



ZORA'S HOUSE

# ZORA'S HOUSE LEADERSHIP FELLOWS

## Program Fact Sheet

*"I've always felt called to be in a community, and my upbringing has firmly rooted me in the importance of interdependence. Zora's House allows me to have a space to be my authentic self while being a part of the space in which others can do the same."*

### About Zora's House

Zora's House is the first and only coworking space in the state of Ohio created by and for women of color and gender expansive people of color. Our mission is to dismantle systemic racism, sexism and any other barriers that keep women of color and gender expansive people of color from fully participating in the civic, economic, and cultural life of our community.

Based in Columbus, OH Zora's House offers programs, workshops, and events that provide women of color with the clarity, confidence, and community they need to live their best lives and do their best work – all within a curated atmosphere of sisterhood and support.

We believe that a world in which women, especially women of color, are taught to dream big, completely disregard the status quo, and create lives and careers they love is a better world for everyone!

### What is a Zora's House Leadership Fellow?

House Fellows are some of the most important women in the Zora's House community! They are the first face that someone sees when walking into our front doors and "big sisters" to new community members, warmly welcoming them into the tribe.

House Fellows are connectors, helpers, mentors, hostesses, and inspirers. Expect to interact with a diverse pool of interesting and inspiring women, all dedicated to bettering themselves, their careers, and their communities.

Zora's House is the space that many women of color didn't know they needed. While this role attracts the self-starters and servant leaders, we all know that we can't sustainably give from an empty cup. As House Fellows, you can also expect to be loved on and poured into as you continue to blossom and become the best version of yourself.

## The Ideal Applicant

You identify as a woman of color (or a gender expansive person of color!), in the midst of growing, shifting, dreaming, expanding, and transitioning in your life or career. You're intrigued by the idea of doing so in community with other like minded women. You have the schedule flexibility or employer support to commit to working eight hours a week at Zora's House and the time and emotional capacity to commit to the other aspects of the program.

You work (and play!) well with a diverse range of individuals and groups. You'd describe yourself as a collaborative team player who is adaptable, creative, and always willing to learn new things. You're a self-starter able to thrive in a fast-paced environment. (We're kind of building the plane as we fly it, but we've got an amazing work environment with healthy snacks and really dope cohort mates!)

Most importantly, you care about women and non-binary people of color. You care about their healing, creativity, leadership, and activism. You care about intersectionality. You want to have a hand in changing the world.

## Program Structure and Curriculum

Between 12 and 15 women will be selected for the Zora's House Leadership Fellows program. Each cohort will undertake a six-month learning, growth, and service period. Participants will have the opportunity to engage in discussion with each other, Zora's House members, and Columbus community leaders, artists, activists, and entrepreneurs around a myriad of personal and professional development topics.

Throughout the duration of the program and beyond, participants will be challenged to do the following:

- Take advantage of Zora's House programs, events, and workshops free of charge or at a deeply discounted rate;
- Participate in a goal setting session at the start of the program to establish personal and professional goals they would like to work towards during the course of their Fellowship
- Participate in monthly, facilitated Fellow Dinners with other members of their Fellow cohort where they will discuss goal progress, and share support and resources;
- Make new choices for investment of personal energy based on an understanding of their own authentic values and goals with the support of their Fellowship cohort;
- Take active steps to implement change in their own lives, businesses, and careers

Logistically:

- Shift Coverage: All Fellows are required to commit to working two 4 hour shifts per week in the House. (Hours of Operation: M/W/F 10 am to 6 pm and Saturday 10 am to 2 pm)
- Attend all monthly Fellowship Dinners and training (exceptions may apply). Our monthly Dinners and training are opportunities to connect with your cohort and have interactive learning sessions on topics related to your personal and professional goals.
- Take on a “special project.” Special Projects include things like marketing and communications, event planning, community collaborations, fundraising, program development and other initiatives that are a combination of Zora’s House needs and Fellow interests and talents.
- Volunteering at ZH Events: Ambassadors are required to volunteer three to four hours each month during the 6- month cohort. It can be either virtual or in-person.
- Although this is a Fellowship position, please treat this role with the same dependability and professionalism as you would any job.
- At least once a month, all Fellows are expected to attend a project meeting related to their special project (this will usually take place during your in-house shift)
- All Fellows will be required to attend a mandatory orientation prior to the start of their cohort.

This six-month learning experience will include formal and informal development opportunities for participants. Program components will appeal to a variety of learning styles and may include, but not be limited to, personal and professional development, experiential learning, fundraising, mentorship, and networking.

**AT THE SUCCESSFUL CONCLUSION OF THEIR FELLOWSHIP, FELLOWS WILL RECEIVE A \$1,000 STIPEND TO INVEST IN THEMSELVES AND FURTHER THEIR GOALS AND DREAMS.**

On the other hand, Fellows who do not fulfill the agreed upon program requirements will be at risk of being asked to leave the program and/or not receive their stipend.

## Fellowship In-House Expectations

As part of the House Fellows program, Fellows commit to spending a minimum of eight hours per week at Zora’s House during our business of Monday, Wednesday, Friday 10:00 AM - 6:00 PM, and Saturday 10:00 AM - 2:00 PM. At the beginning of their cohort, Fellows commit to a set schedule of one eight-hour shift or of two, four hour shifts (morning or afternoon) per week.

Time spent at Zora’s House not only gives Fellows unprecedented access to our phenomenal community of leaders, artists, and professionals who frequent the house, but also allows them a

behind-the-scenes vantage point of what it takes to build a grassroots social justice organization, cultivate meaningful community, and build impactful programs that center women of color.

## Special Projects

In addition to their weekly shifts, each Fellow will be assigned a “special project” to work on during the duration of their fellowship. “Special Projects” include things like marketing and communications, event planning, community collaborations, fundraising, program development and other initiatives that are a combination of Zora’s House needs and Fellow interests and talents.

When not engaging in these activities, Fellows are permitted and encouraged to work on their own businesses, studies, and passion projects!

Note: We realize we’re asking for a time commitment, so we assume you know your schedule well enough to know when to say ‘no’ to an opportunity like this. If you know that you will miss more than six shifts during the six month period, please consider waiting to apply until the next cohort.

## Get As Much As You Give

While Zora’s House Fellowship is not a paid position, we’ve created this opportunity in hopes that you will get as much as you give, if not more! When you become a House Fellow, you receive:

- An unlimited membership to the Zora's House coworking space during your Fellow Commitment Period.
- Unlimited personal and career development, including powerful relationships with dope women of color sistafriends, accountability partners, strategic collaborators, mentors, and much more!
- Curated, thoughtful introductions to the movers and shakers in the Columbus community.
- Monthly, facilitated Fellow Dinners to support your attainment of personal and professional goals identified at the beginning of the Fellow period.
- References from core Zora's House team members to put on your resume going forward.
- A \$1,000 stipend at the conclusion of the program to invest in yourself and further your professional goals

## Think you'd make an ideal House Fellow?

If any of this sounds like you, then you're probably right!

- You are in a space of transition in your life and open to building new relationships and exploring what "success" in this phase of your life looks like alongside like-minded women.
- You are observant, dependable, smart, and thoughtful, and love to be around other people. We're looking for both introverts and extroverts, yet please know that it's probably best to be outgoing and extra-friendly.
- You're interested in going "behind the scenes" of Zora's House and what it means to build a successful social justice oriented movement and organizations. You don't have a problem helping out with logistics around the space 'getting your hands dirty.'
- You believe deeply in our mission of empowering women of color to live their best lives, and in our core philosophy of "lifting as we climb" (an understanding that none of us can rise if all of us don't rise)
- You're a self-starter that can be presented with a problem and start working on potential solutions. We won't always be able to walk you through potential challenges & solutions, you'll need to be able to identify challenges, create and implement solutions.
- We want you to already be interested in being part of our shared space (it will be a necessary component of all shifts) and enjoy helping others in many different ways and contexts. If you're looking for a valued exchange and want to make thoughtful, inspiring connections, we'd love to talk to you!

## Spring 2023 Fellowship Schedule

Date	Time	Event
Jan. 28 & Jan. 29	11 am - 2 pm	Required orientation and training
Feb. 6 - Feb. 11	MWF: 10 am - 6 pm Sat.: 10 am - 2 pm	ZH Winter Open Date and ZH Fellows weekly shifts begin. (Fellows will be expected to attend their weekly 8 hour shift, not every shift that week)
Feb. 16	6 pm - 8 pm	February Monthly Meeting
Mar. 16	6 pm - 8 pm	March Monthly Meeting
Mar. 24-26	Full Day	*WOC Wealth Builders Program Cohort 2 Kickoff
Apr. 20	6 pm - 8 pm	April Monthly Meeting
Apr. 24-30	TBD	*Zora's House Anniversary Week
May 18	6 pm - 8 pm	May Monthly Meeting
May 28	5 pm - 7 pm	*May Sunday Dinner
Jun. 10	TBD	*WoCO Summer Market
Jun. 15	6 pm - 8 pm	June Monthly Meeting and End of Program Celebration
Jun. 25	5 pm - 7 pm	*June Sunday Dinner

*\* Starred events are Zora's House signature events. These events are not required for all ZH Fellows, however additional volunteer support from majority ZH Fellows will be needed.*

## Application Process

Each House Fellow cohort runs for six consecutive months. Our next cohort begins in January. Applications are due Wednesday Nov. 30 at 11:59 pm. Please reach out to Tasha Lomo ([tasha@zorashouse.com](mailto:tasha@zorashouse.com)) for additional questions or concerns.

[Submit Application Here](#)