

WOMEN'S POLICY INSTITUTE-STATE
Application for the Class of 2019



WPI-State is a policy advocacy and leadership training fellowship for cisgender and transgender women, genderqueer and non-binary people, and transgender men who want to build their skills to influence public policymaking at the state level.*

Application Release: Tuesday, June 12, 2018

Online Application Due: Tuesday, July 24, 2018, noon PST

Application Status Notification: No later than August 31, 2018

Informational Calls: Click the links below to sign up for one of our informational webinars.

[Friday, June 22, 2018 / 11:00 AM – 12:00 PM PST](#)

[Monday, July 2, 2018 / 9:00 AM – 10:00 AM PST](#)

[Thursday, July 12, 2018 / 2:00 PM – 3:00 PM PST](#)

[Tuesday, July 17, 2018 / 1:00 PM – 2:00 PM PST](#)

* The term 'cisgender' describes someone who identifies with the gender they were assigned at birth. The term 'transgender' describes someone whose gender identity is different from the one they were assigned at birth.

TABLE OF CONTENTS

PROGRAM OVERVIEW.....	3
TRAINING DETAILS	4
How is the training program structured?.....	4
What do fellows do and learn who are in the WPI?.....	4
What do the teams do during the training program?	5
What is the time commitment?.....	5
When will the training take place?	5
What is the financial commitment?	5
APPLICATION INFORMATION.....	6
WPI Application Eligibility.....	6
WPI Fellowship Criteria	6
Individual Applicant Requirements	7
WPI-STATE ISSUE AREAS	8
Criminal Justice	9
Economic Justice.....	9
Health.....	9
Reproductive Justice	10
Trauma Justice.....	10
HOW TO APPLY–APPLICATION GUIDELINES	10
Application Requirements	10
Application Instructions.....	11
Online Application Form.....	11
About the Online Application Form.....	12
About the Individual Narrative.....	12
About the Applicant Requirements Agreement (Required)	13

PROGRAM OVERVIEW

The Women's Foundation of California's Women's Policy Institute (WPI) is a year-long program designed to train community-based leaders in California in public policy advocacy. The goal of WPI is to increase the number and capacity of visionary leaders, their organizations and their communities so that they can actively shape and implement policies that affect the lives of Californians.

The Women's Foundation of California (WFC) launched our WPI-State fellowship in 2003. Over the last 15 years, we've trained more than 450 grassroots leaders throughout California in public policy advocacy at the state level. The courageous efforts of our fellows have contributed to the passage of 32 new state laws, improving health, safety and economic well-being. Even more state and local policy has been created or impacted by our alumni.

Each year the Women's Foundation of California chooses specific focus areas aimed to achieve gender, racial, and economic justice for communities throughout our state. This year WPI plans to receive applications in the following five [issue areas](#): criminal justice, economic justice, health, reproductive justice, and trauma justice.

Because WPI-State is an experiential training fellowship, over the course of a year our teams will learn about the policy process by researching, writing, and lobbying for a state legislative bill of their choosing while receiving support and guidance from a mentor who is an expert in public policy work. The fellows will develop relationships with key state policymakers, government employees and allied advocates; select a problem to solve; develop a bill; find a legislative author; and implement an advocacy plan to move the bill through the legislature. Applicants with varying degrees of past policy experience—from none at all to a lot—will be considered for the program.

Our social justice framework focuses on the structural causes of inequities embedded in public institutions such as government. Although WPI was developed in response to these structural inequities, and while we encourage each cohort to critique institutionalized oppression, the program's primary objective is to train participants to create progressive policy changes within the current legislative system. Thus, program participants are enacting policies that make California a more just and equitable place today and are encouraged to work with their communities and organizations toward making our state's legislative process more open and accessible to all community members tomorrow.

Additionally, the WPI seeks to increase the numbers of cisgender and transgender women, non-binary and genderqueer people, and transgender men involved in the policy arena—particularly those from communities of color, immigrant communities, queer communities, low-income communities, and rural communities. By bringing individuals who experience gender-based discrimination into the policy process, WPI works to empower leaders who will advance a policy agenda that is responsive to the needs of all Californians.

Please note that harmful beliefs, practices, and behaviors persist within many sectors of the public policy arena. We do our best to prepare our fellows to respond to these dynamics, to inform our speakers and trainers about our social justice principles and the diversity of our WPI cohorts, and to create as safe an environment as possible for fellows experiencing multiple forms of oppression. Due to the nature of the public policy arena, however, we

cannot guarantee that every space you will enter as a WPI fellow—both inside and outside the Capitol, and including retreats—will be safe or that every person with whom you interact, including speakers and trainers, will be trained in anti-oppression principles. If having safety is a requirement for you at this time of your life, the WPI might not be an appropriate program for you.

This year we are accepting individual applications only. Individual applicants selected for the WPI will be placed in teams of five based on overlapping areas of interest, varying levels of policy experience, differing forms of issue area expertise, and other related criteria. If you are aware of other applicants in your issue area with whom you would like to be placed on a team if you are both accepted into the program, you will be given the opportunity in the application to list those individuals.

TRAINING DETAILS

How is the training program structured?

- [Five mandatory three- to four-day overnight retreats](#) in Sacramento and trainings led by Women’s Foundation of California staff, policy experts and guest trainers.
- [Five mandatory webinars](#) led by Women’s Foundation of California staff, policy experts and guest trainers. Additional webinars may be scheduled to supplement the trainings, and fellows will be asked to do everything possible to participate.
- Reading and homework will be assigned in advance of the retreats.
- Teams of five will each work in their own [issue area](#).
- Between trainings, teams will be expected to meet and hold weekly or bi-weekly conference calls and continue working on their bill, including traveling to Sacramento when needed.
- Experienced mentors will guide the teams through the process.

What do fellows do and learn who are in the WPI?

By participating in the WPI-State program, our fellows will:

- Develop legislative and administrative policy advocacy skills;
- Learn how to conduct policy research using an intersectional lens and how to develop policy using a gender, racial, and economic justice framework;
- Gain knowledge and information about California’s policy landscape, including current legislative and administrative policy processes;
- Overcome perceived barriers and increase their confidence in participating in the policy process as it is today;
- Develop the relationships necessary to do coalition work that advances public policy;
- Produce state policy that reflects the needs of California’s cisgender and transgender women, non-binary and genderqueer people, transgender men, and their families and communities;
- Increase their participation in state policy formation and implementation;
- Build their communities’ capacity to use the policy process to address problems;
- Strengthen their relationships to and collaboration with other social justice organizations and movements in California;
- Create a peer learning environment among state-level advocates;

- Join a network of more than 450 community and nonprofit leaders who have already graduated from WPI-State and WPI-Local and are currently working in public policy at the local and state levels.

What do the teams do during the training program?

All fellows participate in the WPI as part of a team. Teams will, together:

- Research a state-level policy concern to determine whether an issue of concern can be addressed by state policymakers.
- Help develop and support a state bill by securing a legislator as an author, participating in legislative hearings, and lobbying for their team's bill in both the state Assembly and Senate.
- Develop lobbying materials and engage in outreach for supporters for your bill.

What is the time commitment?

The training program includes five multi-day overnight in-person trainings, at least five webinars, various written assignments, and ongoing travel and teamwork between the trainings. Retreats are rigorous, intensive and usually consist of three to four long days (often 9am to 8pm). It's important to come to the retreats rested and without the expectation that you will be able to work remotely on non-WPI projects. This program will require on average 40 hours/month from each fellow. Employers must be supportive of their employees and allow them to fulfill the fellowship commitments.

When will the training take place?

The WPI-State training is scheduled from October 2018–August 2019. All retreats are held in Sacramento. Applicants are asked to put these dates in their calendar now and hold these dates until a final determination on their application is made. Key dates include:

- Retreat 1: Monday, October 1, 2018 – Thursday, October 4, 2018
- Retreat 2: Monday, December 3, 2018 – Wednesday, December 5, 2018
- Retreat 3: Wednesday, February 27, 2019 – Friday, March 1, 2019
- Retreat 4: Tuesday, May 14, 2019 – Thursday, May 16, 2019
- Retreat 5: Monday, August 26, 2019 – Wednesday, August 28, 2019
- Webinar 1: Monday, November 5, 2018, 12:00 – 1:30 PM
- Webinar 2: Friday, January 18, 2019, 12:00 – 2:30 PM
- Webinar 3: Monday, February 18, 2019, 12:00 – 1:30 PM
 - We strongly encourage staff and board members from fellows' organizations to attend this webinar on legal lobbying rules for nonprofits.
- Webinar 4: Monday, March 25, 2019, 12:00 – 1:30 PM
- Webinar 5: Friday, July 12, 2019, 12:00 – 1:30 PM

Full participation in all sessions is mandatory. Additional webinar dates may be scheduled and fellows will be asked to do everything possible to attend.

What is the financial commitment?

- The fellowship is offered free of charge. The Women's Foundation of California is committed to eliminating all financial barriers to access and we raise approximately \$20,000 for EACH fellow's participation in the program.

- Flights for participants traveling from Southern California will be booked by the Women’s Foundation of California. Participants based in other regions will be reimbursed for the least expensive mode of transportation possible; the Foundation may also book Amtrak travel on their behalf. Fellows who choose to drive to the retreats will be asked to carpool with other fellows in their region. Parking and ground transportation expenses will be reimbursed, and per diem allowances will be provided to those who are unable to participate in the reimbursement-based system.
- Participants will be offered a hotel room in Sacramento that they will share with another training participant. If participants would like a private hotel room, they will need to pay for it themselves (subject to the hotel’s availability). Participants may be asked to provide a debit or credit card for incidentals upon check-in, but provided that there is no damage to the room, no charges will be made to their card. If participants are unable to provide a debit or credit card, Foundation staff will provide one for them upon request.
- Breakfast, lunch, and some dinners will be provided during the trainings. Participants will need to pay for their own dinners (and request reimbursement) on the nights that there are no group activities planned. Per diem allowances will be provided to those who are unable to participate in the reimbursement-based system.
- Participants are required to have computer and internet access. If you do not have access to a computer, please [contact us](#).
- Costs associated with regular teamwork that takes place outside of the trainings (phone calls, etc.) will be paid by the participants.
- Each team can access up to \$2400 of additional funding earmarked to support its policy project (for expenses such as travel to Sacramento for meetings and hearings, etc.).
- Please note that all reimbursements must be submitted by the participant within three weeks of incurring the costs. Checks may take up to 30 days to arrive after the Women’s Foundation of California receives a complete and accurate reimbursement request.
- Participants whose organizations have available funding for travel and meals as part of WPI-State retreats are not required to participate in the reimbursement-based system.

APPLICATION INFORMATION

WPI Application Eligibility

- Cisgender and transgender women, non-binary and genderqueer people, and transgender men.
- Individuals living or working in California.
- Individuals working in a community-based or non-profit setting with the full support of their employer and/or supervisor.
- Individuals who agree to all [participation requirements](#) and whose employers agree to all participation requirements.
- If you are currently unemployed or self-employed, please [email us](#) to discuss your eligibility.

WPI Fellowship Criteria

Individual applications will be judged based on the following criteria:

1. Depth of Issue Expertise

- Individuals must possess deep content knowledge in their chosen issue area and connection to those affected by the issue, combined with the ability to speak with confidence and authority about the issue area (expertise can come from work, education and/or lived experience).
2. Teamwork
 - Individuals should demonstrate an openness to collaboration, a love of learning, a high level of emotional intelligence and an appreciation of diversity and innovation;
 - Individuals must be willing to work to bridge differences in personality and work styles;
 - Individuals must be willing to work on a team with others who have varying interests, collectively develop a policy project and actively work on the project, even if it is not their organization's or community's top priority.
 3. Commitment to Policy Advocacy Work
 - Individuals must be able to articulate the value of learning about state policy to their employer, sector, the broader social justice movement and their own future work;
 - Individuals must be able to articulate why now is a good time to go through the program (i.e., have the time, support, interest, etc.).
 4. Organizational Support
 - Individuals must demonstrate that they have the full support of their employers to participate in WPI and to spend staff time working on a policy project that includes lobbying;
 - Individuals must be able to state the value their employer sees in their learning how to advance state-level policy.
 5. Position within the organization
 - Individuals must be able to demonstrate how their participation in WPI will increase the policy advocacy work at their organizations or in their communities;
 - Individuals must have the ability and desire to bring the training back to their organization and community.
 6. Time Availability
 - Individuals must affirm their ability to participate in all retreats, check their email daily throughout the program and dedicate an average of 40 hours per month to their team's bill (excluding the scheduled retreats; time will be determined by the legislative calendar and needs of the bill);
 - Individuals must allow enough flexibility in their schedule to advance their policy project between retreats.

In addition, applications will be evaluated based on the thoroughness of responses to the application questions. For example, it is not sufficient to provide a one-sentence response to a section where a paragraph response is requested.

Individual Applicant Requirements

Each individual applicant, and their employer, must pre-certify that the following requirements can and will be met if the applicant is chosen for the WPI-State program.

1. Applicant and Employer understand that this fellowship constitutes an "in-kind" grant of approximately \$20,000 per fellow. Though no payment to the organization will be made (the Foundation covers the \$20,000 cost of the trainings, travel to Sacramento, meals, and accommodations), the Applicant and Employer understand that the Applicant's full participation in the fellowship is equivalent to a grant requirement.

2. Employer and Applicant understand that travel, shared housing (with another training participant) and most meals are either paid directly by the Women's Foundation of California or reimbursed to employer/applicant for all five retreats. In the event an expense needs to be reimbursed, Employer/Applicant understand that reimbursement requests are due three weeks from the last day of the retreat and that checks may take up to 30 days to arrive after the Foundation receives a complete and accurate reimbursement request.
3. Employer will fully support the Applicant during the Institute to spend approximately 40 hours/month of staff time to work on a policy project in between retreats and throughout the 12-month program.
4. Employer will ensure that the Applicant shares what they're learning with other staff, volunteers and Board (whenever possible).
5. Employer will fully support Applicant to attend [all five retreats in their entirety](#) and participate in [all five webinars in their entirety](#), and Applicant understands that attending all five retreats and participating in all five webinars is a requirement.
6. Employer and Applicant will encourage staff and board members from fellows' organization to attend Webinar 3, which is on legal lobbying rules for nonprofits.
7. Applicant understands that while exceptions to the retreat and webinar attendance requirement may be made in case of personal emergencies, participants who miss more than 2 of the total number of retreat days and/or webinars may lose their fellowship.
8. Applicant will work actively with their team on their chosen state-level policy project during and between retreats, including participating in conference calls, doing work on their project, engaging community input (if applicable), advocating for their project and staying in regular communication with the team regarding availability and potential barriers to participation.
9. Applicant will maintain an email address that is checked daily and communicate with the Foundation if potential barriers to participation arise.
10. Applicant will conduct themselves professionally at all times within the Institute and while engaging with elected officials, county employees, policy advocates and community members.
11. Applicant will provide feedback to the Foundation on the Applicant's experiences in WPI-State by filling out evaluations after each retreat and after completing the Institute.
12. Applicant will participate in various assessments (e.g. leadership skills, self-care awareness, etc.) as they align to the WPI-State curricula to ensure progress and learning continue for the duration of the Institute.
13. Following the Applicant's graduation from the Institute, Applicant understands that they are strongly encouraged to stay connected through our WPI Alumni Network and keep us informed on how their WPI experience is impacting their organization, field and/or community.

WPI-STATE ISSUE AREAS

The Women's Foundation of California's Women's Policy Institute (WPI) focuses on shaping just policies that will positively impact the lives of cisgender and transgender women, non-binary and genderqueer people, and transgender men in California. This year, WPI-State aims to feature teams working in the following specific areas:

Criminal Justice

WPI-State will accept individual applications from representatives of organizations that work to address the negative impacts that the criminal justice system has on the lives of cisgender and transgender women, non-binary and genderqueer people, and transgender men. We prioritize fellows from organizations that work to promote racial and economic justice. In this context, criminal justice policy projects may include, and are not limited to:

- Working to reduce the prison population and the numbers of incarcerated transgender people as well as cisgender women in the short- and long-term through prevention, ending jail expansion and promoting alternatives to incarceration;
- Addressing the causes and reduce the incidence and impact of the disproportionate incarceration of people of color;
- Protecting the human and civil rights of incarcerated people;
- Expanding and strengthening rehabilitation and reentry programs for currently and formerly incarcerated people;
- Protecting and supporting the children and loved ones of incarcerated people; or
- Expanding access to public programs and benefits for formerly incarcerated people.

Economic Justice

WPI-State will accept individual applications from representatives of organizations that work or support programs the economic security of cisgender and transgender women, non-binary and genderqueer people, and transgender men. This includes protecting low-wage and informal workers, advocating for the expansion and improved implementation of safety net programs, strengthening the diversity and size of the state workforce, and establishing standards for economic security. In this context, economic security policy projects may include, and are not limited to:

- Boosting funding for and access to quality childcare;
- Improving Medi-Cal and CalFresh enrollment and alignment;
- Facilitating access to occupational jobs for low-skilled, low-income cisgender and transgender women, non-binary and genderqueer people, and transgender men;
- Strengthening workforce development programs focused on job placement, retention and advancement;
- Improving access to education, vocational and training services including basic skills training, computer literacy, and life skills training and in languages other than English;
- Expanding work readiness training and other services to prepare cisgender and transgender women, non-binary and genderqueer people, and transgender men for occupational jobs; or
- Strengthening labor laws for people working in industries with fewer protections.

Health

WPI-State will accept individual applications from representatives of organizations that work to create places where families and communities are healthy, safe and ready to learn. We believe that health is broader than a physical condition; health has social, cultural and economic impacts on the well-being of individuals, families and/or communities. In this context, health policy projects may include, and are not limited to:

- Access to health care/patients' rights: expanding access (e.g. Affordable Care Act/Health Reform) to quality health care; ensuring patient autonomy over decision-making; affordability/parity of coverage of treatments/medications; medical privacy;

- Environmental Health: air quality regulation, access to clean drinking water, climate change mitigation for low-income communities;
- Community Health: obesity prevention, land use/transportation, school health, food access/food marketing; or
- Healthy Youth Development: violence prevention, school push-out policies, school-based health/mental health, trauma-informed services.
- Health Equity: cultural and linguistic competency in healthcare; addressing disproportionate targeting of communities of color by specific industries (e.g., tobacco and sugar-sweetened beverage companies); shifting resources to food deserts.

Reproductive Justice

WPI-State will accept individual applications from representatives of organizations that work to support programs that expand and protect the rights of all people to make informed decisions about and exercise control over their sexual and reproductive lives. Reproductive health and justice policy projects may include, and are not limited to:

- Promoting policies that are shaped by and responsive to people’s needs and address the right to bear and parent children;
- Access to safe and legal abortion;
- Comprehensive sexuality education;
- Universal health care;
- The right to bodily integrity;
- The right to express one’s sexuality, sexual orientation/identity and gender identity/expression; or
- Strengthening ties with other social justice efforts, including the reproductive health impacts of environmental pollution, affordable health care and economic security.

Trauma Justice

WPI-State will accept individual applications from representatives of organizations that work to reduce the negative impacts that violence and harassment, which is often gender-based, has on the lives of cisgender and transgender women, non-binary and genderqueer people, and transgender men. In this context, trauma justice policy projects may include, and are not limited to:

- Expanding resources for sexual assault survivors on college campuses;
- Improving protections for victims of online sexual harassment and cyber-stalking;
- Protecting the rights of trans people who experience bullying in the workplace;
- Strengthening the rights of immigrant women who experience domestic violence;
- Increasing outreach and education to reduce teen dating violence; or
- Strengthening existing law and policies that are intended to support survivors of domestic violence, sexual assault, stalking or bullying.

HOW TO APPLY–APPLICATION GUIDELINES

Application Requirements

1. **Required:** Each applicant must complete the [Online Application Form](#) ([see instructions below](#)).
2. **Required:** As part of the “Individual Information” section on the Online Application Form, each applicant must upload a completed [Applicant Requirements Agreement](#)

downloaded from [our website](#). This agreement should be initialed and signed by both the applicant and their employer/supervisor.

3. **Required:** At the end of the Online Application Form, each applicant must upload a complete **Individual Narrative** as a four- to five-page PDF. The questions you are required to answer in the Individual Narrative are [listed below](#).
4. **Optional:** We are not accepting pre-formed team applications this year, but if you know of one or more other applicants in the same issue area with whom you share specific interests, you should each make a note of this in the "Individual Information" section on the Online Application Form.

Application Instructions

Online Application Form

The steps to starting and submitting your online application through the Women's Foundation of California online fellowship portal are listed below:

- **Step 1: Each applicant must create a user account and complete the Online Application Form.**

To begin the application process, [visit our online fellowship portal](#), enter your email address and a password, and then click on "Create New Account" on the logon page to get started. Once you have created a new account, a confirmation will be delivered to you electronically. Please save the confirmation e-mail.

In the course of completing the application, applicants will be asked to provide individual and organizational information (see "[About the Online Application Form](#)" below) and upload completed PDFs of the **Applicant Requirements Agreement** and **Individual Narrative**.

- **Step 2: Each individual applicant must upload a complete "Applicant Requirements Agreement."**

At the end of the "Individual Information" section of the Online Application Form, you will be prompted to upload the **Applicant Requirements Agreement**. This document should be initialed and signed by both you and your employer and uploaded as a PDF. You can download the agreement [here](#).

- **Step 3: Each individual applicant must upload a complete "Individual Narrative."**

At the end of the Online Application Form, you will be prompted to upload the complete **Individual Narrative** as a four- to five-page PDF. The questions you are required to answer in this document are listed below (see "[About the Individual Narrative](#)").

All documents must be submitted and uploaded no later than noon PST on Tuesday, July 24, 2018. Once you complete and submit the application, you will receive an electronic confirmation of receipt.

For more information or technical assistance, email WPI@womensfoundca.org. No phone calls, please.

About the Online Application Form

Each applicant must complete and submit an Individual Online Application Form after creating an account on our [online fellowship portal](#). Applicants should complete the form, upload the required documents, and then hit submit when they are ready to apply.

Be prepared to provide the following information:

1. Your first and last name, email address, work phone number, and cell phone number.
2. How did you hear about WPI-State?
3. Have you previously participated in the WPI-Local or WPI-County program?
4. Have you ever applied to WPI-State before?
5. Do you know of other applicants who share your specific issue area interests? If so, what are the names of those applicants and what interests do you share?
6. What issue area are you applying under? The following are the possible issue areas to choose from:
 - Criminal Justice
 - Economic Justice
 - Health
 - Reproductive Justice
 - Trauma Justice
7. What are your gender pronouns?
8. Can you confirm that you will be able to attend all of the [retreats and webinars](#) in their entirety?
9. Your employer/organization name, website, county, and 501(c)3 status.
10. Your title/position.
11. Your office/work-related contact information (email and phone number).
12. Is your organization a Building Health Communities (BHC) partner affiliated with The California Endowment? If so, please include the name of the BHC site.
13. Your personal demographic information (includes questions about your race/ethnicity, whether you identify as a person of color and immigrant, sexual orientation, disability, gender, age, and experience with the criminal justice system). We ask these questions to gauge our success in our efforts to build a diverse and inclusive social justice movement in California, and all demographic information about individual applicants is kept strictly confidential.
14. Each individual applicant must upload:
 - a. A 4-5 page **Individual Narrative** as a PDF;
 - b. An initialed and signed **Applicant Requirements Agreement** as a PDF.

About the Individual Narrative

Each Applicant will create their own **Individual Narrative** using a word processing software (like Microsoft Word). Once completed, the document should be saved and uploaded as a PDF. Your document should include one-inch margins, headers for each question below, 12-point type and single spacing.

1. **Individual Narrative cover page (1 page)**. On page one of your Individual Narrative, create a cover page that includes your name, organization/affiliation, email and phone, and the issue area under which you are applying. Please also list the district numbers and current representatives for your personal/home State Assembly and Senate Districts and

your work/organization State Assembly and Senate Districts. These district numbers can be found at <http://findyourrep.legislature.ca.gov>.

2. **Individual Narrative Body (2-3 pages).** Please answer each question below and use the words in caps as the section titles of your document.
 - a. **BIO:** Please supply a professional bio. The bio should be one paragraph long (150-word maximum) and written in the third person. If you are selected, the bio will be published in public materials announcing the class, so the version you send us should be polished and final. [Click here](#) for an example of what we're looking for.
 - b. **ORGANIZATIONAL MISSION:** Describe the mission of your organization, including the issues the organization focuses on, the geographic reach of the organization, the demographics of the population the organization serves and the types of services the organization provides. If you are unemployed or self-employed, please [contact us](#) to discuss your eligibility.
 - c. **EXPERIENCE IN ISSUE AREA:** Please describe your experience in and knowledge of the issue area under which you are applying (criminal justice, economic justice, health, reproductive justice or trauma justice). Include information about the types of experience or knowledge you have in the sub-areas described in the section "[WPI-State Issue Areas.](#)"
 - d. **EXPERIENCE ORGANIZING:** Describe your experience organizing with others on behalf of your community.
 - e. **PUBLIC POLICY EXPERIENCE:** Describe your experience (if any) advocating with local, state or federal policymakers on behalf of yourself, your family or community.
 - f. **PERSONAL POLICY WORK GOAL:** How do you personally intend to incorporate policy engagement into your own work as you move forward in your career?
 - g. **ORGANIZATIONAL POLICY WORK GOAL:** What greater role participating in the policy process in California would your organization/employer be able to take on as a result of your acceptance in the WPI?
2. **Résumé (1 page):** Please include a one-page résumé at the end of your Individual Narrative.

[About the Applicant Requirements Agreement \(Required\)](#)

Each applicant should download the blank [Applicant Requirements Agreement](#), print the document, and review it with their supervisor. The form must be initialed and signed by both the applicant and employer, scanned, and uploaded as a PDF.