**Why did BWLA start the T.E.A. (Train, Excel, Appoint) Director’s Institute?**

* Black women occupy less than 3% of Fortune 500 board seats.
* Black men and women who serve on Fortune 500 boards have the highest rate of multiple corporate board service. This practice of recycling the same board members means companies are going to the same black men and women, as opposed to expanding the pool of black candidates.
* BWLA is working to solve this pressing issue through the Director’s Institute, whose mission is to increase the presence of black women attorneys on boards of governmental entities, nonprofits, and corporations.
* Our goal is for the T.E.A DI Fellows to achieve a board appointment within 5 years of their participation in this institute.

**How does the Director’s Institute work?**

* This program uses Virtual interactive presentations, panel discussions, skills-based workshops, and networking opportunities to help fellows acquire key skills and tools that will help them understand the functionality of boards and approach the selection process strategically.
* Fellows will also learn ways to use board appointments as stepping stones to more fluid and flexible career opportunities.
* The Institute faculty features high profile board members, career coaches, government officials and recruiters who are connected in many circles of influence.
* The Institute will culminate with a pinning ceremony where Fellows will have access to past and present corporate and local board members who have excelled in their careers.

**Requirements for Application Processing**

1. BWLA membership: All participants must be 2019-2020 full members of BWLA. Annual dues are $100.00 and are due upon acceptance into the Institute.
2. Applicant must be a black woman lawyer currently licensed to practice law.
3. Applicant must be a mid-level to senior level accomplished attorney with significant professional experience. The Applicant’s career must also demonstrate significant evidence of a progressive increase in responsibilities.
4. In addition to submitting this application, the Applicant must attach a resume.
5. Provide two professional reference letters from past employers.
6. Applicant must pay a $200.00 Program Fee, upon acceptance.

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| Applicant Information |
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| |  |  |  | | --- | --- | --- | | **Length of Time on Job:** | **No. of Employees Reporting to You:** |  | |
| **Brief Description of Duties and Accomplishments: (Attach Additional Pages if Needed)** |
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| **Brief Description of Duties and Accomplishments: (Attach Additional Pages if Needed)** |
| |  |  | | --- | --- | | **Previous Title:** |  | | **Previous Employer** |  | |
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| **Community Involvement** |
| **Please list and describe all involvement in any philanthropic association, bar association, community organization, leadership association, boards and the role you held.** |
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| **Brief Essays** |
| 1. **In 100 words or less please write a brief statement on why you want to be a part of T.E.A DI and what you hope to gain from the program.** |
| 1. **In 100 words or less please write a brief statement describing any non-profit, city, state, county or corporate board or commission experience you have. Please also list your accomplishments on any of these boards or commissions.** |

1. **List specific areas in your professional development that you need to further develop and work on (i.e. networking skills, knowledge about particular boards, emotional intelligence, etc.)**
2. **Would you like to be notified of potential board opportunities?**
3. **Please describe the benefit of diversity on corporate, non-profit and local boards.**
4. **Your sessions will be Virtual over the course of one full weekend, but if that is not feasible, are you available to complete Virtual learning Sessions during the course of one week if you have no less than 60 days’ notice of the date?**
5. **Board opportunities for black women are very important since they directly impact our communities, our economy, and the legacies we leave to the next generation. Please list any boards you are interested in and what unique skills and abilities you have accumulated in your career and personal life that would make you a valuable addition to those boards.**
6. **Please list any accolades or awards that you have received and would like us to know about.**
7. **Application deadline – January 8, 2021  
   Email All applications and Questions to –** [**BWLADirectorsInstitute@gmail.com**](mailto:BWLADirectorsInstitute@gmail.com)

**Please be sure that your email was sent to the correct email address.**

1. **Please include the contact name and email address to the two professional references in your reference letters.**

**T.E.A DI Class Modules**

Session 1:  Are You Board Ready? Essential Leadership Skills that Build Careers.

Session 2:  Are You the One?  Building a Board-Ready Resume.

Session 3.  How Do You Network Effectively? Blazing a Path to Board Membership.

Session 4:  Finance and Business: Let's Talk Numbers.

Session 6:  Do You have the Right Attitude for a Board? EQ, Brand, and Reputation Management.

Session 7: Doing Your Duty: Ethics, Compliance, and Basic Principles of Corporate Governance.

Pinning Ceremony and Board Member Reception: Fellows will mingle with corporate, non-profit and local board members as they receive their lapel pin at the culmination of the Director’s Institute.