

LONGEVITY + INCLUSION ALLIANCE

# FELLOWS PROGRAM

A LEADER'S JOURNEY OF INCLUSION

Program Guide



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# INTRODUCTION

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**“HUMAN LONGEVITY IS INEXTRICABLY TIED TO  
AND GREATLY DEPENDENT UPON INCLUSION.”**

-Marvell Adams Jr., Founder & Program Designer

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The Longevity + Inclusion Alliance is borne of out of the undeniable reality that longevity is inextricably tied to and greatly dependent upon inclusion. Creating equity in aging, in part, rests in the hands of those with the power to make change and the courage to take action.

The L+I Alliance Fellowship exists to ensure leaders, organizations, and business partners within the field of aging services are culturally competent, courageous, and intentional in their journeys of diversity, equity, inclusion, belonging, accessibility, and justice.



# PROGRAM OVERVIEW

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## L+I ALLIANCE FELLOWS PROGRAM

Convenes committed, earnest professionals to begin or continue their own unique journey of inclusion.

Cohorts include up to 12 individuals; participants are all current or emerging leaders.

Six-month program includes five virtual sessions of 4 hours each. The program also includes an immersive, in-person 2-day retreat.

Cohorts are created with a focus on diversity of lived experience and identity.

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# SESSIONS

## FIVE INTENTIONAL PATHS

Participants will journey along five paths of intentionality. Each giving space for introspection and exposure to the diverse world around us.



Discovery &  
Reflection



Each One,  
Teach One



Wisdom &  
Peace



Creating  
Opportunities



Courageous  
Leadership

# TOOLS FOR IMPACT

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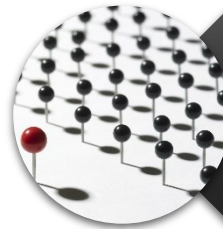
## A JOURNEY OF ENGAGEMENT

Making an impact requires demonstrative action. Members of the L+I Alliance Fellows Program and special guests will participate in the **Longevity + Inclusion Podcast**. It will be a conversational format of probing, facilitating, and encouraging dialogue on longevity + inclusion.



Weekly  
Podcast

Each person's journey of inclusion is unique, but every successful journey must make space to spark the journey of another. The **Each One, Teach One Action Plan** invites participants to create and execute a plan of action to make impact through inclusion alongside another individual.



Each One,  
Teach One  
Action Plan

The program is a hybrid model with 5 out of 6 sessions taking place virtually and 1 session in person. The retreat is a curated gathering of individuals on a journey of inclusion. The retreat's goals include thought partnership, strategic ideation and most importantly growth through engaging with others.



Inclusion  
For Impact  
Retreat

# CURRICULUM

## A JOURNEY OF SHARED LEARNING

	PATH	MODULE
<b>Session #1</b>	Discovery & Reflection	Appreciative Inquiry DEI Inventory Tool Panel: BIPOC & Intersectionality
<b>Session #2</b>	Each One, Teach One	StrengthFinders Tool EOTO Plan Development Panel: LGBTQIA+ & Activism
<b>Session #3</b>	Wisdom & Peace	Crucible Moments Through A Child's Eyes Panel: Neurodiversity & Mental Health
<b>Session #4</b>	Creating Opportunities	Rule of Six EOTO Plan Update Panel: Accessibility & Policy Advocacy
<b>Session #5</b>	Courageous Leadership	Power & Privilege Allyship In Action Panel: Allies & Sponsorship
<b>Session #6</b>	Retreat	Inclusion for Impact Retreat

# PARTICIPATION

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## PARTICIPANTS

There are a set number of slots per cohort. Our Alpha cohort began in September 2023. Additional cohorts are added depending upon demand.

Participants should be earnest, action-oriented individuals seeking to make an authentic impact through inclusion.

Interested individuals should complete an initial inquiry at <https://wlawsoncompany.com/contact/>.

After your inquiry has been reviewed you will be asked to submit:

- *A current resume and bio.*
- *A brief letter of support from their organization.*
- *A completed online profile and questionnaire.*

Tuition – \$3500 (includes books, materials, hotel/food during retreat)

- Cost of ground/air travel to/from Inclusion for Impact Retreat will vary depending on the city of departure and is not included in tuition and are the responsibility of the participant organization.

A limited number of scholarships may be available.

Business partner and sponsorship opportunities are available. Please inquire at [marvell@wlawsoncompany.com](mailto:marvell@wlawsoncompany.com) for more details.





# LEARN MORE

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## FAQ

### **Who can request an invitation to join the next cohort?**

*We encourage requests for participation from any person serving within an organization serving older adults or companies that support the work of aging services providers.*

### **Do I have to be a senior leader (CEO, CFO, SVP, VP, etc.) to participate?**

*No. We will intentionally gather a diverse cohort of individuals. We are seeking participants that are organizational leaders (informal and formal) that intend to make impact through inclusion regardless of title.*

### **Who pays the tuition for participation?**

We recommend that tuition and all expenses be fully paid by the employer of the participant organization. Potential participants must get the support of their organization to participate.

### **Are discounts or scholarships available?**

There are no discounts for tuition and expenses associated with the program. Scholarships may be available. Please inquire for more information.

### **Are there sponsorship and business partner opportunities available?**

Yes. Please inquire at [here](#) or call 240-200-4566 for more information.

### **Additional Questions?**

[marvell@wlawsoncompany.com](mailto:marvell@wlawsoncompany.com)

# ABOUT US

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## DESIGN TEAM

[Marvell Adams Jr.](#) is a renowned leader, educator, speaker, and activist within the field of aging services and beyond. He is a graduate of the Kendal Fellows Program and served as a member of its design team. Marvell also served as a coach for the LeadingAge Leadership Academy. Marvell is the Founder & CEO of W Lawson, a company dedicated to creating equity in aging through its mission: Create Community. Do Good.



[Sarah J. Moore](#) is an accomplished senior level project director with expertise in urban planning, landscape architecture and process improvement methodologies. She has designed and directed multi-million-dollar projects for H&M, the second largest clothier retailer in the world; led the start-up of Quantum, the Kendal System GPO; and directed rebranding initiatives for Syracuse University. Sarah is Chief Operating Officer for W Lawson, a company dedicated to creating equity in aging through its mission: Create Community. Do Good.



Learn more at [www.wlawsoncompany.com](http://www.wlawsoncompany.com)

Special thanks to the inspiration for this program, [Lynne Giacobbe](#), President/CEO of Kendal at Home. This Fellows Program would not have been possible without her mentorship and support.