



The Black Leadership Development Program

PARITY INC.

2023-2024 Program Year

Letter of Instruction

Thank you for your interest in The Black Leadership Development Program. We look forward to receiving your application. Please feel free to call if you have any questions or concerns that are not addressed in this application package. Parity, Inc. is pleased to invite you to submit your application for participation in The Black Leadership Development Program. Enclosed for your use and review are:

Confidential application

Confidential recommendation

Program instructions and information

Tentative class dates

SPECIAL NOTE:

To be considered for this program, your application must be completed in its entirety.

The application and the confidential recommendation should be typed or printed and returned no later than 4:30 p.m. on Friday, September 15, 2023.

Email or faxed copies will be accepted. Return pages 5-7.

All application materials must be submitted together as a complete packet.

Finalists are required to participate in an oral interview.

Program Requirements: A participant is expected to attend all sessions. Those who miss more than two (2) sessions will be denied graduation and may be asked to withdraw from the program. Tuition will not be refunded. Parity, Inc. reserves the right to change the program dates if required for the success of the program. Program dates are indicated in the enclosed Program and Instructions information. Please review the list of tentative class dates to make certain that we can expect your full participation should you be selected. You will be notified of your selection status by Friday, September 29, 2023. **Due to increased operational expenses (i.e. catering expenses) there has been a nominal increase in the tuition to \$2,300. Each participants \$2,300 tuition must be paid in full by November 30, 2023.**

Forward your completed application and confidential recommendation by email to cwright4parity@aol.com or by mail to:

Carolyn E. Wright
The Black Leadership Development Program
Parity Inc.
907 W. Fifth St.
Dayton, OH 45402

Questions please call Carolyn Wright at 937-231-5059 (c)

Mission

To create a learning environment where highly screened and selected candidates are challenged to explore new leadership concepts and insights that will benefit African Americans professionally and in community engagement activities. Through this environment, the program attracts and builds a strong network of effective leaders who model the characteristics needed to serve their respective organizations and communities.

Program Description

The Black Leadership Development Program is a highly selective program designed to appeal to African American leaders and emerging leaders. Its purpose is to develop a pool of African American men and women from various backgrounds with interest in, and leadership capacity for, effectively addressing ongoing and emerging community issues.

During this 11-month program, participants will meet monthly to learn through lectures, discussion, and direct experience of every major aspect of community life. Issues, from economics and education to criminal justice and intra-cultural diversity, will be explored. Participants will also begin to develop working relationships with civic, social, political, and community leaders. To enhance the quality of the presentations, topic experts are used throughout the program to ensure the development of sharpened leadership skills. These speakers are excellent motivators and educators. * Program session will be a combination of virtual and in person due to current health requirements and restrictions.

PROGRAM BENEFITS

For Employers

- Opportunity to enhance the civic/community leadership skills of employees.
- Creates highly motivated and challenged employees who are better prepared to go beyond their job responsibilities.
- Improves your corporate image in the community and demonstrates company involvement.
- An excellent investment in employee professional development.
- Provides an opportunity to showcase the organization's commitment to multicultural diversity.
- Provides networking opportunities among companies doing business in the Greater Dayton area.

PROGRAM BENEFITS

For Employees

Personal and Professional

- Participate in thought-provoking leadership training activities.
- Gain a broader perspective of community issues and their impact upon the quality of life for African Americans in the Greater Dayton area.
- Have an opportunity to participate in solving problems which affect the African American community.
- Expand professional networks and enhance personal relationships.
- Receive deserved recognition and prestige as a community leader making substantial contributions to the quality of life in the Greater Dayton area.



Parity, Inc., Black Leadership Development Program (BLDP) Calendar

Black History Tour/Local Dayton History/"Walking the Nickle" Conversation

Thursday, October 12, 2023

Parity, Inc. Black Leadership Development Program (BLDP) Session(session #2)

Segment One: "Black History and Dayton" (*continued*)

Segment Two: "Community Building"

Thursday, November 9, 2023

Parity, Inc. Black Leadership Development Program (BLDP) Session

Community and Economic Development & Entrepreneurship

Thursday, December 7, 2023

Parity, Inc. Black Leadership Development Program (BLDP)

Leadership Retreat – Leadership That Matters – *Day One*

Friday, December 15, 2023

Parity, Inc. Black Leadership Development Program (BLDP)

Leadership Retreat – Leadership That Matters – *Day Two*

Saturday, December 16, 2023

Black Leadership Development Program (BLDP) 2022-23

The Arts & Philanthropy

Thursday, January 11, 2024

Women of Influence/AA Top Ten/Sinclair Programs and Opportunities

Thursday, February 8, 2024

WPAFB Experience

Thursday, March 14, 2024

Local Human Services and Minority Health Challenges and Opportunities

Thursday, April 11, 2024

The Current State of Education and the Black Community

(part one of two-part session)

Our History— Shaping The Culture (with The Dayton Africana Elders Council)

(part two of two-part session)

Thursday, May 9, 2024

Local, State, & Federal Criminal Justice System

Thursday, June 13, 2024

Black Church Influence and Impact

(part one of three-part session)

Black Civil Rights

(part two of three-part session)

Political Power and the Black Community

(part three of three-part session)

Thursday, July 11, 2024

Board Service and Purpose

(part one of two-part session)

BLDP Graduation Luncheon

(part one of two-part session)

Thursday, August 8, 2024



“To serve and advocate for social and economic equity within the African American community”

THE BLACK LEADERSHIP DEVELOPMENT PROGRAM CONFIDENTIAL APPLICATION

PLEASE PRINT OR TYPE

Date _____

PERSONAL DATA

First Name _____ Last Name _____

Home Address _____

City _____ State _____ Zip _____

Community/Neighborhood _____ County _____

Day Phone _____ Evening Phone _____

Fax Number _____ Email _____

Cell Phone _____

It would be helpful if you would supply the following information (please select one):

Age 21-34 35-54 55-64 >64

Gender Male Female

EMPLOYER: COMPANY or ORGANIZATION (including community organizations formal and informal)

Company or Organization Name _____

Position _____

Company or Organization Address _____ Suite _____

City _____ State _____ Zip _____

Business Phone _____ Extension _____

Business email _____

What is the nature of the business/organization? _____

How long have you been in this current position of responsibility? _____ Month(s) Year(s)

How long have you lived and/or been employed in the Greater Dayton area? _____ Month(s) Year(s)

Preferred method of contact (please select one): Home Business

How did you hear about The Black Leadership Development Program?

CONFIDENTIAL APPLICATION

LEADERSHIP POSITIONS

ORGANIZATIONS AND ACTIVITIES

Please list membership in the community, civic, business, professional, religious, and social organizations that have been of significance to you: _____

SUPPLEMENTARY INFORMATION

Please attach your **resume'** and any supplementary information.

ATTENDANCE REQUIREMENTS

A participant is expected to attend all sessions. Those who miss more than *two sessions will be denied graduation* and may be asked to withdraw from the program. Tuition will not be refunded. Parity Inc. reserves the right to change the program dates if required for the success of the program. Program dates are indicated in the enclosed Program and Instructions information.

Will you be able to fulfill the required time commitment? Yes No

A special project is required as part of the class participation, which may require an additional time commitment. Will you be able to contribute the time needed to fulfill this assignment?

Yes No

Do you have the full support of your employer for the required time off from your position?

Yes No

FINANCIAL INFORMATION

Tuition for each participant is \$2,300. Full tuition for accepted candidates is due by the close of business on **Thursday, November 30, 2023**.

Please indicate how you plan to pay your tuition (if combination, indicate percentages):

Personal _____% Corporation Sponsorship _____% Other (specify) _____%

If your company is sponsoring you, please provide us with the following information:

Name of Company _____ Contact _____
_____ First Name _____ Last Name _____

Title of Contact _____ Phone Number of Contact _____
_____ Extension _____

Email Address _____

Mailing Address _____

City _____ State _____ Zip _____

CONFIDENTIAL APPLICATION

REFERENCES

Please list the person who is most knowledgeable about your leadership performance and potential. Have that person complete the enclosed confidential recommendation form on page 7. **Return with this application.**

First Name _____ Last Name _____

Address _____

City _____ State _____ Zip _____

Application deadline is no later than 4:30 p.m. on Friday, September 15, 2023. Your completed application and written reference must be enclosed for this application to be considered. Forward the completed application and the confidential recommendation to cwright4parity@aol.com or Mail or Deliver to:

**Carolyn E. Wright
The Black Leadership Development Program
Parity Inc.
907 W. Fifth St.
Dayton, OH 45402**

Questions, please call Carolyn Wright at (937) 231-5059.

Indicate enclosures:

Fully completed application Written reference

GENERAL INFORMATION

If you are accepted into The Black Leadership Development Program, you must meet the following conditions to receive certificate of graduation.

- * Not more than (2) excused absences for the scheduled classes.
- * Must be present at the one-and-a-half-day retreat at the beginning of the program.
- * All tuition \$2,300 must be paid by **Thursday, November 30, 2023.**

I understand the purposes of The Black Leadership Development Program and if I become a participant I will devote the time and energy necessary to make it a successful experience. I accept the responsibility for meeting the above requirements.

Candidate's Signature _____

Print Name _____

Date _____

We look forward to your participation. Please feel free to call if you have any questions or concerns that are not addressed in this application package.

To obtain this application online, visit our website: www.parityinc.org