embracerace

The EmbraceRace Fellowship for Education Leaders, 2027–28

Lead the change children need

A nine-month fellowship for school, district, and program leaders shaping how children learn about race.

Sign up for updates and an info session
Applications open February 1, 2027



Children are learning about race in classrooms and child care, whether or not adults are teaching it

It starts early

Infants respond to racial differences within their first months. By preschool, many children have begun to absorb the racial biases around them.

Silence teaches too

When adults avoid the topic or take a "colorblind" approach, children still form racial biases. Silence doesn't prevent them.

Schools shape it at every level

Classroom practice matters. So do school culture, policies, institutional norms, and the decisions leaders make every day.

Leaders are often expected to guide this work **without role-specific learning** or a place to think out loud, just as equity-focused professional learning has become harder to find. This fellowship is our answer.



Sources: Kelly et al., *Developmental Science*, 2005; Pahlke, Bigler & Suizzo, *Child Development*, 2012; Perszyk et al., *Developmental Science*, 2019.

About EmbraceRace

Since 2016, EmbraceRace has helped parents, caregivers, and educators raise children who are thoughtful, informed, and brave about race, from birth through middle school, with particular emphasis on early childhood.

Our work spans practical resources for adults, communities of learning, and national field-building in children's racial learning. The fellowship draws on all three, and on the **Color-Brave Caregiver Framework** at the center of our approach.



The fellowship builds on proven programs educators already use

Foundations of Color-Brave Caregiving

Our introductory course for caregivers and educators

Communities of Learning and Practice

Shorter-term cohorts for applied peer learning

Talking Race & Kids

Our long-running webinar series with researchers and practitioners

1,000+ people have taken part in our classes, cohorts, and workshops since 2022, and 60% have taken multiple offerings.

Alumni of these programs asked for something longer and deeper. The fellowship was built in response.



For school and district leaders

The EmbraceRace Fellowship for Education Leaders

Research-grounded leadership for the policies, systems, and cultures that shape children's racial learning.

Lead systems-level change for children, working within the real constraints leaders face

What fellows work toward

- **Examining and reflecting** on your racial identity and leadership role, and how they shape policy, practice, and culture
- **Diagnosing and addressing** challenges by looking at policies, routines, and power dynamics, and finding where change is possible
- **Leading and sustaining** change by building relationships, communicating clearly about race, and staying engaged over time
- **Designing and carrying out** a capstone project that produces concrete shifts in practice, policy, or school culture

Who it's for

- Senior and mid-level leaders in schools, districts, networks, and education-focused organizations
- Leaders whose roles shape policy, governance, culture, or instructional direction
- Public, charter, and private school contexts

A confidential space. Leaders are often expected to guide equity work without role-specific learning or a place to think out loud. Sessions are not recorded.

> **"The discussion with everyone reminded me that we don't have to show up perfectly in the moment and we can always come back and address things later. Our role as educators is to show up fully and not remain silent."**
>
> Education Leaders fellow, 2026–27

The nine-session arc, building toward a capstone

Seeing clearly
Racial learning and systems

1. **The challenge of the work**
   Current pressures, personal and professional costs, and a first capstone problem statement
2. **How children learn about race**
   Developmental research applied to your capstone framing
3. **Systems shape racial learning**
   Mapping the formal and informal systems that sustain inequities

Acting strategically
Leadership, power, and intervention

4. **Leading change from where you sit**
   Technical vs. adaptive change, power analysis, and a theory of change
5. **Intersectionality and impact**
   Differential impact analysis of a real policy or practice
6. **When policies are the problem**
   Fixed, flexible, and negotiable barriers, and strategic options for each

Building for durability
Coalition, sustainability, public leadership

7. **Building coalitions for change**
   Stakeholder mapping and a coalition engagement strategy
8. **Sustaining the work**
   Burnout and moral injury, boundaries, and succession planning
9. **Capstones and integration**
   Present an institutional action blueprint and a six-month plan

Each session advances the capstone: problem statement, systems map, power analysis, impact analysis, policy strategy, coalition plan, sustainability plan, and finally the blueprint.

How the fellowship works

A real commitment, designed to fit a working educator's year.

2 hrs

Monthly full-cohort sessions

Nine sessions, September–May: shared learning, discussion, and case consultation, led by EmbraceRace facilitators

1 hr

Monthly small group

Peer reflection and problem-solving in a smaller circle (for example by region or role)

~20

Fellows per cohort

Small enough to build trust and give honest feedback across nine months

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Sept–May

Nine months, following the school year

Fully virtual

Join from anywhere in the country

Outside school hours

Current cohorts meet one weekday evening each month

Light work between

Short readings, reflection, and capstone work

Who you'll learn alongside

Each cohort has about 20 fellows: small enough to build trust and give real feedback, wide enough to bring together an instructive range of experiences.

> Principals, assistant principals, and heads of school; district and early childhood program administrators; instructional coaches and curriculum and equity leads; and leaders of education nonprofits and networks.
>
> The cohort is cross-racial, with time in self-selected racial affinity groups built into sessions.

The first cohort is under way. The fellowship launched in September 2026, and educators from New England are well represented. We'd love to see our home region well represented again in 2027–28.



From the first cohort

In fellows' words

"During one session, a single question was posed that has since guided my entire practice this year: 'What is the barrier to a changed state?'"

Education Leaders fellow, 2026–27

"Engaging with a national cohort highlights that while some challenges are unique to local contexts, many systemic issues are identical. Hearing what has worked in other places directly informs my own practice."

Education Leaders fellow, 2026–27

"In my experience, this work is far too often treated as optional, prioritized only by those who already recognize its necessity."

Education Leaders fellow, 2026–27

Who leads the fellowship



Andrea Huang

Community Building & Learning Manager, EmbraceRace

Andrea oversees EmbraceRace's community learning programs, including classes, cohorts, workshops, and the fellowships, and leads our facilitator team.

Before EmbraceRace, she worked as a campus chaplain at universities across the Midwest, teaching and training students to grapple with the intersections of race, leadership, and justice. She is also a parent of four.

Facilitation grounded in research and practice

- Monthly sessions are facilitated by **EmbraceRace staff**, who bring years of experience in the classroom and leading learning communities for educators and caregivers.
- Content draws on EmbraceRace's **research-to-practice work** and the Color-Brave Caregiver Framework.
- Case consultations use a structured protocol, so each cohort's collective experience becomes part of the curriculum.



Cost and what you gain

Education Leaders

$1,800

per fellow, for nine months of sessions, small-group work, curated materials, and capstone support.

Schools, districts, and organizations can sponsor leaders; purchase orders accepted.

Certificates of completion for all; professional development credits may be available.

Also offered: for PreK–8 educators

The Color-Brave Fellowship for Classroom Educators

Nine months of practical learning for educators who work directly with children, at $250 per fellow.

Learn more at embracerace.org/community/fellowships.

What you and your organization gain

- A clearer view of how children learn about race, and how policies and routines shape that learning
- Practical strategies for leading change within real constraints, and for sustaining it
- A capstone blueprint and six-month plan for your own institution
- A national network of peers doing the same work

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Apply for the 2027–28 cohorts



Applications open
February 1, 2027

Applications close
April 1, 2027

The online application takes about 20 minutes.

Want to stay in the loop?

Sign up for updates: we'll send you a 2-page flyer, an invitation to a 30-minute info session, and a reminder when applications open. To ask a question or sponsor leaders, email Andrea Huang at andrea@embracerace.org.

Submitting an application does not guarantee admission. EmbraceRace is a fiscally sponsored project of Proteus Fund.

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