# Diversifying Leadership Application Guidance

## 2023-24

What is Diversifying Leadership? The [Diversifying Leadership](https://www.advance-he.ac.uk/programmes-events/developing-leadership/diversifying-leadership) programme is an externally delivered leadership development programme that is led by Advance HE.

The programme is designed to support early-career academics and professional services staff from Black, Asian and minority ethnic backgrounds who are about to take their first steps into a leadership role. It explores themes of power and influence, demystifying leadership, cultural identity and cultural capital, increasing your visibility and authentic leadership and features leadership stories from high-profile HE leaders.

*Audience:* Early career academics, professional services staff, Lecturers and Senior Lecturers from Black, Asian and minority ethnic backgrounds.

*Duration:*

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Cohort | Orientation Webinar | Sponsor Webinar | Module One | Module Two | Module Three (Actin Learning Set) | Sponsor Webinar | Module Four | Module Five (Action Learning Set) |
| DL 22(London) | Virtual | Virtual | Face to Face | Virtual | Virtual | Virtual | Face to Face | Virtual |
| 10.00-11.30 | 12.30-14.00 | 10.00-16.00 | 09.15-15.00 | 09.15-15.00 | 12.30-14.00 | 10.00-16.00 | 09.15-15.00 |
| Thursday 11 April 2024 | Thursday 11 April 2024 | Thursday 25 April 2024 | Thursday 16 May 2024 | Thursday 06 June 2024 | Thursday 20 June 2024 | Thursday 27 June 2024 | Thursday 18 July 2024 |

Attendance is required on all dates.

Applicants must be supported by their Head of Department/Section or Line Manager to particate on this programme.

Decision making process

Applications will be assessed anonymously by a panel and entirely on the basis of the personal statements submitted.

Please submit completed applications to the Inclusion Team at diversity@essex.ac.uk **by** **5pm on Friday, 17 November 2023.**

Expectations

***Successful applicants*** are required to submit an external application to Advance HE. **It is the responsibility of the applicant to first ensure their completed application (including sponsor statement – see below paragraph) is submitted to** **diversity@essex.ac.uk by 5pm on Friday, 2 February 2024.** Failure to do this may result in your place being offered to another participant. The final application, following sign-off by the Inclusion team, **will then be submitted to AdvanceHE by 21 March 2024**.

***Participants in Diversifying Leadership are expected to engage and work with a Sponsor***throughout and beyond the programme. Sponsors, in addition to passing on knowledge and advice also use their seniority and organisational capital to actively advocate and ‘open doors’ to promote their proteges’ careers. Sponsors are chosen and approached by the successful applicant, although support and advice on acquiring a Sponsor may be offered by the Inclusion team. A [Sponsor Toolkit](https://www.advance-he.ac.uk/programmes-events/development-programmes/new-to-leading/diversifying-leadership/sponsor-toolkit#:~:text=Participants%20in%20Diversifying%20Leadership%20are%20expected%20to%20engage,and%20%E2%80%98open%20doors%E2%80%99%20to%20promote%20their%20prot%C3%A9g%C3%A9s%E2%80%99%20careers.) is available for successful applicants to review and to provide to their Sponsor.

**We encourage all staff applying for the role to disclose their EDI information** on HR Organiser under View Profile à Sensitive Information, and under View Profile à Employment à View or amend HESA details. Disclosing information about your protected characteristics enables us to develop and fulfil actions that can make a positive impact on your experience as a member of staff.

Further information about disclosing your sensitive information, including how to disclose this data and how it is kept securely, is available on our [blog](https://www.essex.ac.uk/blog/staff/posts/2023/03/13/your-profile-counts#:~:text=Why%20your%20profile%20counts&text=At%20Essex%2C%20people%20are%20at,towards%20a%20more%20inclusive%20culture.).

Additional Information

If by attending a development programme, you will incur additional costs due to caring responsibilities, you may be eligible to claim up to £150 through the [Career Development Fund for Carers](https://www.essex.ac.uk/staff/pay-and-rewards/career-development-fund-for-carers). For further information please contact your line manager.