

“Equality Leaders for the 21<sup>st</sup> Century”  
**THE 2016 HRC WOMEN & LEADERSHIP LEARNING RETREAT**  
February 11-14 | The HRC Building | Washington, DC

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**PARTICIPANT SELECTION STRATEGY**

Strategically manage the volume and readiness of candidates nominated by board members given the program’s limitation to 24 participants per year and its intense focus on enhancing social and emotional intelligence.

**QUALIFIED PARTICIPANTS**

This program is intended to enhance the leadership skills and abilities of those who currently demonstrate strong leadership capacity by HRC volunteers who are either current Governors or are currently within the cultivation plan for the Board of Governors. It is not intended as a recruitment tool for new volunteers. Ideal candidates should have

- Demonstrated track record of leadership and collaboration
- Previously participated in at least one HRC Equality Convention and/or HRC Volunteer Leadership Institute
- Nomination by local board members

**STEP 1: SHARE PROSPECTIVE CANDIDATES – By October 18**

As Governors from your steering committee, please go to [www.hrc.org/women](http://www.hrc.org/women) and submit the name of one (*perhaps two*) prospective candidate who meets the above qualifications.

**STEP 2: REVIEW OF ALL PROSPECTIVE CANDIDATES – By October 23**

Staff will review the qualifications of the submitted prospective candidate names and steering committee Governor succession plans, have discussions with other staff who work with the prospective candidates, and generate a diverse list of prospective candidates who are most likely to be accepted either in the 2016 class or the 2017 class.

**STEP 3: RECOMMENDED CANDIDATES FOR NOMINATION – By October 30**

Staff will share with Governors a recommendation(s) for nomination, and the application form that Governors should share with the prospective candidate(s) when Governors extend the official invitation for the candidate(s) to apply.

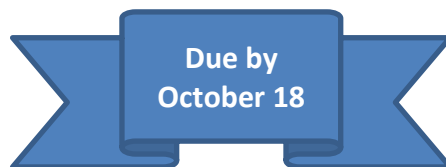
**STEP 4: NOMINATIONS & APPLICATIONS – Due no later than November 22**

Volunteer leaders nominated by their board members to apply must submit their application along with a brief letter of recommendation from current board members.

**STEP 5: NOTIFICATION – December 7**

Participants and board members will be notified about their acceptance to the program. All applicants who were recommended (Step 3) to be nominated will be accepted as participants for the 2016 or, given the program limit to 24 participants, the 2017 cohort, provided that they maintain their high level of leadership and support from the local board members. If board members nominate a candidate who was not recommended from step 3, they are less likely to be accepted.

**PROSPECTIVE CANDIDATES FOR THE 2016 WOMEN & LEADERSHIP LEARNING RETREAT  
FROM THE BOARD OF GOVERNORS**



Please go to [www.hrc.org/women](http://www.hrc.org/women) and submit the name of your  
Board of Governors’ prospective candidate.

*(Given that there are only 24 slots, please try to limit your prospective candidates to your top one. Thank you.)*