



FAQ 2008

BACKGROUND

1. **How long has NAAWLI been in existence?**
 - NAAWLI was launched its inaugural class in 2000
2. **Who funds the program?**
 - State Farm Insurances Companies, Dell Inc., CSX, Hattie Hill Enterprises Inc., and Texas Instruments.
 - Fellows' tuition pays approximately one-third of the cost of participation.
3. **Is this a local program or national?**
 - The participants come from 17 states. See Participant Demographics for details.
4. **What is the NAAWLI fiscal year?**
 - October 1 – September 30

PARTICIPANT COST

5. **How much is the Fellow tuition cost?**
 - The participants' tuition cost is \$3,500.

PARTICIPANT DEMOGRAPHICS

6. **How many women have participated in the program? 88**
 - 2000 = 8 fellows
 - 2001 = 8 fellows
 - 2002 = 10 fellows
 - 2003 = 10 fellows
 - 2004 = 6 fellows
 - 2005 = 5 fellows
 - 2006 = 9
 - 2007 = 13
 - 2008 = 19
7. **What states do the women represent?**
 - Since the inception of the National African-American Women's Leadership Institute in 2000, eighty-eight women from 17 states have completed the program and leadership project requirements. They represent the following seventeen states: **California, Colorado, Florida, Georgia, Illinois, Indiana, Maryland, Michigan, Missouri, Nebraska, New York, North Carolina, Pennsylvania, Tennessee, Texas, Virginia and Wisconsin.**
8. **What is the profile of the average participant?**
 - Mid-level career woman in the nonprofit (26%), Private (for profit) (20%), Public (47%), Self-employed (7%)

THE PROGRAM

9. **What is the length of the program?**
 - 13 days (3 site visits) over six months (January to June)

10. What is the curriculum of the program?

- The NAAWLI Fellowship program, with its focus on fundamental leadership strategies, provides emerging African-American women employees, volunteers, entrepreneurs and managers the opportunity to identify and reinforce their strengths and develop proactive strategies and behaviors to make high quality impact in the organizations in which they are employed, and the communities in which they live and serve.
- Program objectives are achieved by participation in three sessions totaling thirteen days.
 - “Discovery Leadership” January 26-30, 2009
 - “Building Leadership Capacity” March 2-5, 2009
 - “Integrate Learning and Commit to Action” June 8-11, 2009
- The sessions take the most current leadership research and theories and guides the Fellows through best practices and behaviors to implement those theories. The model of the NAAWLI Fellowship program takes advantage of the cultural, ethnic and gender contexts of complex organizations. Fellows influence the perceptions, understanding and acceptance of African-American women in the corporate environments in which they lead and serve.

11. What makes the program unique?

- The Fellows develop and implement a minimum of a 6 month community service project, which must serve at least 25 people in their communities.

12. What are some of the projects that fellows have started?

- Many of the projects focus on youth development (self-esteem building, career exploration, achievement and motivation), educational enrichment (math/science/technology) for youngsters in elementary through high school, and mentoring of college students.
- Others focus on women’s issues and eldercare

RETURN ON INVESTMENT

13. What do the women gain from participating in the program?

- Participants gain an understanding of how to be more productive on the job, how to give and receive critical feedback, how to maximize their personal talents and career potential.

14. What do employers gain from the women employees who participate?

- Participants return to the workplace recharged, reflective and possessing a deeper self-awareness. Employers benefit from a highly motivated, self-confident employee with an enhanced understanding of how to maximize her talents for personal and professional growth.

15. What do communities gain from the women who participate?

- The communities where the women live and work benefit from a talent bank of highly talented, self-motivated volunteers, committed to making a positive difference in the lives of others, especially people of color. Communities gain valuable social capital from projects that enhance academic achievement, improve health and wellness, and promote healthy youth development.

16. How will your funding make a difference?

- Contributions, especially critical operating funds, allow NAAWLI to more rapidly expand its program offerings to include short-term workshops and seminars held regionally in order to provide more women the opportunity to participate. In addition, NAAWLI will offer customized programs for companies and organizations, tailored to the needs of African-American women and other women in the workforce.

17. How will your organization benefit from contributing to NAAWLI?

- NAAWLI is an organization gaining in national visibility. That visibility accrues to partner organizations. In addition, NAAWLI offers a vehicle for the professional development of African American women employees at a time when organizations recognize the value of external training programs to increase the talent pool of women who will be ready to advance to senior-level positions. NAAWLI programs create a trusting environment in which the unique and specific work place challenges and concerns of African American women can be discussed openly and honestly.

18. How can your organization participate or contribute to NAAWLI?

- Unrestricted funds for operating expenses are the most needed dollars. However, organizations may provide in-kind contributions of goods and services, offer sponsorships of seminars and workshops, give fellowships for women employees and provide loaned executives and speakers for forums and workshops.