



**DIVERSE LEADERS FELLOWSHIP STANDS AS
NOBLE'S LONGEST-RUNNING TALENT PATHWAY**



Want to join and be a part of the next cohort?
Scan the QR code and fill out the application!

For more information visit us at,
www.nobleschools.org/talent-pathways



Diverse Leaders Fellowship



2025 - 2026



OVERVIEW

In 2018, Noble launched its initial Diverse Leaders Fellowship (DLF) with an inaugural cohort of 20 innovative and inspiring leaders of color. Seven cohorts later, The Diverse Leaders Fellowship stands as Noble's longest-running talent pathway, steadily increasing in popularity and demand due to its track record of proven impact.

Noble's Diverse Leaders Fellowship is a year-long, cohort-style fellowship designed to identify Noble's diverse talent and invest in their development while strengthening our leadership pipeline. Fellows meet once a month for intensive professional development around topics and skills specifically designed for leaders of color. Fellows are matched with and mentored by a Noble leader. This pathway enhances the experience for fellows through supplemental professional development, networking opportunities, and the program's trademark one-on-one mentoring.

Entering our eighth cohort, Noble continues to believe diverse teams perform better and get the best results for the students we serve. The DLF provides us the opportunity to identify and invest in our future leaders. The Diverse Leaders Fellowship is open to all Noble BIPOC staff. Now more than ever, the DLF program is imperative to sustaining and advancing our commitment to diversity, equity, and inclusion at Noble.



"My biggest takeaway is seeing a great example of what it can look like to build a loving and inclusive space for BIPOC folkx. It continued to be a space I looked forward to joining each month. And inspires me to want to do the same."

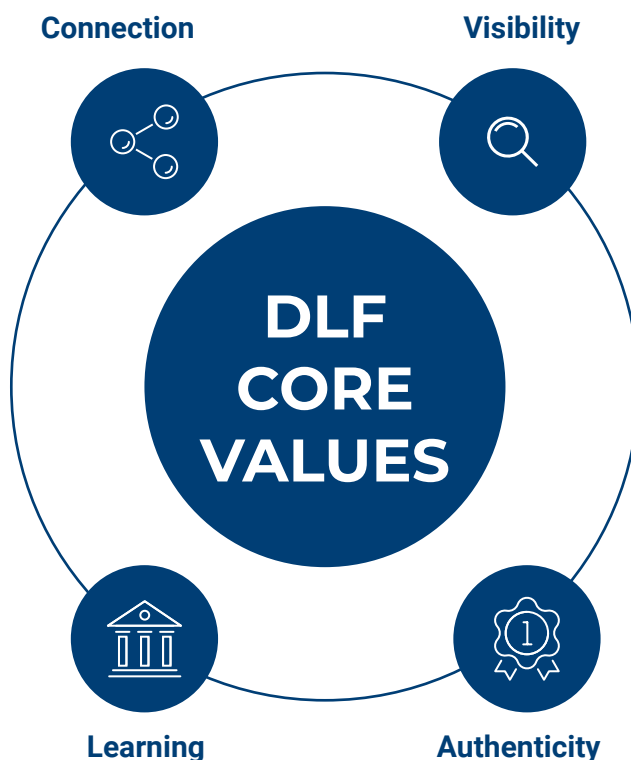
- Cohort 4 Alumni -



OUR BELIEFS

The Diverse Leaders Fellowship is built to create participant opportunities based on the DLF Core Values

- ✓ **Connection** - The work of education is soul work. The gravity of being a person of color responsible for the learning *within* communities of color carries additional weight. Therefore, this soul work requires community. We hope to build community within the cohort (intra-cohort), across cohorts (inter-cohort), within greater Noble, and across the Chicago educational landscape.
- ✓ **Visibility** - You can't be what you can't see. We champion one another while supporting one another's professional and personal growth. Once we've gained the skills and developed our self-awareness, we begin the process of self-advocacy. We see a brighter light shine on our career goals and increase our understanding of careers at Noble and beyond.
- ✓ **Learning** - We do the best we can until we know better. Once we know better, we do better. We look to expand our professional toolkit through skill and knowledge building sessions. We learn from the perspectives of those around us including our cohort and our mentors. We access supplemental materials to learn even more about ourselves, our strengths, our areas of growth, and our progress.
- ✓ **Authenticity** - Just **BE**. We build community for one another that assumes welcome and provides welcome. We see our time together as a lift and not a burden. We see the space as sacred, shared, and supportive. We encourage each other to just **BE**.



"I really enjoyed the community gained from the DLF experience. From the mentoring to the opportunities to the stories of self, it was an invigorating experience and has me feeling very excited about what the future holds."

- Cohort 5 Alumni -



“

“I came into the fellowship with various expectations and they were all met. I became more vulnerable and confident in my leadership- some attributes were affirmed and cultivated while others have been ignited. I was able to see the perspectives of others and their experiences at their campuses and it helped me to better reflect and understand the importance of change within the network as a whole.”

- Cohort 5 Alumni -

Program Structure

TIME COMMITMENT

- Participants can expect to spend 3-7 hours per month on activities associated with the program
 - DLF Sessions: 3 hours
 - Mentor Connections: ~1 hour
 - Survey Completion: ~.5 hour
 - Session Prep Work (as needed): ~2 hours
- The eighth cohort will start in September 2025 and end in May 2026.
- NOTE: DLF Sessions are expected to take place one Friday per month, 1-4 PM CST. Final dates will be shared within applicant acceptance emails.

REQUIRED EVENTS AND ACTIVITIES

COHORT SESSIONS

Participants can expect 8 Whole-Group Sessions focused on supplemental professional development and training modules specific to diverse leadership. Topics will be determined based on the needs and asks found within the cohort applications. Samples of the previous cohort's topics include:

- **Conflict, Conversation, and Culture:** Facilitating Difficult Conversations as an Intersectional Leader of Color
- **Smart, Kind, & Important:** Valuing the Contributions and Worth of the People
- **Root to Fruit:** Values, Beliefs, & Purpose Alignment
- **Your Reputation Precedes You:** Creating the Virtual Persona that Attracts What You Want

MENTORSHIP SESSIONS

Participants can anticipate being paired with a Noble mentor based on candidate application information. Schedules allowing, there will be approximately 9 one-on-one mentorship sessions to develop professional relationships between participants and Noble senior leaders. These sessions may include, but are not limited to, discussion of the following:

- Career mapping and planning
- Progress toward professional development goals
- Preparation for career conversations with supervisors
- Problem-solving for work-related issues
- At least 1 supervisor career conversation to discuss participant career goals and progress

POTENTIAL OPTIONAL EVENTS

- Social events to promote networking and connectedness across campuses and across cohorts
- Leadership Shadow Day to provide exposure and insight into the work of mentors, principals, managing directors, or chiefs in the network through shadowing opportunities
- Discovery Dialogues to speak with individuals in roles of interest to learn more about the nuance and complexities of the position
- Family Forums to bring all cohorts together to learn about specific topics impacting the community

DLF Candidate Qualifications

Admission to the Diverse Leaders Fellowship is competitive. We anticipate an upcoming eighth cohort of approximately 12 fellows. All selected participants will be emerging leaders who:

- Are mission aligned and embody Noble's core values
- Identify as a leader of color representing the children we serve
- Have a track record of positive impact within their educational community
- Have completed their first year with Noble by the time of application
- Have the ability to attend all sessions and participate for the duration of the program

Participant Commitment

ROLE AND RESPONSIBILITIES OF COHORT FELLOWS:

- Proactively engage with mentor to schedule and organize one-on-one sessions
- Come prepared to all sessions to discuss professional questions, problems, goals, etc.
- Follow-through on commitments and dedicate uninterrupted time to meeting DLF/mentor assignments
- Maintain a space (in-person or virtually) of positivity, radical joy, and unmitigated support
- Attend all whole group sessions (final schedule to be shared upon acceptance to program)

How To Apply

APPLICATION COMPONENTS INCLUDE:

- Completed [Application](#)
- 1 Campus Reference (Both Written and Recorded Formats are Accepted)

Website

**TO VIEW OUR CURRENT MENTORS AND FELLOWS,
PLEASE GO TO WWW.NOBLETSCHOOLS.ORG/TALENT-PATHWAYS**

“

“It was worth my time, worth my investment, it empowered me, it made me feel heard.”

- Cohort 3 Alumni -

“

“Where would I be without DLF, particularly this year?! DLF has provided me with invaluable understanding of who I am as a Latinx woman, the larger role I play in supporting our BIPOC community, and how it all influences my lived experiences.”

- Cohort 3 Alumni -

“

“I would encourage others to apply to DLF if they are looking to build connections with other leaders of color in the network, if they are looking for more opportunities of cross-campus collaboration and/or if they are looking for a space where they can bring their full selves, the personal & the professional.”

- Cohort 3 Alumni -

The application must be completed, and submitted online. Incomplete or late applications will not be considered. Contact Director of Equity, Inclusion, & Diversity, D. Nigel Green, at DNGreen@nobleschools.org with specific questions.