

## Leaders in Equitable Evaluation and Diversity Scholar Overview



### What is LEEAD?

**Leaders in Equitable Evaluation and Diversity (LEEAD)** is a program of the **Expanding the Bench® (ETB)** Initiative led by **Change Matrix**, and funded by a generous group of ETB Funding Partners. ETB's mission is to support diverse evaluators and Funders of Evaluation to value, practice, and promote a culturally responsive and equitable evaluation ecosystem.

LEEAD is an evaluation pathway program for diverse early to mid-career leaders who will advance **culturally responsive and equitable evaluation (CREE)** in the field of evaluation. Since it began in the fall of 2015, 62 Scholars have completed the LEEAD Program. Check out our **LEEAD Alumni!**

### Why Should You Apply?

LEEAD invites early to mid-career scholars from racially and ethnically diverse backgrounds who aspire to become leaders in the field of evaluation. Participation in LEEAD offers the following unique opportunities:

- An online learning opportunity (approximately 6-8 hours/week) to learn about CREE from a practicing evaluator and teacher.
- One-on-one mentorship with an experienced professional who has an extensive background in evaluation, and can provide support, coaching, and connections into the field of evaluation and CREE.
- Practical experience to apply your new knowledge and skills at a Practicum Site that is interested in integrating a CREE approach into an existing evaluation project, while working closely with a Practicum Site liaison and/or project supervisor.
- Become part of a network of peers who are passionate about implementing CREE and advocating for a more diverse and inclusive research community.
- Participate in two in-person learning events with your peer cohort and the LEEAD mentors.

### What Can Applicants Anticipate?

We are seeking applicants with one (1) to three (3) years of experience in research or evaluation in criminal justice, psychology, public policy, public health, mental health, sociology, economics, social work, or related fields, with at least one (1) year of applied program evaluation experience. Other eligibility criteria include:

- Identifying as being from a **racially and/or ethnically diverse** group. At this time, LEEAD is not accepting applications from evaluators who identify solely as white of European or European-American descent.
- Current residence and eligibility to work in the United States.
- Master's degree, or higher, with at least one (1) year of post-graduate applied project evaluation.
- Endorsement from chair or dean if the applicant is a faculty member at an academic institution.
- Evidence of leadership capacity with potential for future growth as a thought leader in their field.
- Demonstrated interest in conducting evaluation and the use of CREE.
- Commitment to justice and equity.
- Ability to participate in virtual collaborative spaces, such as video conferencing and online networks.

We expect to select 15 scholars to participate in the 2023-2024 Cohort. Scholars are expected to contribute a total of \$500 toward travel to attend two in-person meetings — a kick-off meeting and a culmination event at AEA. If that contribution is prohibitive we invite applicants to contact ETB via email at [team@expandingthebench.org](mailto:team@expandingthebench.org) with a request for a waiver with a short rationale.



"Participating in the LEEAD program has been an invaluable professional experience for me. Through this program I have not only deepened my content knowledge of CREE principles but, through the practicum and mentorship experiences, I have learned how to apply equity into all areas of my work - from designing evaluations to engaging with colleagues and partnering with clients."

- Natalia Ibañez, MEd  
Cohort 4 Scholar, 2021-22

## What Are the LEEAD Expectations?

Participation in LEEAD includes the following activities to engage with the curriculum, practicum site and peers in Cohort 5:

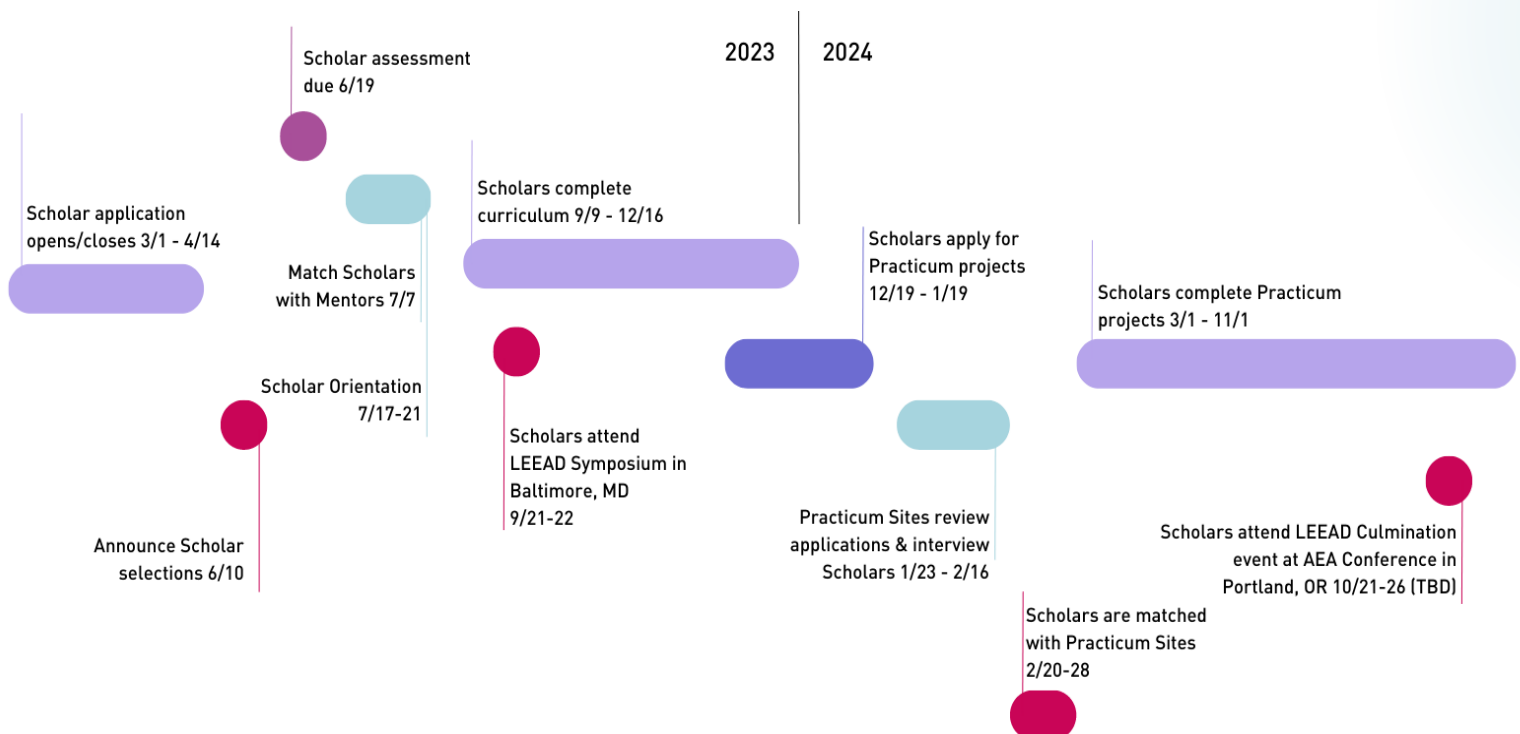
- Complete the online LEEAD curriculum (approximately 6-8 hours/week) to learn about CREE.
- Connect with your matched Mentor throughout the LEEAD experience, connecting via phone, email, video-chat, or in person.
- Work closely with a Practicum Site liaison and/or project supervisor to complete an evaluation project.
- Complete evaluation surveys associated with the online curriculum, program experience, and follow-up assessing satisfaction, changes in evaluation competencies, and application of new knowledge and skills.
- Attend two in-person events:
  - The kick-off meeting, the LEEAD Symposium, in September 2023
  - The culmination event at the ETB Gathering which will coincide with the 2024 American Evaluation Association conference
- Participate in regular check-ins with the ETB Team via web conferences (as a Cohort) and email to ensure the LEEAD experience is going well.

## How Can I Apply?

Applications are due by 5pm EDT on April 14, 2023.

**Apply Now!**

## Timeline of Key LEEAD 2023-2024 Activities



## Have Questions About Applying?

Please send any questions to [team@expandingthebench.org](mailto:team@expandingthebench.org) with 'LEEAD Application Question' in the subject line.