



THE PAHARA FELLOWSHIP

Frequently Asked Questions

March 2022

FOR NOMINATORS

1. **When are nominations due?** We accept nominations via our website year-round. Nominations received by April 20, 2022 will be considered for the cohorts we launch in 2023.
2. **Should I tell my nominee I have nominated them?** Please do let your nominee know you've nominated them and encourage them to apply. A completed application is required for consideration.
3. **How can I best position my nominee to be selected?** We are committed to an equitable selection process that centers the applicant's background and experiences. Encouraging your nominee to apply and to engage in our process authentically is greatly appreciated.
4. **Are you only interested in nominees who are people of color?** We seek to identify leaders from across the spectrum of identity, including race and ethnicity. Thoughtfully curated cohorts reflecting a diverse range of perspectives and experiences is one of the hallmarks of the Pahara experience.
5. **Are you only interested in candidates focused on racial equity?** While we are committed to eradicating all types of inequity, we center issues of race and racism as first order priorities. More information on our commitment to racial equity may be found [here](#).
6. **Who is NOT a good fit for the Fellowship?** We are committed to delving deeply into issues of inequity, with a first order priority on issues of race and racism, with leaders representing multiple perspectives and experiences including differences in age and political ideology. Leaders who are unable or unwilling to engage in dialogue with authenticity, curiosity, humility, and empathy will likely not be a good fit for the Fellowship. More information on our selection criteria may be found [here](#).



7. **How can I find out the status of my nominee after I've nominated them?** You may contact us at selection@pahara.org with questions about your nominees.
8. **Will you tell me why my nominee wasn't selected to participate in a cohort?** Because of the confidential nature of our selection process, we are unable to share specific information on why your nominee was not selected.
9. **How well do I need to know the nominee?** Ideally, you will have observed the leader's commitment to racial equity, and know enough about them and the impact of their work to share your thoughts on why they would be an excellent choice for the Fellowship. Because nominees apply to be considered for the Fellowship, you are also welcome to nominate candidates that you may not know personally or may not have worked with directly.
10. **What if I nominated someone previously for the Pahara-NextGen or Pahara-Aspen Fellowships?** We encourage you to resubmit your nomination and invite the leader to apply for the Fellowship [here](#).

FOR APPLICANTS

1. **What is the purpose of the Fellowship?** The Fellowship seeks to strengthen and sustain a diverse community of high integrity leaders who are reimagining public education and shaping the future of educational excellence and equity.
2. **What is the time commitment for participants?** Fifteen seminar days plus preparation time. Fellows meet for three five-day seminars over the course of approximately one year.



3. **What if I can't make all of the seminar dates noted in the application?** Full attendance is required for all session dates. If you are unable to attend any of the sessions, we suggest that you defer applying until you are able to commit to attending all sessions. Send us an email at selection@pahara.org and we will add you to a list to be notified when the application window opens again.
4. **Should I block the seminar dates in case I am selected?** Please hold the dates on your calendar until you have been notified of our selection decision. Our selection timeline may be found [here](#).
5. **Where are seminars held?** We host our programs at Lone Rock Retreat, located in Bailey, Colorado.
6. **Am I more likely to be selected if I am nominated by multiple Pahara Fellows?** We are committed to an equitable selection process that centers applicants' backgrounds and experiences as shared in the application and interview responses. We are also sensitive to the ways in which sponsorship practices can disadvantage leaders who do not have sponsors.
7. **Why do you ask for references?** Hearing from others who have observed the impact of your leadership from different vantage points helps us get a more comprehensive view of your leadership.
8. **What if I am a CEO and don't have a supervisor to give as a reference?** We would be excited to talk with a member of your board, a coach, or trusted mentor who can share insights on your commitment to racial equity, your leadership, and how you might benefit from the Fellowship.
9. **Do you share what I say on my application, or what you learn in candidate interviews or hear from references?** We hold all application, interview, and reference information in confidence for our internal consideration only.
10. **What happens if I am waitlisted?** If you are waitlisted, this means we intend to select you for a cohort within one year. We will remain in close contact with you to understand your availability to join an upcoming cohort within that time frame.



11. **May I reapply if I am not selected?** If you are not selected, you may reapply to be considered in a future selection cycle.
12. **My job situation has changed since I applied for the Fellowship. Will this impact my candidacy?** Email us at selection@pahara.org to share role changes. A member of the Selection Team may contact you to discuss your specific situation if we find it necessary.
13. **What if I was considered previously for the Pahara-NextGen or Pahara-Aspen Fellowship and was not selected? Can I apply and be considered for the Pahara Fellowship?** Much can change in the life of a leader over time and our selection criteria and process has also changed. We encourage you to apply and we will be pleased to consider your candidacy for the Pahara Fellowship.
14. **I think I was nominated previously, and never heard from anyone. Do I need to apply to the Fellowship?** Our selection criteria and process has changed and leaders must apply to be considered for the Fellowship and may do so with or without a nomination.

If you have a question not listed here or need further information, please contact us at selection@pahara.org and we will be in touch!