

The Saltwater Fellowship

The Saltwater Fellowship is a new initiative of The Miami Foundation that invests boldly in leaders who are moving the needle on the most pressing issues facing Greater Miami. This fellowship is designed by leveraging data and insights about our community's needs with a goal to bring resources and support to those at the forefront of solutions.

This inaugural Saltwater Fellowship is inspired by our urgency to address the racial inequities we see in our community data. Research shows that there is persistent racial inequity across a wide variety of metrics, including graduation rates, wealth creation, maternal mortality rates, incarceration rates, and more. Despite the profound positive impact that marginalized Miamians have on our community at large, across each metric, these community members still experience deep inequities – for a stark illustration, see our 2024 State of Black Philanthropy [report](#) for some highlights. At The Miami Foundation, we know that Greater Miami cannot reach its potential without a thriving community in which all of its residents have an opportunity to meaningfully participate and thrive, and we feel an urgency to invest deeply in those closest to the issue.

We invite nominations for outstanding leaders who are doing impactful work to address racial inequity here in Greater Miami.

Nomination and Application Questions

Nomination Process

To be considered for the Saltwater Fellowship, applicants must first be nominated for consideration. Anyone can submit a nomination by visiting this [link](#) to complete a short form.

Nomination Form

- Name
- Title (role in organization)
- Organization
- Focus area (select one) -
 - *Art and culture* – Healing communities through the practice of creative art
 - *Economic advancement* - Homeownership, small business development, education and workforce development
 - *Health* – Racial trauma, infant/mother mortality, underinsured, uninsured, mental health and the Medicaid-eligible population
 - *Racial justice* - Community organizing, advocacy, law, and/or policy reform
 - *Strengthening neighborhoods and community resilience* – Culturally responsive programs that address specific community needs, such as climate/ disaster
- What makes this nominee exceptional?
- How is this nominee addressing racial equity in Greater Miami?
- How do you believe this investment will fuel their continued leadership in Greater Miami?

Application Process

Nominated applicants can submit an application form through The Foundation's Submittable platform ([click here to access](#) or visit themiamifoundation.submittable.com/submit). Please sign

in with an existing Submittable account or create a free account by providing a name and email address.

Application Form

Organizational Information

- Name
- Title (role in organization)
- Organization
- Address
- Phone Number
- Email address
- LinkedIn Link

We strive to continuously learn and improve our practices, so they reflect equity. We will use the DEI information to advance our understanding of who we are and are not reaching, the equity of our funding patterns, and the overall diversity and gaps in Greater Miami's nonprofit sector.

- What best describes your cultural identity? Select all that apply.
 - African
 - Asian
 - Caribbean (not Cuban or Haitian)
 - Central American
 - Cuban
 - European
 - Haitian
 - South American
 - US Black / African American
 - Other
 - I prefer not to say
- Were you born in the United States or elsewhere?
 - U.S. born
 - Foreign-born
 - I prefer not to say
- What is your gender identity?
 - Female
 - Male
 - Transgender
 - Nonbinary / non-conforming
 - I prefer not to say
- Which of the following historically underserved backgrounds do you identify with? Select all that apply. *
 - Asian
 - Black
 - Hispanic/Latino
 - Immigrant
 - Indigenous
 - LGBTQ
 - Disability
 - Military- or veteran
 - I prefer not to say

- How many years have you worked in the nonprofit or social impact sector?
- Business/Organization name
- Business overview/ non-profit mission
- Website
- What is your 2022 annual operating budget
- Number of full-time paid staff
- Number of volunteers
- Program site location? Please select up to five.
- What are the demographics of your clients and/or constituents?
- Focus area (select one) -
 - *Art and culture* – Healing communities through the practice of creative art
 - *Economic advancement* - Homeownership, small business development, education and workforce development
 - *Health* – Racial trauma, infant/mother mortality, underinsured, uninsured, mental health and the Medicaid-eligible population
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- Are you available to attend all scheduled session dates?

Requested Information

1. What's your "Miami story"? What connects you to this place? *Use this question to let us know who you are, what you care about, and how this community relates to your identity.* (1250 characters)
2. Tell us how you are working to address racial equity in Greater Miami through your work. Please include an example you feel best illustrates your leadership initiative and influence. (1500 characters)
3. What are the top three opportunities for greater leadership you would like to focus on (e.g. knowledge, strategies, skills, access, etc.) to be even more effective and achieve your goals? (1000 characters)
4. Tell us why you are committed to Greater Miami as a place to live and work and why you are motivated to stay here and actively help shape our community's future. (1250 characters)
5. List any leadership development programs in which you have participated (500 characters)

Attachments (Optional)

- One-page resume or bio that summarizes your educational background, current and past professional roles and responsibilities and civic activities.
- If you've ever authored an op-ed, or been interviewed in a way that reflects your vision and values, we'd love to read it/see it. Please share!

