



# The Black Leadership Development Program

## PARITY INC.

2022-2023 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 Friday, September 9, 2022.**
- Email or faxed copies will be accepted. Return pages 4-7.**
- 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 Monday, September 26, 2022. **The Program Payment of \$2,100 must be paid in full by October 31, 2022.**

Forward your completed application and confidential recommendation by email to [cwright4parity@aol.com](mailto: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.

*The Black Leadership Development Program 2022 -2023 Session Topics.*

*Save the dates...*

**THE SESSIONS WILL BE FROM 9:00 - 4:00 P.M. CONTINENTAL BREAKFAST AND LUNCH  
WILL BE PROVIDED. ALL DATES ARE TENTATIVE.**

**TOPICS AND DATES**

Leadership Retreat

Friday, October 21 & Saturday, October 22, 2022

Black History Tour/Local Dayton History

Thursday, October 27, 2022

Current State of Education and the Black Community

Thursday, November 10, 2022

Economic Development and Entrepreneurship/The Impact of Community Development  
Initiatives on the Black Community

Thursday, December 8, 2022

Who's Who in Positions of Power in Dayton/Diversity

Thursday, January 12, 2023

The Arts & Philanthropy

Thursday, February 16, 2023

WPAFB Tour

Thursday, March 16, 2023

Human Services/Minority Health Challenges

Thursday, April 13, 2023

The Church in a Leadership Role /The Media/Social Media

Thursday, May 11, 2023

Local, State & Federal Criminal Justice System

Thursday, June 15, 2023

Board Training & Community Engagement

Thursday, July 13, 2023

Graduation Celebration

Thursday, August 11, 2023

**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**

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**ORGANIZATIONS AND ACTIVITIES**

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

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**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 \$2,100. Full tuition for accepted candidates is due by the close of business on **Monday, October 31, 2022**.

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 \_\_\_\_\_

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 9, 2022. Your completed application and written reference letter must be enclosed for this application to be considered. Forward the completed application and the confidential recommendation to [cwright4parity@aol.com](mailto: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 \$2,100 must be paid on or before October 31, 2022.

***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](http://www.parityinc.org)*