



## Frequently Asked Questions about the

# Parity Project and Next Frontier Initiative

### Overview

#### **What is the Parity Project?**

The Parity Project is a national call to action to achieve Parity for Black America in 10 areas that will contribute to closing the education, income, wealth, and health gap between African Americans and whites in the next 10 years. The 10 “lanes,” each of which highlights disparity between white and blacks, are high school AP scores, STEM degrees, STEM jobs/careers, medical professionals, Fortune 500 CEOs, Fortune 500 Corporate Directors, Venture/Private Equity GP representation, VC-backed companies with a Black founder, poverty, and prison population.

#### **What is Base 11’s Next Frontier Initiative?**

The Next Frontier Initiative is the name of Base 11’s audacious goal to empower 100,000+ students, early STEM career adults, and STEM entrepreneurs on their pathways to success in Next Frontier industries by 2030.

#### **What are Next Frontier industries?**

Next Frontier industries are tech-focused economic sectors that Base 11 has identified as the fastest growing and most rewarding over the next 20 years. They include data analytics, cybersecurity, financial technology (fintech), aerospace, life sciences, medicine and healthcare, augmented and virtual reality (AR/VR), advanced manufacturing, autonomous systems, education technology (edtech) and private equity and venture capital, among others.

#### **What is Sigma Pi Phi’s commitment to the Parity Project and Next Frontier Initiative?**

Sigma Pi Phi is committed to leverage its influence and resources to help ensure that at least 50,000 of the 100,000 targeted individuals impacted by Base 11’s Next Frontier Initiative will be African Americans.

In addition, Sigma Pi Phi’s Grand Committee on Blacks on Corporate Boards will help accelerate the Parity Project’s efforts to reach 13.4% African American representation on corporate boards in the US.

# Boulé-Base 11 Fellows Program

## What is the Boulé-Base 11 Fellows Program?

The Boulé-Base 11 Fellows Program targets college students or early career adults (age 17-34) who have successfully completed all components of the program required to earn the official Boulé-Base 11 Fellow designation. The programming is designed to provide the access, awareness and belief needed for individuals to become highly trained and well-connected STEM professionals and leaders who are positioned to serve as game changers in Next Frontier industries.

## What is the difference between a Boulé Scholar and a Boulé-Base 11 Fellow?

### Boulé Scholars Program

- **Ages:** 3rd grade through graduate school
- **Industry/Academic Focus:** All
- **Primary Objective:** To provide mentoring and scholarships to African American male students

### Boulé-Base 11 Fellows Program

- **Ages:** 17 through 34
- **Industry/Academic Focus:** STEM exclusively
- **Primary Objective:** To provide experiential learning/training activities, professional mentorship, and access to networks designed to accelerate African American male and female students and early career adults to STEM career success.

## Who is eligible for the Boulé-Base 11 Fellows Program?

Students or early career adults, age 17 to 34, with a demonstrated interest in STEM, are eligible for the Boulé-Base 11 Fellows Program.

## How does one become a Boulé-Base 11 Fellow?

There are 6 Steps to becoming a Boulé-Base 11 Fellow:

**Step 1: Sign up** for a free membership on [Base 11 Digital](#). Anyone can join Base 11 Digital, but to be eligible for the Boulé-Base 11 Fellow program, you must be:

- High School Junior to 34 years old
- Interested in STEM
- Eager to become a successful STEM leader in industry, science, medicine or law

**Step 2: Apply** for acceptance as a Boulé-Base 11 Fellow candidate by filling out an online application (available via [Base 11 Digital](#)) and submitting a letter of recommendation from a mentor, academic instructor, or employer.

**Step 3: Develop** an optimized LinkedIn profile that will serve as your Base 11 Digital Portfolio (an enhanced resume including examples of work product) using our **LinkedIn**

**Optimization Guide** (accessible in [Base 11 Digital](#)).

**Step 4: Submit** your completed and optimized LinkedIn Digital Portfolio for review in Base 11 Digital! Once your LinkedIn Digital Portfolio is Base 11-approved, you will be invited to the private Base 11 Digital group on LinkedIn. This is where the magic happens! From here, you can directly connect with our partner companies in STEM and be the first to hear about exclusive job and internship opportunities.

**Step 5: Get invited** to and accept membership into the private Boule-Base 11 Fellows LinkedIn Group where you can connect with other Boule-Base 11 Fellow candidates, mentors, and Boule members, as well as stay up-to-date on any program updates.

**Step 6: Complete** a series of virtual training sessions and hands-on (real world) tasks designed to equip a participant to become a highly trained and well-connected STEM professional or leader. Examples include:

- Create your own STEM Career Goals & Action Steps Plan (using template to be provided in the program, available on Base 11 Digital)
- Attend scheduled (and on demand) professional development webinars hosted by Base 11 and Sigma Phi Phi
- Complete a STEM for Parity **capstone project proposal** designed to help solve one or more of the 10 existing disparities highlighted by the Parity Project.

When all the steps are completed, a candidate is eligible to become officially designated as a Boulé-Base 11 Fellow. A designated representative(s) from the Boulé signs off on the candidate's completed program portfolio.

### **How long does it take to complete the Boulé-Base 11 Fellows Program?**

The program is self-paced, but is designed to be completed by students in 9 to 18 months.

### **What do students receive for completing the program and becoming an official Boulé-Base 11 Fellow? What are the benefits?**

Students benefit from accelerating their STEM career success by receiving the following:

- Direct access to jobs and internships
- Awareness – The STEM Career Playbook series hosted by Astronaut Leland Melvin features inspiring STEM leaders giving students their “Playbook” for STEM career success.
- Access to enter Next Frontier Innovation Challenges offering cash prizes, real world experience, and national recognition
- Awareness – Step by Step how to build their own Digital Portfolio to better market themselves to employers and investors
- Early notification and registration for Next Frontier Initiative Events
- Early Access to tools, resources, and funding provided by our NFI partners and

sponsors

- Professional and personal contacts, mentors, coaches, and resources provided by members of the Boulé and Base 11 that the students and young professionals otherwise would not have access to.
- A Boulé-Base 11 Fellow Certificate, certifying them as stand-out candidates for prospective employers, investors, customers, business partners, and academic institutions that they wish to engage with as they advance their STEM career.
- Support from Base 11 in marketing them to prospective employers and investors.

### **How and when will students nationwide be informed about applying for the Boulé Fellows Program?**

Base 11 has developed a Boulé-Base 11 Fellows Program web page that is available at [www.Base11.com](http://www.Base11.com) and on the app Base 11 Digital. Students will be able to review the details and benefits of the program and apply online to become a candidate.

A one- to two-page collateral piece and a one- to three-minute promotional video (pending funding) will be created to share with prospective Boulé-Base 11 Fellows applicants through a national network of academic institutions, non-profit organizations, and local member Boulés.

If Archons or Archousa have additional organizations that you would suggest adding to the list, please let us know by emailing Teniel Jones at [tenieljones@base11.com](mailto:tenieljones@base11.com).

- Boulé YACS program participants
- Boulé Scholars program participants
- HBCUs
- Base 11 network of students and early career stage adults
- California Community College System
- New York Community College System
- University of California system
- California State University System
- Year Up
- Summer Search
- The Links
- Jack and Jill
- 100 Black Men of America
- The Divine Nine
- NSBE (National Society of Black Engineers)
- Black Girls Code
- Black Lives Matter
- My Brother's Keeper
- HeroX crowd platform
- Amend2
- A Better Chance Alumni
- National Association of Multicultural Engineering Program Advocates

## **What role does the Fraternity play in this process while the students are completing the program requirements?**

- Promoting the Boulé-Base 11 Fellows program and Parity Project Innovation Challenge to all stakeholder groups (Students, Industry, Academia, Non Profits, Government, and internally through Sigma Pi Phi Fraternity members).
- Providing a panel of volunteers who will vet and sign off on Boulé-Base 11 Fellows applicants (remotely through the platform).
- Signing up and serving as active mentors and coaches to program participants (virtually).
- Serving as a Boulé-Base 11 Fellows speakers' bureau for the Boulé-Base 11 Fellows that includes quarterly professional development webinars.
- Serving as advisors and judges for the Parity Project Innovation Challenge competition.

## **Where can students and other interested participants find more information about the Parity Project and the Boulé-Base 11 Fellows Program?**

Participants can learn more on the Base 11 website [here](#), as well as [Base 11 Digital](#). Students will be able to review the details and benefits of the program along and apply online to become a candidate.

## **Parity Project Innovation Challenge**

### **What is the Parity Project Innovation Challenge?**

An annual crowd sourcing Innovation Challenge designed and powered by HeroX, which invites Boulé-Base 11 Fellow candidates to design and present a capstone project proposal impacting one or more of the ten Parity Project target areas.

### **Is submitting a capstone project to the Parity Project Innovation Challenge a requirement for becoming a Boulé-Base 11 Fellow?**

No. Boulé-Base 11 Fellow candidates must complete a capstone project, but that project does not have to be entered in the challenge competition for prizes.

### **What is the process for the Parity Project Innovation Challenge?**

Students or early career adults (17-35) will submit their proposal on HeroX's crowdsourcing platform. The proposals will be evaluated by leaders from organizations such as Sigma Pi Phi, Base 11, the National Science Foundation, and the Business Roundtable. The top three to ten finalists will be invited to present their proposal at the Next Frontier Spring Innovation Session 2022.

### **What is the prize for the STEM for Parity Challenge?**

Winners will receive a cash prize (amount TBD) and a trip to meet in person with major leaders such as CEOs, the Executive Leadership Council (ELC), the Business Roundtable, officials from the National Science Foundation, and officials from the White House.

### **When will the 2021 Parity Project Innovation Challenge be held?**

The challenge will launch in October 2021, with submissions due in January 2022. Finalists will present their proposals in April 2022.

### **Where can interested innovators find more information?**

There is a dedicated page here on [www.herox.com](http://www.herox.com) for the challenge.

## **Role of Sigma Pi Phi and Member Boulés**

### **What does success look like at the end of the 10 year endeavor?**

- Base 11 and Sigma Pi Phi will have partnered to empower 100,000+ students, early STEM career adults, and STEM entrepreneurs on their pathway to success in Next Frontier industries by 2030.
- With the focused effort of Sigma Pi Phi Fraternity members, we will make sure that at least 50,000 (50%) of the 100,000 are from the African American community.

### **How can Archons encourage our respective employers to become active supporters of the Parity Project?**

Archons and Archousai can ask their employers to join the growing list of the Parity Project's Next Frontier Initiative as a NFI Sponsor. Please contact Janine Koeneke at [janinekoeneke@base11.com](mailto:janinekoeneke@base11.com) for assistance with introducing NFI Sponsorship details and benefits.

### **What are the funding/financial requirements for Sigma Pi Phi as part of this partnership with Base 11?**

There is no contractual requirement for Sigma Pi Phi Fraternity to provide funding to Base 11 in support of the partnership. With that being said, the Boule-Base 11 Fellows Program would not be possible without the Sigma Pi Phi Archons and Archousai generously volunteering time, expertise and mentorship to the young people we aim to empower.

Hard costs to Base 11, a 501c3 nonprofit, will be covered by donations from foundations and individuals, and Next Frontier Initiative sponsorships from corporations.

Base 11 received a grant from the Boule Foundation last year in 2020 in the amount of \$25,000. Base 11 has been invited to submit a grant proposal to the Boule Foundation for 2021 in support of building and launching the Boule-Base 11 Fellows Program and Parity Project Innovation Challenge.

The fraternity and its members can and should influence their network to support this history-making endeavor. Active financial support by the Boule Foundation, Fraternity members, and their respective organizations are passionately encouraged.

**As every member Boulé works to support the Parity Project and Next Frontier Initiative, what is a specific and measurable goal that can be incorporated into our documented strategic plans?**

Examples of goals member boulés can undertake include:

- Allocating specific grant/funding support from it's local foundation
- Championing Boulé Foundation support for the Next Frontier Initiative
- Sponsoring local community STEM awareness and education workshops, seminars, and webinars
- Recruiting local, regional, and national organizations to participate and financially support the Next Frontier Initiative
- Encouraging local, regional, and national organizations to champion the Next Frontier Initiative
- Establish a specific fund-raising goal to support the Next Frontier Initiative
- Become a 100% Minton Fellow Legacy member boulé
- Recruit at least 250 local students/early career adults/entrepreneurs to participate in the Boulé-Base 11 Fellows program

**Will there be a local and regional Next Frontier designee identified to ensure the proper communication and rollout of this historic initiative?**

Yes.

**Will there be a "dashboard" capturing the ongoing success in achieving the objectives of the Next Frontier Initiative?**

Yes, metrics for tracking and reporting out success against the key milestones of the initiative are being developed. Our plan is to regularly communicate progress against the initial milestone goal of 5,000 students and early career adults entering the pipeline.

**What are the Next Frontier careers we are striving to impact?**

We are striving to empower students and early career adults for any STEM related position in the following targeted NFI industry segments.

Next Frontier industries include the following:

- Data analytics
- Cyber security
- FinTech
- Aerospace
- Life sciences
- AR/VR
- Advanced manufacturing
- Autonomous systems
- Edtech
- Private equity/venture capital