

Cubaka Mutayongwa Fellowship at KRM

August 2020

KRM is now accepting applicants for the new Cubaka Mutayongwa Fellowship. Named for a young, emerging leader in Lexington who dedicated his short life to making our community a better place, the purpose of this fellowship is to:

- invest (time, effort, focus, and funding) in emerging leaders from underrepresented communities in the non-profit/humanitarian community
- provide the learning and enrichment experiences of an internship, but without financial barriers that prevent some promising applicants from applying for a typical unpaid internship
- cultivate future leaders in the nonprofit/humanitarian world
- increase representation in nonprofit staff and leadership roles from Black American, immigrant, second-generation immigrant, and other underrepresented groups
- facilitate KRM's ability to help meet longer-term needs in refugee and immigrant communities in Kentucky, particularly related to social inclusion, belonging, and collaboration among various partners to make Kentucky a safer, more welcoming, more inclusive place for newcomers

This Fellowship is comprised of

- a paid internship for up to a year (minimum duration three months) at a KRM Office (Lexington or Louisville). Fellows are expected to work between 12 to 24 hours per week with KRM staff in program areas either from the KRM internships position listing found at <https://kyrm.org/careers/>, OR in a custom-designed internship area to best fit the Fellow's needs and agreed upon by KRM.
- payment of \$15 per hour.
- an Individual Development Plan (IDP), jointly developed with KRM supervisors, to help the applicant map out learning and professional development goals and how to advance toward them. Plans can include trainings, briefings, readings, rotations working with certain KRM teams, or other experiences.
- opportunities to job-shadow staff in fields/areas of particular interest to the Fellow.
- one-on-one mentoring opportunities from agency staff or leaders.

- professional development opportunities (such as webinars, in-house trainings, conferences), particularly related to refugee and immigrant services topics, including technical topics, leadership and management topics, financial training, policy and advocacy training, training relevant to working with survivors of trauma, language training, or other professional areas.
- on top of the hourly pay rate, a \$250 development stipend will be made available each quarter (up to a \$1,000 a year) toward professional development opportunities identified in the Fellow's IDP OR may be used as a scholarship toward tuition if enrolled in a college or university.

Eligibility and Application Criteria

This Fellowship is intended specifically as an opportunity for Black Americans, immigrants or refugees or their children, Native Americans, or other underrepresented groups in nonprofit leadership. The Fellowship will develop emerging leaders between 18 and 24 years of age. Applicants may be current college or university students, or recent graduates. High school graduates without college who demonstrate a compelling interest in the Fellowship will also be considered. We seek outstanding candidates who demonstrate high standards of achievement, ethics, a commitment to social justice, and a desire to work in a career that involves improving the world around them. Candidates with goals related to immigrant and refugee services and experiences in the United States will be particularly competitive for this Fellowship.

Agency Profile

KRM is a private non-profit refugee and immigrant services agency, with offices in Louisville and Lexington. KRM is one of three refugee resettlement agencies in Kentucky, and in that capacity is authorized to receive and provide resettlement services to refugees admitted to the United States through the federal U.S. Refugee Admissions Program. In addition to this initial resettlement program, KRM offers a wide variety of other services and programs to previously-arrived refugees and also to other immigrants of all immigration statuses. Our programs include case management, English language classes, employment readiness and job placement support, youth programming, immigration legal services, elder programs, assistance to immigrant victims of crime, therapeutic services for survivors of torture, citizenship preparation classes, arts programming, and more.

With clients and staff from a diverse array of backgrounds, KRM does not conduct any religious activities or messaging. We proudly serve all clients regardless of religion,

race, ethnicity, national origin, sexual orientation, gender, or gender identity. Diversity among staff and interns is a key component of how we believe we maximize our effectiveness in this work.

Application Process

- Applicants should review the current internship listings at kyrm.org/careers, and read about KRM programming through our website, social media accounts for KRM Louisville and or Lexington, [reports](#), to familiarize themselves with the agency's work and where the applicant's interests intersect with KRM programs.
- Applicants should submit:
 - a letter of interest
 - a current resume
 - the 1-page application form
- Top applicants will be interviewed prior to selecting one Fellow for each office (Louisville and Lexington)
- Application deadline for the first year of this program is September 15, 2020. Start and end dates are flexible. Once selected, the Fellowship can begin on a date mutually agreeable to the Fellow and KRM. During COVID-19, much of the Fellow's work is expected to be remote, but with some in-office days required as well
- Applicants who wish to work in Lexington should apply to mcobb@krmllex.org; those who wish to work in Louisville should apply to jkoehlinger@kyrm.org

Cubaka Nehemia Mutayongwa was a young leader, volunteer, community activist, public speaker, soccer player, interpreter, entrepreneur, student, teacher, mentor, and friend to many in the Lexington KY community, where he was resettled by KRM as a refugee with this family as a teenager in 2012. Cubaka tragically died on July 4, 2020; his last act before dying was to help save someone else's life. Learn more about Cubaka's legacy and the qualities he was known for here:

- <https://www.lex18.com/news/covering-kentucky/friends-remember-cave-run-lake-drowning-victim>
- <https://www.facebook.com/plantory/posts/amicorps-members-getthingsdone-for-lexington-kyamicorps-week-march-11th-17th/1504225586312307/>