



ASSOCIATION OF
PROSECUTING
ATTORNEYS



COLLABORATIVE LEADERSHIP FOR RACIAL EQUITY

Program Description:

Through the MacArthur Foundation's Safety and Justice Challenge (SJC), the Association of Prosecuting Attorneys (APA) and the National Legal Aid and Defender Association (NLADA) are pleased to announce the launch of Collaborative Leadership for Racial Equity, a program for public defenders and prosecutors to engage in the work of advancing racial equity together. This six-month program aims to equip SJC defenders and prosecutors in the same jurisdictions with the tools needed to tackle both individual and institutional racism and advance their racial equity goals in their sites. We invite jurisdictions of all sizes to apply to participate in this program and engage in advancing racial equity and public safety for all people in their communities. We will select as many as four SJC jurisdictions to participate.

The Collaborative Leadership for Racial Equity Program Includes:

- A two-day, in-person anti-racism kick-off training in Washington, DC;
- Monthly virtual check-in meetings for a six-month period for SJC defenders and prosecutors;
- An online community forum with co-designed substantive learning modules featuring asynchronous learning, articles, resources, and training materials; and
- Small group conversations and exercises with peers and subject matter experts that will allow participants to apply their learning.

Who should apply:

The program is open to public defenders and prosecutors at SJC Implementation and Innovation Sites. It is not limited to any particular position within a public defender or prosecuting attorney's office (*e.g.*, Chief Defender or Deputy Prosecutor/State's Attorney). However, an ideal candidate for the program is someone:

- Whose Office is participating in the MacArthur Safety and Justice Challenge;
- Whose current role provides them with the flexibility to attend a two-day anti-racism training, along with monthly virtual check-ins for six months thereafter;
- Who has a strong desire and potential to influence change within their Office;
- Who has a clear understanding of their Office's successes, challenges, and areas for development/improvement; and
- Who is committed to developing their leadership skills in order to transform their value and awareness of racial equity into action and implementation.

Only one application can be submitted per SJC Site. As such, each application must be



completed in pairs (i.e., one prosecuting attorney and one public defender) for consideration.

As experts of your Office, we leave it to you to decide who from your respective Office should apply to participate in this program. We encourage you to put thought and time into selecting an applicant who would best fit the criteria above. Upon selection into the program, each Office will have the opportunity to choose a line attorney who would participate in the program along with the applicant.

Travel: Travel expenses will be covered for participants to attend the in-person training.

Application requirements:

In addition to responding to the application questions, you must submit a joint letter of support from the executive leaders of both Offices. This letter should clearly outline three desired learning objectives from participation in the program. You will be provided a template letter to complete, and the letter must be uploaded to the application form/portal.

Our focus and priorities:

APA and NLADA will select participants for the program after a joint review of all applications. We will prioritize applicants who, through their responses to the application questions and stated learning objectives, effectively communicate their jurisdiction's areas of improvement/development in regards to advancing racial equity and demonstrate a strong commitment and desire to apply their learning to tackle the challenges.

Application process and timeline

Wednesday, March 16	Application opens
Thursday, March 24 at 1 pm ET	Informational Session. We invite anyone who has questions or is interested in learning more about the program to join this virtual session. You can sign up today at: tinyurl.com/33nc9ekm
Friday, April 8	Application closes at 5:00 pm Pacific Time.
Friday, April 29	APA and NLADA notify chosen jurisdictions.
Monday, May 16	APA and NLADA make a public announcement of chosen jurisdictions.
June 23-24 in Washington, DC	In-person training and program kickoff



Application Questions:

1. Name of the prosecutor
2. Name of the public defender
3. Job title of the prosecutor
4. Job title of the public defender
5. Email address of the prosecutor
6. Email address of the public defender
7. Name of the Prosecutor's Office
8. Name of the Public Defender's Office
9. SJC Site Location
10. Name of Prosecuting Attorney/District Attorney/Solicitor
11. Name of Executive Leader of the Public Defender Office
12. Number of staff in Prosecuting Office, including prosecutors, paralegals, victim advocates, and administrative staff.
 - a. Less than 20
 - b. 21-30
 - c. 31-40
 - d. 41-50
 - e. More than 50
13. Number of staff in Public Defender Office
 - a. Less than 20
 - b. 21-30
 - c. 31-40
 - d. 41-50
 - e. More than 50
14. Number of staff in the Prosecutor's Office who identify as Black Indigenous and People of Color (BIPOC)
15. Number of staff in the Public Defender Office who identify as BIPOC
16. Please explain why you're interested in the Collaborative Leadership for Racial Equity program.
17. List three outcomes you hope to achieve at the end of the six-month program. Please share an outcome you each hope to accomplish individually and one outcome you hope to see as a pair. These outcomes should be different from the desired learning objectives selected and included in the letter of support from the executive leaders of your offices.



18. Please explain how you anticipate your participation in this program benefitting 1) your individual office, 2) your jurisdiction, and 3) your joint effort to support the SJC mission of reducing jail incarceration and racial disparities?
19. What has been your jurisdiction's historical experience with racial equity issues? What challenges do you face due to that history?
20. Are you currently engaging in any activities or programs to advance racial equity within your Office or jurisdiction?
 - a. Yes, both of us are engaging in such activities.
 - b. Yes, but only one of us is engaging in such activities.
 - c. No, neither of us is engaging in such activities.
21. If you answered "yes" to the question above, please share a short description of the programs and activities, including the frequency and outcomes. Be sure to include whether the public defender's office, prosecuting attorney's office, or both are engaged in these activities.
22. How many hours a month would you each be able to dedicate to the six-month racial equity leadership program?
 - a. 1-3 hours
 - b. 4-6 hours
 - c. 7-9 hours
 - d. 10+ hours
23. If you are selected, you will be required to attend a two-day, in-person anti-racism kick off training and monthly leadership check-ins. How will you both ensure that you will be able to add this responsibility to your current workload? [*note: monthly check-ins will be virtual, and the initial training will be in-person on June 23-24*].
24. The program will require participants to engage in deep learning, self-reflection, and at times, uncomfortable conversations about race. We ask each applicant to acknowledge their commitment to fully engaging in this learning environment and, at times, difficult conversations. Please initial below to indicate your full commitment.
25. If I am selected, I agree to sign an agreement letter outlining my commitment to fulfilling the requirements of the leadership program. Please initial below to indicate your agreement.
26. Please submit a joint letter of support from the executive leaders of both Offices. Be sure to use the template provided in the application packet to draft the joint letter. This letter should clearly outline the desired learning objectives from participation in the program.



TEMPLATE LETTER OF SUPPORT

Please use this template to draft a joint letter of support. This letter should clearly outline the desired learning objectives from participation in the program. The executive leaders of both offices must sign this letter for successful submission.

[Insert Date]

Dear Selection Committee:

We write this letter on behalf of [Name of Public Defender Office and Prosecuting Office] to express our support of [Names of Both Applicants] participation in the Collaborative Leadership for Racial Equity program. We believe this program would equip both of our offices and jurisdiction with the tools to

- [Please list your first learning objective];
- [Please list your second learning objective]; and
- [Please list your third learning objective].

We understand that if selected, [Names of Both Applicants] will be expected to participate in an intensive two-day anti-racism training and monthly leadership check-ins for six months, and we will work to ensure that they have the proper support to fulfill these requirements in addition to their current responsibilities.

Sincerely,

Signature

[Name of Executive Leader]

[Name of Public Defender Office]

Signature

[Name of Executive Leader]

[Name of Prosecuting Office]