

## **2023 ASTC New Leaders Fellowship Program APPLICATION GUIDE**

ASTC's New Leaders Fellowship supports the professional growth and advancement of people whose identities are historically and currently underrepresented in science center and museum leadership. American Indian, Alaska Native, or First Nations; Asian; Black or African descent; Hispanic or Latino/a/x; Middle Eastern or North African; Native Hawaiian or Other Pacific Islander, people with disabilities, and members of the Lesbian, Gay, Bisexual, Transgender, Queer, Intersex and Asexual (LGBTQIA+) community may apply for this opportunity.

With the interest of ensuring *institutional* diversity within the cohort, we are especially seeking applicants **who also work in small and/or rural institutions**. If you work for a museum with fewer than 15 staff, or your museum is outside a major metropolitan area, we strongly encourage you to apply.

This application consists of three sections, Applicant Information, Demographic Information and Essay Responses. The **Applicant Information** includes a resume and a Statement of Understanding, to be signed by the applicant, their direct supervisor, and their institution's CEO. The **Essay Response** section will be used to determine acceptance into the cohort by blind review. The review panel will be comprised of ASTC staff. The **Demographic Information** section will be used by reviewers to ensure the cohort demographic composition reflects multiple dimensions of diversity.

The downloadable Statement of Understanding, as well as a full program description are available at: [astc.org/membership/fellowships/new-leaders/](https://astc.org/membership/fellowships/new-leaders/)

When you have prepared your responses, submit them through our [Online Application Form](#).

**Section 1 – Applicant Information**

1. First and Last Name

2. Title

3. Employer

4. Email

5. Phone

6. Do you belong to one or more of the following demographic groups?

- A racial/ethnic minority including but not limited to American Indian, Alaska Native, or First Nations; Asian; Black or African descent; Hispanic or Latino/a/x; Middle Eastern or North African; Native Hawaiian or Other Pacific Islander
- A member of the Lesbian, Gay, Bisexual, Transgender, Queer, Asexual and/or Intersex (LGBTQAI+) community
- A person with a physical or intellectual disability/difference

- a. Yes
- b. No

7. Applicants must submit a resume that shows work history that demonstrates experience working in a supervisory/managerial capacity at a science center or museum for at least one year. Supervisory/managerial capacity is defined as a role with job responsibilities that include managing staff or projects, including performance management and budgetary accountability. This may include staff with titles such as supervisor, manager, or project manager. Please save your resume as a PDF before uploading.

8. Applicants must submit the "Applicant and Institution Statement of Understanding" to participate in the New Leaders Fellowship. Please sign and date the form, then have your supervisor and Chief Executive do the same. Finally, upload the statement as a PDF.

## **Section 2 – Essay Questions**

*Applicants must submit responses to three questions to be considered for the New Leaders Fellowship. These responses will be used to determine acceptance into the cohort through a blind review process. The review panel will be comprised of ASTC staff.*

*To prepare your essay for blind review, do not include your full name anywhere in your responses, including the title or file name. Save your responses together as one PDF with your initials and “Essay Responses” as the filename before uploading, e.g. NW\_EssayResponses.pdf.*

1. Why do you want to participate in the ASTC New Leaders Fellowship Program? What additional leadership skills could your work benefit from? In 500 words or less, please share your rationale for applying to the program.
2. Think of a leader you admire and the skills and qualities that make them an effective leader. This leader can be a real person, a historical figure, or a fictional character. In 500 words or less please describe a conflict this leader had to address, 1-3 skills or qualities they relied on to develop a resolution, and what their effective leadership means to you.
3. What aspirations do you have for your department, institution, and the broader field of science centers and museums? What role do you hope to play in this vision? (500 words or less)

### **Section 3 – Demographic Information**

The following questions are required, as they allow ASTC to construct a cohort that reflects multiple dimensions of diversity. Additionally, ASTC is committed to ensuring that our programs and activities are inclusive and represent the full diversity of our field. Your responses will also be used by ASTC, *in aggregate*, to assess our own performance against our stated values.

#### **How we developed our demographic questions**

As an organization headquartered in the United States, ASTC uses demographic categories drawn from United States policies and assessment criteria. As an organization with a global membership, we understand that not all these categories are relevant outside of the United States, and we encourage respondents to use the self-description option to best describe their identities. These questions were built based upon recommended demographics questions, including the following resources:

- T. Fernandez, A. Goodwin, J. Doyle, D. Verdin, H. Boone, A. Kirn, L. Benson, and G. Potvin. 2016. [More Comprehensive and Inclusive Approaches to Demographic Data Collection](#). School of Engineering Education Graduate Student Series. Paper 60.
- Human Rights Campaign Foundation. 2020. [LGBTQ Self-Identification in the Workplace](#).

If you have any feedback about this form, please contact us at [info@astc.org](mailto:info@astc.org).

1. With which racial and/or ethnic group(s) do you identify? (Select all that apply)
  - a. American Indian, Alaska Native, or First Nations
  - b. Asian
  - c. Black or African descent
  - d. Hispanic or Latino/a/x
  - e. Middle Eastern or North African
  - f. Native Hawaiian or Other Pacific Islander
  - g. White
  - h. Another race or ethnicity not listed above
  - i. Prefer not to respond
  - j. Prefer to self-describe
2. If you indicated that you prefer to self-describe or you would like to share additional information about your race and/or ethnicity, please do so here.
3. How do you currently describe your gender? (Select all that apply)
  - a. Agender
  - b. Genderqueer
  - c. Genderfluid
  - d. Man
  - e. Non-binary
  - f. Transgender
  - g. Woman
  - h. A gender not listed
  - i. Prefer to self-describe
  - j. Prefer not to respond

4. If you indicated that you prefer to self-describe, please tell us more about your gender.
5. How do you describe your sexual orientation? (Select all that apply)
  - a. Asexual
  - b. Bisexual
  - c. Gay
  - d. Lesbian
  - e. Pansexual
  - f. Queer
  - g. Straight/Heterosexual
  - h. A sexual orientation not listed
  - i. Prefer to self-describe
  - j. Prefer not to respond
6. If you indicated that you prefer to self-describe, please tell us more about your sexual orientation.
7. Which of the following categories best represents your highest level of education?
  - a. Some high school
  - b. High school degree/GED
  - c. Post-secondary vocational certification
  - d. Some college
  - e. Bachelor's/college degree
  - f. Some graduate work
  - g. Master's degree
  - h. Doctorate
  - i. Other
  - j. Prefer not to respond
8. If you selected "Other" as your highest level of education, please tell us more about your educational attainment.
9. What is your age?
  - a. Under 18
  - b. 18-24
  - c. 25-34
  - d. 35-44
  - e. 45-54
  - f. 55-64
  - g. 65-74
  - h. 75 or older
  - i. Prefer not to respond