Building Bridges’ mission is to equip resilient young leaders to transform divides in their communities. Since 1994, thousands have joined the Building Bridges community to transform conflict for a more just and inclusive world. We create spaces where young people cultivate resilience, develop healthy relationships across identities, practice leadership and communication skills, and nurture their confidence to lead. We also work with youth-serving adults to build their capacity to foster more inclusive, supportive, and just spaces for Denver’s future leaders to live, learn, and work. Building Bridges is a 501(c)3 nonprofit.

Transform 2020-2021
Listen, Learn, Lead: Be Transformed.
Building Bridges: Transform brings together diverse young people from Metro Denver high schools for a year-long life changing experience. Together they develop communication, relationship-building, and leadership skills like self-awareness, confidence, and empathy. Transform leaders deeply explore who they are, get real and connect with each other, and grow together by working through conflict and differences. Through change projects, youth then engage their communities to apply what they’ve learned.

Program Cost:
All participants are offered a full scholarship to cover the program expense of $3,500.

Program Components
Building Bridges: Transform lasts from June 2020 to April 2021 and includes:

- Online Orientation Session
- Summer Introductory Sessions (likely online due to public health crisis)
- Monthly Home Group Meetings throughout the School Year (August through April)
- Three Weekend Retreats (Summer = Aug 2020; Fall = Nov 2020; Spring = March 2021)
- Community Change Project
- Year-End Presentations and Celebration (April)

Invitation to Apply
Are you ready to #BeTransformed?

We would love to review your application and are excited to meet you! Apply by March 15th and you are guaranteed an interview with the selection team. This packet includes participant criteria and application instructions. Translation of this information is available upon request.
PROGRA M CRITER IA AND COMMITMENTS
We ask that applicants for Transform meet the following characteristics:

- Be entering the 10th, 11th, or 12th grade (or equivalent) for the 2019-2020 school-year
- Live in Metro Denver (includes Adams, Arapahoe, Boulder, Broomfield, Denver, Douglas and Jefferson counties)
- Be excited to connect with other young people from diverse backgrounds
- Be willing to explore and talk about issues of identity, community, and conflict, including topics like race, class, gender, religion, and politics

If you are selected to join next year’s cohort, you agree to fully participate in all program components to the best of your ability:

- **Part One – Summer Sessions (June-July 2020):**
  Based on public health advice, we have made the difficult decision to cancel our traditional Summer Intensive component this year. Instead, we will be offering new Transform participants the opportunity to engage in online sessions that will introduce them to the program and to each other.

- **Part Two – School-Year Programming:**
  - Attend weekend kick-off retreat in August
  - Attend monthly home group meetings
  - Develop and implement a change project
  - Attend follow up fall and winter weekend retreats
  - Present change project at year-end celebration
  - Dedicate an average of 6-8 hours per month to complete these activities (not including summer intensive, travel time, or retreats)

Building Bridges seeks participants who represent diverse racial, ethnic, socio-economic, gender, gender identity, religious, ability, sexual orientation, national origin, and cultural identities, including those with diverse political views and varying life experiences.

**FOR MORE INFORMATION OR APPLICATION SUPPORT, PLEASE CONTACT:**
RAEGAN QUATTLEBAUM, PROGRAM COORDINATOR
303-856-6125 | RAEGAN@BUILDINGBRIDGESSHIFT.ORG
APPLICATION INSTRUCTIONS

How to Apply
There are various ways to submit your application. Please pick ONE of the following:

1. Fill out the application online at this link: http://bit.ly/BBTransformApp

2. Email the completed application to Raegan@buildingbridgesshift.org with the Subject: TRANSFORM Application (Your Name)

3. Request a hard copy to complete by hand by contacting Raegan at 303-856-6125 or Raegan@buildingbridgesshift.org

Application Checklist
Please complete the following two application sections, answering all questions completely. BOTH parts must be submitted for your application to be considered. Please don’t hesitate to reach out for support!

□ PART 1: APPLICANT INFORMATION FORM
□ PART 2: SHORT-ANSWER QUESTIONS

Application Timeline

| (Optional) 1-on-1 Informational Meeting with Youth and/or Parent/Guardian | Schedule as needed by contacting Raegan: 303-856-6125 or Raegan@buildingbridgesshift.org |
| PRIORITY APPLICATION DEADLINE | MARCH 15 BY 8:00 PM |
| FINAL APPLICATION DEADLINE | ROLLING UNTIL ALL SPOTS FILLED |
| Interview Days | Several options, April through May |
| Selected Participants Notified | Within 2 weeks of interview |
| Orientation Session for Selected Participants and Primary Adult | Online, TBD |

1 Full Program Calendar provided during interview
2 “Primary Adult” is likely the parent/guardian, and may be a different supportive adult as needed

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Application Part 1: Applicant Information Form

Name ___________________________________________ Nickname __________________________
  first                        last

Gender/ Pronouns __________________________ Date of birth __________________ Country of birth __________

School __________________________________________ Current Grade  □ 9th Grade □ 10th Grade □ 11th Grade

Language(s) spoken at home ________________________________________________________________

OPTIONAL INFORMATION
Race(s) with which you identify _____________________________________________________________

Ethnicity(ies) with which you identify _______________________________________________________

Other identities that are important to you (for example: religion, sexual orientation, ability, socioeconomic class)
________________________________________________________________________________________
________________________________________________________________________________________

APPLICANT CONTACT INFORMATION
Email ________________________________________________________________

Preferred Phone (_______) _______ - _______ Alternative Phone (_______) _______ - _______

What is the best way to contact you? □ Email □ Phone □ Text □ Other: __________________________

Home Address

________________________________________  __________________________
street      apt #    street      apt #

city       state       zip code    city       state       zip code

Mailing Address (if different from Home)

________________________________________  __________________________
street      apt #    street      apt #

city       state       zip code    city       state       zip code

PARENT/GUARDIAN CONTACT INFORMATION

Name ___________________________________________ Nickname __________________________
  first                        middle                        last

Email ________________________________________________________________

Preferred Phone (_______) _______ - _______ Alternative Phone (_______) _______ - _______

What is the best way to contact parent/guardian? □ Email □ Phone □ Text □ Other: __________________________

Language(s)____________________________________________________________________________________
Application Part 2: Short-Answer Questions

We would like to learn about you, your experiences, and issues important to you. Please write 3-4 sentences for each question (except for question 5), typed or printed by hand on a separate piece of paper. **There is no right or wrong answer and we are not evaluating grammar or spelling. Just be yourself and do your best!**

Your Name: ______________________________________________________________

1) Describe yourself, your family, and/or your community. What do you know or not know about your history? Please share aspects like culture, neighborhood, identity, or other things that make you who you are. *Everyone's experience is unique and people identify in various ways, so please include information that is meaningful to you.*

2) Tell us about a relationship or experience you have had with someone who is different from you. What did you learn? What was difficult about it? How did you feel?

3) Why do you want to join Building Bridges: Transform? What do you hope to get out of the program? How will others in your school or community benefit from your participation?

4) Building Bridges will require an average of about 6-8 hours per month during the school year (not including summer intensive, travel time, or retreats). How will you balance your time between Building Bridges, school, work, extracurricular activities, and/or family commitments? Who can help you do this?

5) How did you find out about Building Bridges: Transform?

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3 To share your answers in a different way, please contact us.

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303-856-6125 | RAEGAN@BUILDINGBRIDGESHIFT.ORG
FREQUENTLY ASKED QUESTIONS

What is Building Bridges all about?
We are a community-driven nonprofit that equips young people with communication and leadership skills to transform divides. Youth learn to listen, connect, and confidently lead to make positive change in their communities. We have been doing this work for 25 years, and have over 2000 alumni living around the world.

Participants in our programs gain awareness about themselves, form relationships across various communities, and build skills to talk about what divides them. In particular, we address issues such as power and privilege along lines of race, class, gender, religion, sexual orientation, culture, and other identities.

What should I expect from the Summer Intensive?
Through interactive workshops, indoor and outdoor experiential learning activities, creative projects, and dialogue, participants learn new communication techniques and develop leadership skills. Activities promote critical thinking about the ways divisions, stereotypes, and discrimination influence us. Participants have the opportunity to confront and deeply examine difficult issues from a variety of perspectives. And we also include plenty of fun and free time!

What will the school year be like?
Following the Summer Intensive, participants return home to continue their work and find ways to share what they’ve learned. Throughout the school-year, youth come together each month for Home Group to deepen their learning, continue dialogues, and strengthen their new relationships. In addition, we have two weekend retreats (one in the Fall and one in the Spring). A final component is to design and implement an individual or group Change Project with specific goals as the program year comes to an end.

What skills should participants expect to gain from Building Bridges?
- Authentic relationship-building skills within and across identities
- Communication skills that improve their ability to self-express, listen, and empathize
- Critical thinking and leadership to address issues through goal-oriented projects
- Coping skills and self-efficacy for stressful situations including conflict

Can you accommodate language and other requests?
We recognize the many different learning styles, gifts, and needs of participants and strive to deliver workshops and activities to meet this diversity. Please note that all program components are conducted in English. Translation/interpretation may be provided based on need and available resources, including for family meetings and orientation.

Additionally, Building Bridges recognizes participants’ diversity as related to disability, medical need, gender identity, dietary, and religious practices. During the application process and/or

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upon acceptance, please discuss specific requests with program staff. We are committed to inclusive programming and will work to make accommodations wherever possible.

**What are the costs associated with this program?**
All Building Bridges participants are offered a **full scholarship to cover the program expense** of $3,500 per participant. This means that your family does **NOT** pay a program fee in order for you to participate. During the program year, participants may have the opportunity to support Building Bridges’ fundraising efforts. Also, individuals and families are encouraged to make a contribution to the program that is meaningful to them. This may be a financial donation. Or families maybe choose to contribute in different ways, like helping out with meals, supplies, volunteering, or transportation.

**I have submitted my application. What happens next?**
You will be contacted by phone or email to let you know we’ve received your application. Also, your parent/guardian is welcome to schedule a separate in-person or phone appointment with Building Bridges’ Program Coordinator to discuss the program further if needed.

Next, you will be contacted regarding a possible interview with members of our recruitment team. After an interview for those offered one, you will receive notice of whether or not you have been accepted into the program.

If you are selected, you will receive an acceptance packet with additional information, forms, and the date options for an orientation session to prepare you and your parent/guardian (or other supportive adult) for the summer intensive and your program participation.

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