Applicants will enter and upload the following information into an online form. Please use this application preview to prepare your responses in a separate word processing software prior to entering them into the form.

APPLICATION PREVIEW

FIRST ROUND

1. The 2021 Transportation Justice Fellowship is designed exclusively for mobility practitioners who identify as people of color. Do you identify as a person of color? (Yes/No)
We have adopted the People of Color Nonprofit Professionals group definition of “People of Color” as: “African descent/Black, Asian, Chicana/Latina, First Nations/Native American/Indigenous, Native Hawaiian and Pacific Islander, Southwest Asian, North African/Arab, Middle Eastern, Muslim, South Asian, and Mixed-Race peoples, and people identifying with regions of the world outside of Europe and not part of a history of settler colonialism (e.g., white European Dutch-English South Africans).

2. Please review the Fellowship Program Brief, and comment on your ability to commit to programming.
This program requires about 7 hours a month for 9 months, primarily during standard working hours. If you are unable to make this level of commitment, please email tfellowship@nacto.org. We would still like to include you in larger group affinity and other skill building programming if possible!
   a. Are you able to commit time to key dates, and anticipated activities required to fully participate in this fellowship?
   b. Some participants may need to secure permission from direct supervisors to take part in required Fellowship programming. If applicable, do you have buy-in/approval from relevant supervisor(s) within your organization for participation?
      i. Yes
      ii. No
      iii. Not Applicable
3. Identification Questions
   a. First Name
   b. Last Name
   c. Contact Information:
      i. Email
      ii. Phone
      iii. City, State (Work)
      iv. City, State (Home)
   d. Do you work or reside in a NACTO member city in the US?
   e. In what sector do you work?
      i. City government or transit agency
      ii. State, regional or federal government
      iii. Nonprofit
      iv. Sole proprietor or small business (fewer than 10 employees)
      v. Private sector, mid-sized (11-50 employees)
      vi. Private sector, large (50+ employees)
      vii. Other, please specify
   f. Employer
   g. Position/Title
   h. Total # of years of experience in or adjacent to mobility / transportation
   i. Identity
      It is important for NACTO as an organization to know and understand the diversity of this fellowship applicant pool. This information will also assist with the development of identity-based affinity group sessions. NACTO will not publicize or share your answers with anyone.
      i. Race/Ethnicity/Community (Select all that apply)
         1. Asian/Southwest Asian/South Asian
         2. Black/African-Descent
         3. First Nations/Native American/Indigenous/Alaska Native
         4. Hispanic/Chicano/Latinx
         5. Middle Eastern/North African
         6. Native Hawaiian/Pacific Islander
         7. White/European-Descent
         8. Other, please specify
      ii. Gender Identity (Select all that apply)
         1. Man
         2. Non-Binary/Genderqueer/Gender Fluid
         3. Transgender Man/ Trans Masculine
         4. Transgender Woman/Trans Feminine
         5. Two Spirit
         6. Woman
         7. Prefer not to say
         8. Other, please specify
      iii. Pronouns (Select all that apply)
         1. He/Him/His
         2. She/Her/Hers
         3. They/Them/Theirs
         4. Prefer not to say
         5. Other, please specify
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iv. Do you identify as LGBTQIA+?
   1. Yes
   2. No
   3. Prefer not to say

v. Do you identify as a disabled person or a person with a disability?
   1. Yes
   2. No
   3. Prefer not to say

\[NACTO \text{ will provide participants with accommodations needed to fully engage in Fellowship programming.}\]

4. Intersectionality Statement (3 paragraphs max)
   a. Describe the aspects of your identity that inform your lived experience. This could (but doesn't have to) include details about your race, gender, sexuality, disability, experiences, place of origin, or any other identity-related details that shape the ways you are perceived by others, your privilege (or proximity to it), your cultural identity, your sources of joy, the ways you form kinship, and how you navigate and move through the world.

5. Desired Fellowship Outcomes (2 paragraphs max)
   a. Briefly describe the personal and professional goals you hope to meet through participation in this Fellowship.

6. Personal Values Statement (1 page max)
   a. Please describe details that indicate:
      i. Your personal pursuit of equity
      ii. Your understanding of the term “dignity” as it relates to the transportation field/mobility
      iii. An example of how you have operationalized a commitment to atonement and healing, anti-racism or anti-ableism in a past/current transportation or mobility project

7. CV, Resume, or Other Demonstration of Relevant Background
   a. Provide attachments (max 2 attachments, 4-5 pages total) that are the best indicators of your background and readiness to advance change in the transportation space in addressing racial and economic injustice. Submissions can include examples from administration to outreach that have resulted in implementation.

8. Access
   i. Access to Prior Formal Professional Development Participation (2 paragraphs max)
      1. We will prioritize applicants with limited prior access to such opportunities. Please describe barriers to participation in prior fellowship and list formal professional development participation to date. This may include mentorship, fellowships, training programs, participation in major conferences, etc.
ii. Barriers to Full Participation
   1. As we set priorities for program finances, we would like to know whether there are any barriers to applicant participation. Please note that an applicant’s potential need for additional support resources will in no way impact our assessment of their application.

   In what ways would your participation in this Fellowship impose additional costs or hardships?
   a. Limited access to videoconferencing equipment/hardware
   b. Limited access to stable internet
   c. Increase in hours/cost paid for household care (e.g. child or elder care)
   d. Other, please specify

SECOND ROUND

Second round interviews will be held February 11 - February 25, 2021. These 30-minute video interviews will involve applicants describing a potential individual project. The project may be something you’re already working on that could benefit from additional peer or expert advising. Or it could be an emerging project. The project does not need to be completed by the end of the 9 month Fellowship term.

Fellowship applicants selected for the interview round will be asked to provide two letters of support by February 25, 2021.

Letters of Support: To facilitate a balanced review of others’ perceptions about your values, work, experience, and strengths, we would like you to submit recommendations from the following categories. At least one letter should indicate a level and/or network of institutional support that can support you in implementing your Fellowship project:

   a. Professional Letter of Support
      i. This letter should include details about what it is like to encounter you and your work from the perspective of a professional manager. This can be a former or current supervisor, a coach, a human resources representative, a client, or anybody formally responsible for evaluating your performance at work or on a project.

   b. Peer OR Community Letter of Support (Choose One)
      i. Peer: This letter should include details about what it is like to encounter you and your work from the perspective of a peer. This can be a non-supervisory colleague, coworker, mentor, or organizational partner.
      ii. Community: This letter should include details about what it is like to encounter you and your work from the community perspective. This can be a resident in an impacted community, a community-based organization, a constituent, a school, a faith based group, a local business, or any other community stakeholder.

Ready to apply? Please fill out the [ONLINE APPLICATION FORM]