

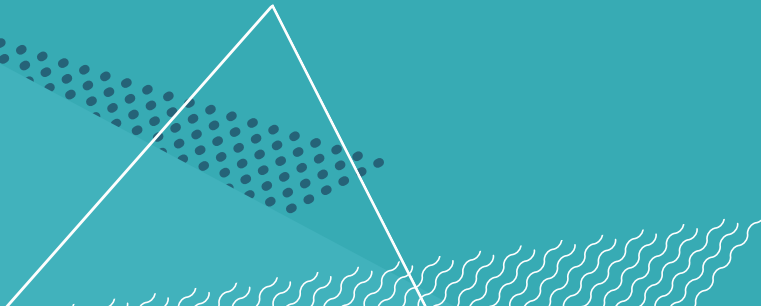
Welcome!

Fellow Information Session
January/February 2017



Detroit Revitalization Fellows

A program of Wayne State University



DRF Staff

Asandi Conner, Director

Latina Black, Program Coordinator

Meredith Reynolds, Engagement Specialist

Emily Miller, Fellows' Experience Manager



About Us

The Detroit Revitalization Fellows are talented mid-career leaders stimulating progress within Detroit's civic, community and economic development landscape. This select group of doers engages in a rigorous two-year leadership development program while serving full time at organizations working to further key programs and projects across Detroit and the region.

The Network is Everything.



About Us, cont'd.

- ▶ **Who We Are**

A Leadership/Talent Intervention

- ▶ **Why We Matter**

The Network (is Everything)

- ▶ **Our Impact**

Driving Progress, at a variety of scales,
Some You See / Some You Don't



What We Believe.

- ▶ No Clean Slates
Only Communities
- ▶ Only one Detroit
There is no ____ VS ____
Reach Beyond Barriers
- ▶ Intentional Inclusion
Diverse Network of Leaders



"Sets you up for success so you can have maximum impact as a new Detroiter, employee and Fellow."

Victoria Olivier
Detroit Future City

 **Detroit Revitalization Fellows**
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#WhyBeAFellow

Apply Now. Visit:
detroitfellows.wayne.edu

"An awesome way to learn about the different disciplines and sectors that shape a city, meet the people most deeply involved and explore your development interests."

Sandra Yu
Detroiters Working for Environmental justice

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the need:

a solid bench of mid-career talent that is nurtured and retained, so that they may lead the city and the region

short term

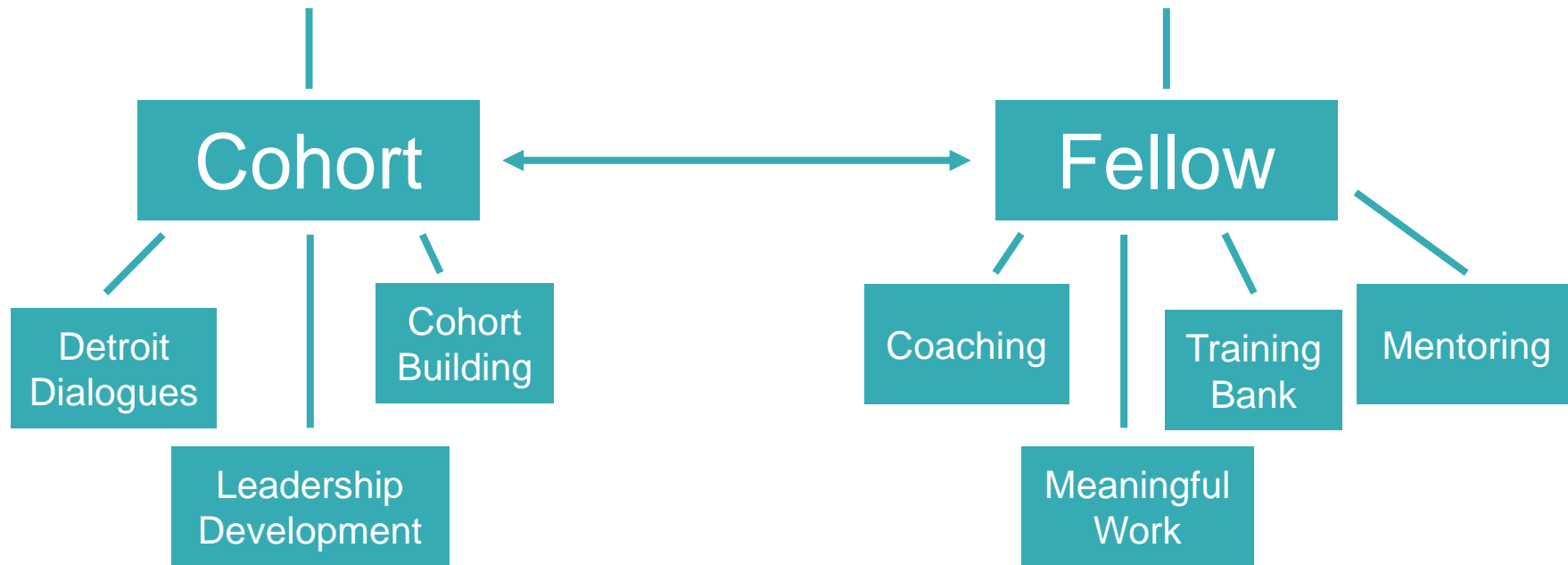
a network of talented mid-career professionals focused on individual and cohort development

long term

a systemic network of interdisciplinary leaders

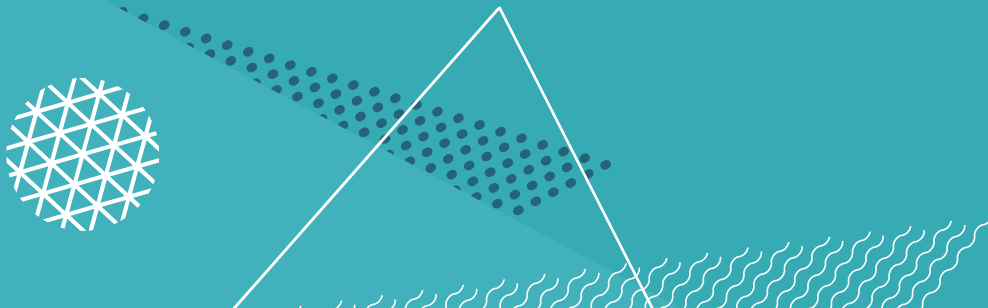


Detroit Revitalization Fellows: A Leadership/Talent Intervention



DRF's brand of leadership development is achieved through a simultaneous focus on the Cohort of Fellows collectively, as well as each Fellow individually.

The Opportunity



fellows/employers

is there a match?



[symbiotic
relationship]

What characteristics are the **Detroit
Revitalization Fellows** looking for?





results

Detroit Revitalization Fellows have played key roles in:

- Downtown Detroit BIZ
- Motor City Match
- Kresge Court Renovation at DIA
- D2D/Source Detroit
- East Jefferson Streetscape

why apply?



network

connecting the doers in Detroit



talent

added talent – the best from Detroit & nationally – to accomplish strategic work that might not otherwise happen



fellows:

hard-working mid-career professionals

take initiative and are ambitious

believe they can make a difference in Detroit and the region through their work

want to develop as leaders, whether that be out in front or from behind

diverse and multidisciplinary in their approach[es]

employers:

place a high priority on leadership development

aware of their talent need to meet strategic priorities

see the possibilities in Detroit through both hyper-local and regional lenses

understand disparities in city and region, want to be part of addressing them

have financial sustainability and a clear vision for their future



**[50%] 5-10 years of
professional experience**
[35% had 10-15 yrs]
[15% had 15+ yrs]

Cohort III Fellows

Diverse Backgrounds:

Public Health
Education
The Arts
Environment
Social Work

**[50%] Already living
and working in Detroit**



Cohort III

A diverse cohort of 19 talented mid-career leaders stimulating progress in Detroit.

- ▶ 68% Women
- ▶ 32% Men
- ▶ 50% Ages 25-34
- ▶ 33% Ages 35-44
- ▶ 17% Ages 45-plus
- ▶ 47% Black
- ▶ 42% White
- ▶ 11% Asian, Latino, Multi-Racial or Other



Cohort IV Salary Ranges

competitive salary with benefits:

- \$53,000 - \$65,999
- \$66,000 - \$75,999
- \$76,000 - \$86,000



Cohort IV Standard Employers

Capital Impact Partners

Detroit Health Dept.

Detroit Bike Share

Detroit Future City

Detroit RiverFront Conservancy
Community Network

Global Detroit

LifeBUILDERS

William Davidson Foundation

Cinnaire

DPD

DEGC

DPS Community District
Eastside

Invest Detroit

Michigan Science Center



what role will you play?



Middle or senior manager

of project, program and/or processes

Strategic and ambitious

about a specific issue or problem

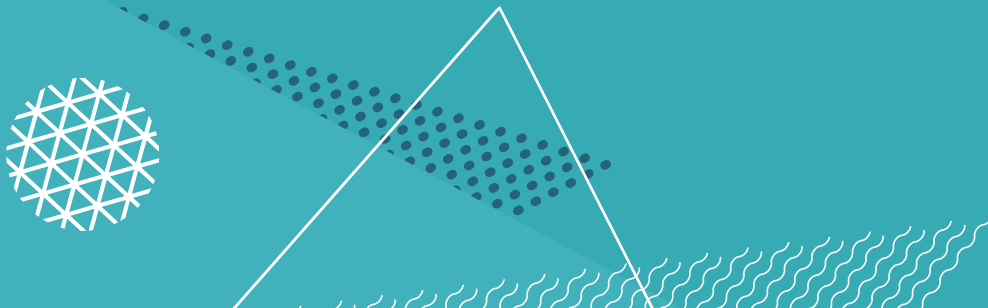
It's about leadership

whether that be out in front, or behind the scenes / in the middle

Changemaking

both internally for the organization and externally for the city & region

The Application Process



fellowship requirements:

[application] & [fellowship]

Bachelor's degree

Minimum 5 years of professional experience

Attendance at fellowship programming (Immersion, Monthly Sessions, Study Trips and other programming special fellowship events)

Adherence to fellowship policies and procedures

Participation in executive coaching and triads

Mentorship



A Competitive Process

- ▶ Record # of Fellow Applications: 656
155 Semi-Finalists, 55 Finalists, 23 Fellows
- ▶ Cohort IV - 20 Fellows
15 Standard Employers, 5 Fellow-In-Place Employers



key application questions:

Describe your experience in a current or previous leadership role.

Describe your leadership philosophy.

Why do you want to be a Detroit Revitalization Fellow?

How would you approach your fellowship experience and what would you contribute?

Share three things you have learned about yourself over the last three years that are relevant to the way you work and lead.

What has been your approach to professional/leadership development over the last three years?

Describe your process for navigating challenges and/or adverse situations. Provide an example.



application:
[evaluation criteria]

Leadership experience and approach

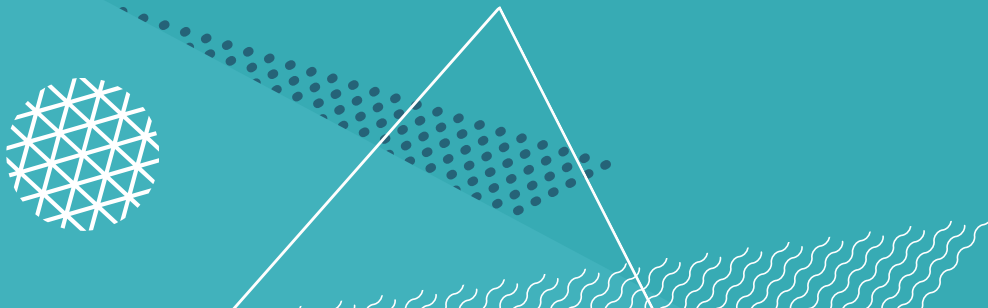
Fit for the fellowship program

Level of self-awareness

The quality of the application as a whole



Intentional Inclusion





Sarida Scott
Native Detroit





Abir Ali
Returning Detrouiter





Justin Fried
New Detrouiter





Ritchie Harrison
Native Detroit





Leslie Tom
New Detroiter



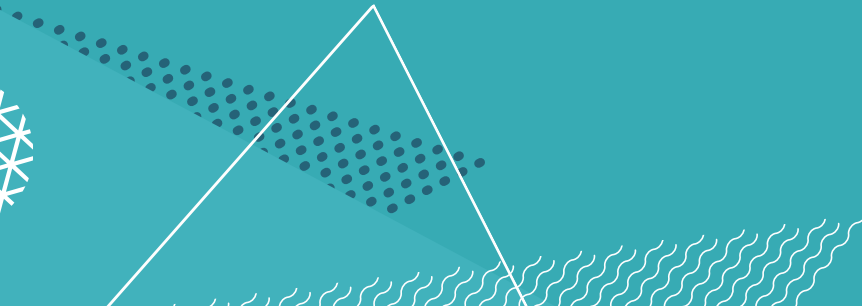


#WhyBeAFellow

Social Media Ads



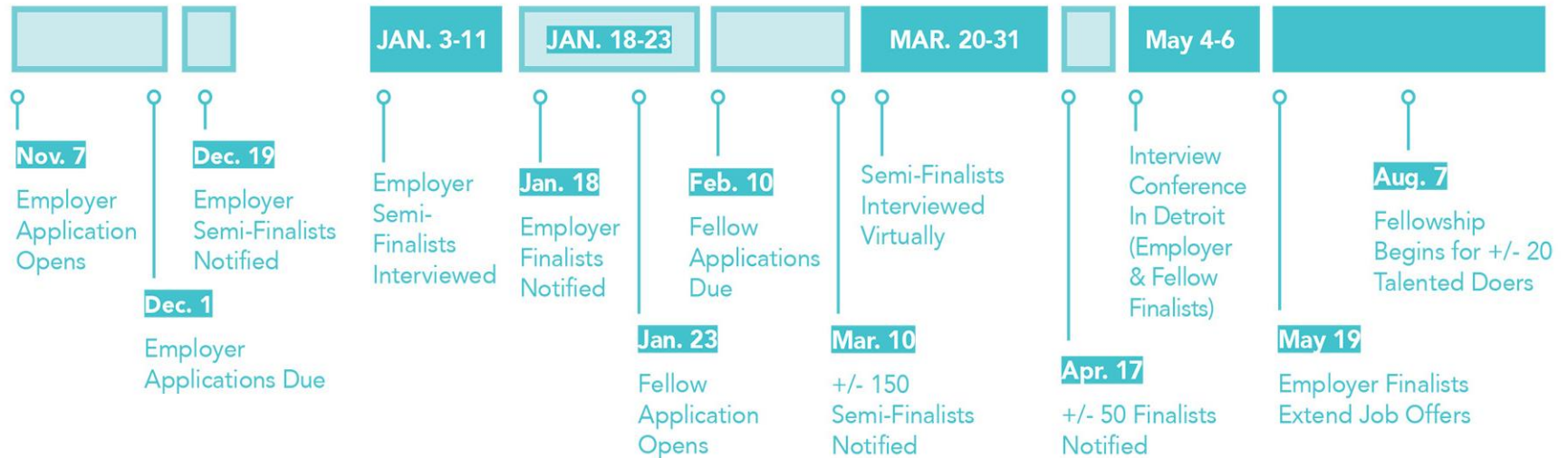
Application Timeline



The Application Process:

2016

2017



application:

[key dates]

January 23 – February 10, 2017

Fellow Application Opens

March 10, 2017

Semi-Finalists Notified

March 20-31, 2017

Semi-Finalists Interviewed
(virtually)

April 17, 2017

Finalists Notified

May 4 – 6, 2017

Interview Conference (in-person)

May 19, 2017

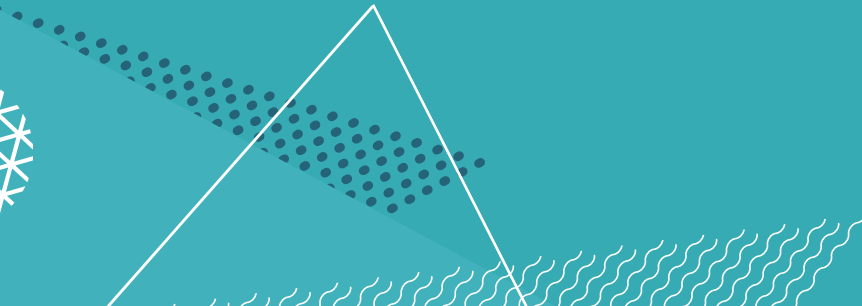
Employers Extend Job Offers

August 7, 2017

Fellowship Begins



Frequently Asked Questions



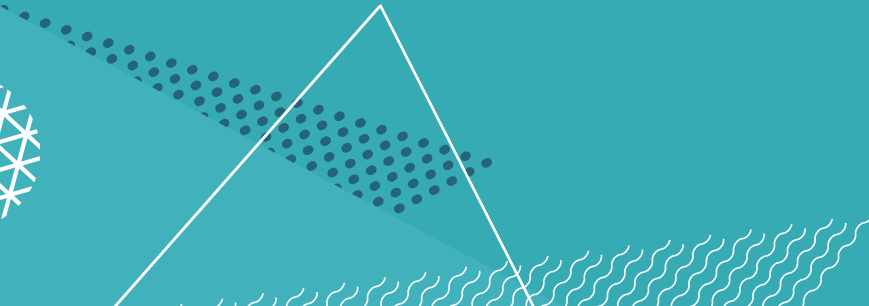
- ▶ What is expected of the employers that host a Detroit Revitalization Fellow?
- ▶ What is the employment package for a Detroit Revitalization Fellow?
- ▶ What are the desired qualifications for a Detroit Revitalization Fellow?



- ▶ If I don't live in Detroit, what resources are available to me in my move there?
- ▶ I have a family—is the program child-friendly?
- ▶ What happens after the two year fellowship concludes?



Questions & Answers



Thank You!

More questions?

Visit our website: detroitfellows.wayne.edu
or email us: DRFP@wayne.edu



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