to benefit from participation in MLP. They should address your leadership potential and why they think you would be a successful participant. Provide them with the program description for additional information. Each letter must clearly state who the recommenders are endorsing and their relationship to the applicant. Please attach your two letters of recommendation to the application submission form.

**SECTION E: INDICATION OF COMMITMENT**

*Applicant Commitment:*

I signify that I intend to fully participate in the activities outlined in NASTAD's MLP Overview, including attending two weeklong trainings, participating in peer meetings, completing coaching sessions, and partaking in activities with MLP alumni and NASTAD staff. As complete focus is required, I commit to fully participating in two weeklong convenings and getting the necessary approval to do so without competing distractions or responsibilities. I commit to fully participating in all aspects of the program and communicating with supervisors and NASTAD staff areas of growth, development, and needs.

Applicant Name: \_\_\_\_\_ Date: \_\_\_\_\_

*Supervisory Commitment:*

I signify that I understand the commitment being asked of the staff person I supervise. If they are selected, I agree to allow them to participate in the activities outlined in NASTAD's MLP Overview, including attending two weeklong trainings, participating in peer meetings, completing coaching sessions, and partaking in activities with MLP alumni and NASTAD staff. I agree to provide support, guidance, and input into my supervisee's professional development. As complete focus is required, I commit to fully supporting my supervisee in participating in the trainings without competing distractions or responsibilities. I agree to provide feedback and input to NASTAD staff regarding the program when requested, either via teleconference or electronic survey.

Supervisor Name: \_\_\_\_\_

Title/Position: \_\_\_\_\_ Email Address: \_\_\_\_\_ Phone Number: \_\_\_\_\_

Date: \_\_\_\_\_

**Additional Information:**

Program Director Name: \_\_\_\_\_

**SECTION F: ABILITY TO FULLY PARTICIPATE IN TRAININGS**

Please obtain and attach to this application submission form a letter on your agency's letterhead signed by your supervisor, indicating your ability to participate fully in two (2) weeklong trainings. **Training dates are scheduled for June 6-10 and August 8-12, 2022.** NASTAD will pay for all costs associated with MLP.

*While our goal is to host in-person trainings this year, MLP sessions may transition to a virtual platform as we continue to prioritize public health while navigating the shifting COVID-19 pandemic. Should we gather in person, participants will need to show proof of COVID vaccination, submit a travel approval letter signed by their supervisors, and follow the strictest precautionary measures, including proper mask-wearing while indoors, social distancing, proper handwashing, and refraining from interacting with others if not feeling well.*

***Thank you for your time!***

The estimated timeline for the application process is as follows:

- February 10, 2022: Applications due
- February 28 – March 4, 2022: Scheduling of interviews with candidates
- March 7 – 16, 2022: Candidate interviews
- March 23 – 29, 2022: Reference calls with supervisors of finalists
- April 8, 2022: Acceptance letters sent to selected fellow

If you do not hear from a NASTAD staff member by March 7, 2022, you were not selected for an interview. Please contact Rosy Galvan at [rgalvan@nastad.org](mailto:rgalvan@nastad.org) with questions.