Learning Communities Application [Spring 2024 Cohort]

This program is available exclusively to Nonprofit New York members. To find out if your organization is a member, **click here.** To enroll or renew your organization's membership, **click here.**

Each cohort is different, and each experience is personalized to meet the needs of cohort participants. During the 6-month experience, participants determine a shared problem question, learn from experts in the field, and work with partner organizations to enact change in their organization. At the end of the program, participants share their experience and lessons with the broader nonprofit community through Nonprofit New York events and programming.

The Learning Community for Spring 2024 is for **Human Resource (HR) Professionals** and additional team members **who manage at least one direct report.** Generous support from The New York Community Trust enables Nonprofit New York to offer this initiative at no cost to participating organizations and individuals.

Example Titles for this Cohort:
- Chief Human Resources Officer
- DEIB Officer
- HR Director or Manager
- Chief Diversity Officer
- VP of Human Resources
- Director of People
- Chief Happiness Officer
- Employee Relations

This application closes **March 6, 2024 at 5:00pm.** Applicants will be notified by March 13, 2024.

There are three phases of the Learning Community Program. Participants are expected to attend and engage in all activities.

Phase 1: Planning	Phase 2: Learning	Phase 3: Acting
During one in-person planning session, participants meet for a half-day at the Ford Foundation to determine a shared area of focus.	Participants engage in 5-6 workshops facilitated by experts in the shared area of focus. These workshops are a mix of in-person and virtual sessions.	In the "Action Phase," participants take what they have learned over the past 5 months and develop a plan to implement change at their organizations. This phase culminates in an in-person presentation.

Please note the Program Dates*:

- **Planning:** April 1, 2024 9:30am -12:30pm (in-person)
- **Learning:** April 23, 2024, 9:30am - 12:00pm (in-person)
- **Learning:** May 7, 2024, 10:00am - 12:00pm (TBD in-person or virtual)
- **Learning:** June 4, 2024, 10:00am - 12:00pm (TBD in-person or virtual)
- **Learning:** June 25, 2024, 10:00am -12:00pm (TBD in-person or virtual)
- **Learning:** July 9, 2024, 10:00am -12:00pm (TBD in-person or virtual)
- **Acting:** July 30, 2024, 10:00am - 12:00pm (TBD in-person or virtual)
- **Presentations:** September 10, 2024, 9:30am - 12:30pm (in-person)

*Dates are tentative pending space and trainer availability.

This program is approximately 6 months long. If your application is accepted, all participants must commit to completing the entire program. Do you and your colleague understand and wish to continue with this application?

☐ Yes, we understand and want to apply

Applicant Information

First Name
Last Name
Email
Phone Number

Job Title: (*Please note this cohort is for Chief Human Resources Officers or those with similar responsibilities)

Why are you interested in applying for this program? (212 word limit)

How would you describe your current scope of responsibilities? What areas of your organization do you oversee? Which human resources functions do you directly oversee?   (212 word limit)

What challenges are you most interested in addressing at your organization? (212 word limit)

Would you be willing to share practices that you feel are working for your organization with other Learning Community participants? If so, what would you want to share?

Rate the following questions based on your experience and understanding.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
I can identify and explain organizational problems *	○	○	○	○	○
I can design plans for change once I've identified organizational issues *	○	○	○	○	○
I am receptive to suggestions for change *	○	○	○	○	○
I can make change in the organization *	○	○	○	○	○

What do you hope to get out of this program? *

☐ Expand my network of nonprofit professionals with similar positions

☐ Enhance my expertise in a select area

☐ Develop a learning community with other nonprofit professionals

☐ Obtain support and guidance in working through issues specific to my organization

☐ Gain insight on how other nonprofits are managed

☐ Something else

If "Something Else", please describe your answer to the question above.

Organization Information

Organization Name

Please select your organization's NTEE category/primary activity:

Enter your organization's annual expenses (i.e. operating budget size):

Please select... < $125,000 $125,000 – $249,999 $250,000 – $499,999 $500,000 – $749,999 $750,000 – $999,999 $1,000,000 – $4,999,999 $5,000,000 – $9,999,999 > $10 million >$50 million

How many full-time staff are employed by your organization? Include only full-time, paid staff. Do not include volunteers, board members, or open positions.

How many part-time staff or volunteers work at your organization?

What areas are you most interested in addressing in the Learning Community cohort? [Choose 2- 3]
- **Strategic Planning** - establishing and implementing HR efforts that effectively communicate the organization's mission, vision, and values, developing transition and succession plans for key positions, change management, choosing the right operational model for the organization, coordinating overall HR functions to make sure they align with organizational principles and values
- **Diversity, Equity, Inclusion, & Accessibility -** creating policies that reflect organizational commitment to equity and inclusion, providing DEIA training to staff, safely engaging with staff to address differences, internal and external communications reflect commitment to DEIA , ensuring all job descriptions include DEIA competencies, evaluating DEIA initiatives and services within the organization
- **Talent Recruitment, Development, and Retention** - recruiting new staff, providing appropriate professional development opportunities, performance evaluations, onboarding new staff, managing and supervising HR staff
- **Workplace Culture -** developing and maintaining a culture of respect and accessibility, managing conflict in the workplace, hybrid work, and wellness initiatives, measuring staff satisfaction and workplace climate
- **Staff Benefits & Policies -** salary transparency and equity, crafting compensation packages, staff benefits administration, ensuring compliance with state, federal, and local labor practices,
- **Technology Management -** identifying and implementing helpful technology solutions, managing automation and AI, sourcing, supporting, and scaling technological expertise
- **Other**

Rate the following questions based on your experience and understanding working at your organization. Please respond to the questions assuming circumstances are ordinary.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Staff can identify and explain organizational problems *	○	○	○	○	○
Staff can design plans for change once they've identified organizational issues *	○	○	○	○	○
Staff are receptive to hearing suggestions for change *	○	○	○	○	○
Staff can make change in the organization *	○	○	○	○	○

If you are selected for the program, what would be the top three organizational HR issues you would like to tackle over the next six months?
Priority #1 (212 word limit)
Priority #2 (212 word limit)
Priority #3 (212 word limit)

Closing

Are there any speakers/experts/specialists that you'd be interested in seeing facilitate courses in this program? If so, please list their full name, email, and their organization/employer/association.

Is there anything else you would like us to know about you or your organization?

Is there anyone else you feel would be a good fit for this program that you would like us to contact? If so, please include their full name, organization, and email address.

Thank you for taking the time to apply for the Spring 2024 Learning Communities Cohort for HR Professionals.

We appreciate your time and will reach out regarding application and selection status soon. If you have any questions or concerns, please reach out to Darby Masland, Programs Director, at dmasland@nonprofitnewyork.org.