



## **WE LEAD 2024 – 2025 Information & FAQ**

WE LEAD<sup>1</sup>, a program of End Domestic Abuse Wisconsin, builds new leadership within the movement to end gender-based violence by providing leadership development opportunities for survivors of violence and/or people from Wisconsin's underserved or underrepresented communities (definition below).

### **WE LEAD participants will:**

- Learn about theories & practices of the prevention & intervention of gender-based violence, including its root causes of oppression, power & privilege;
- Build & enhance their skill & capacity as leaders & agents of change;
- Become a part of a group of socially conscious advocates & ally leaders committed to ending gender-based violence through new & innovative ways;
- Network with fellow advocates throughout the state.

**The WE LEAD Selection Committee is looking for advocates seeking to enhance their leadership skills within the gender-based violence fields who (either/or):**

- identify as a survivor of gender-based violence  
**AND/OR**
- identify as being from an underserved or under-represented<sup>2</sup> community in Wisconsin.

The WE LEAD Selection Committee will select between 10 and 15 individuals from across the state of Wisconsin who meet the above criteria. All individuals meeting the abovementioned criteria are encouraged to apply.

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<sup>1</sup> WE LEAD is an acronym for Wisconsin Empowered Leadership Enrichment & Development.

<sup>2</sup> We define underrepresented/underserved groups as individuals who identify as LGBTQ, BIPOC, indigenous, people with disabilities, deaf & hard-of-hearing, refugees, immigrants, as well as the intersections of these identities.

**WE LEAD training topics will include:**

- Building an Integrated Leadership Style
- Strategies to End Gender-Based Violence
- Oppression, Power & Privilege
- Social Media & Media Literacy
- Communication
- Leadership in Government

**What is WE LEAD?**

The WE LEAD Leadership Academy, a program of End Abuse, is a 9-month leadership academy which focuses on building new & diverse voices of leadership within the movement to end domestic violence.

WE LEAD will consist of 5 in-person meetings, each a two-day long training session. It may also include additional training sessions and related reading assignments, specifically designed to support leadership development.

WE LEAD is open to survivors of domestic and sexual violence and/or those that identify as people from underserved and underrepresented communities in Wisconsin.

Participants who complete the Leadership Academy will receive a certificate of completion at the January 2025 WE LEAD graduation ceremony.

**When is WE LEAD?**

The in-person required training schedule for WE LEAD 2024-2025 is as follows:

- May 30-31, 2024
- July 11-12, 2024
- September 26-27, 2024
- December 5-6, 2024
- Jan 30-31, 2025

## **Where is WE LEAD held?**

Most WE LEAD in-person training sessions will likely be held in Madison, at the Madison Concourse Hotel, but we will likely hold 1 of the trainings in Wisconsin. Locations could change, depending on funding and accessibility for participants.

## **How much will WE LEAD cost me?**

WE LEAD is free. There is NO charge to apply and NO charge to attend. Once you submit an application and you are accepted into the program, End Domestic Abuse WI's funding will cover your materials and lodging (lodging will be dependent on where we hold the trainings).<sup>3</sup> End Abuse will make all venue arrangements.

WE LEAD participants are responsible for their own transportation to the venue for the training session; however, End Abuse will provide mileage reimbursement for eligible participants. Alternately, End Abuse can provide reimbursements for a car rental and fuel charges to the scheduled sessions only if the cost of the car rental & fuel is less than the mileage reimbursement. Other transportation types can be reimbursed, depending on where attendees are traveling from. Food reimbursements are also provided for eligible meals, per state-rate per diem rules. Participants are responsible for all incidental charges at hotels. End Abuse is not responsible for any charges other than the tax-exempt state room rate charge.

## **If I am unable to attend any of the sessions, what are my options?**

The success of WE LEAD depends upon each participant's strong commitment to the Leadership Academy's entire schedule. Because each training session is designed to be a foundational learning piece for the next session, when a session is missed or not fully attended, it affects how that topic is learned and then applied to the next skill set. We ask that accepted participants attend all required sessions; however, we understand that conflicts and unintended circumstances will and do arise. When this happens, you can contact Danny Ho (contact info below), to discuss any emergencies or barriers that may prevent your full participation.

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<sup>3</sup> Hotel accommodations provided for WE LEAD Leadership Academy participants does not include accommodations for significant others, children, or anyone else not registered and actively involved.

### **Are childcare services or childcare assistance provided?**

Unfortunately, there is no childcare provided at WE LEAD. Due to the structure of the WE LEAD Leadership Academy and due to funding limitations, no childcare services or childcare assistance stipends will be provided for any sessions or trainings during the Leadership Academy. But there are always options and possibilities. Please contact Danny Ho (contact info below) to discuss.

### **How will my employer benefit from my participation in the WE LEAD?**

WE LEAD is designed to assist participants in discovering leadership strategies and best practices as well as gain skills in ending gender violence. Participants in WE LEAD will have the opportunity to:

- Build and strengthen leadership abilities and knowledge within the non-profit DV/SA field;
- Participate in community and intercultural connections that encourage open exchanges of ideas, information, and resources
- Develop strategies of the prevention and intervention of domestic and sexual violence.

### **What is the application process? Is there a deadline?**

The application for WE LEAD 2024-2025 is open until 11:45pm on March 1, 2024. Applicants can go online to the link below to complete the application. No other documentation is needed to complete the application. Applications will be reviewed in mid March, followed by emails to all applicants.

Application link: [www.surveymonkey.com/r/WELEAD2024-25application](https://www.surveymonkey.com/r/WELEAD2024-25application)

**If you, or your employer, need any assistance completing this application or have any further questions,** please feel free to contact Leadership & Advocacy Program Director, Danny Ho via email at [dannyh@endabusewi.org](mailto:dannyh@endabusewi.org).