



## Frequently Asked Questions about the

### Parity Project and Next Frontier Initiative

#### 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 are African Americans.

In addition, Sigma Pi Phi's Grand Committee for 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.

### **Are there other partners involved in the project?**

Base 11 and Sigma Pi Phi Fraternity invites other fraternities, sororities, academic institutions, non-profit organizations, personal and professional development programs of the like to participate as partners of the initiative by actively driving their networks to access the opportunities provided through the Next Frontier Initiative and by diversifying the opportunities made visible through Base 11 Digital. Potential partners and aligning networks include but is not limited to:

- Boulé YACS program participants
- Boulé Scholars program participants
- Historically Black Colleges and Universities
- State-wide Community College Systems
- Year Up
- Summer Search
- The Links
- Jack and Jill
- 100 Black Men of America
- The National Pan-Hellenic Council (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

# Boulé-Base 11 Fellows Program

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

The Boulé-Base 11 Fellows Program is a fellowship program designed to provide the access, awareness and belief needed for African American male and female students and early career professionals to become well-connected STEM professionals positioned to serve as game changing leaders of Next Frontier industries.

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

Boulé Scholars Program	Boulé - Base 11 Fellows Program
<ul style="list-style-type: none"> <li>• <b>Target Audience:</b> 3<sup>rd</sup> grade – Graduate students</li> <li>• <b>Industry/Academic Focus:</b> All</li> <li>• <b>Primary Objective:</b> To provide mentoring and scholarship to African American male students</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Target Audience:</b> High School Juniors – Early Career Adults, up to age 34</li> <li>• <b>Industry/Academic Focus:</b> Science, Technology, Engineering and Math (STEM)</li> <li>• <b>Primary Objective:</b> To provide the access, awareness and belief needed for African American male and female students and early career professionals to become well-connected STEM professionals positioned to serve as game changing leaders of Next Frontier Industries</li> </ul>

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

The Boulé - Base 11 Fellows Program open to African American males and females ranging from High School Juniors and Seniors to early career adults, up to age 34. This includes any range of college students and entrepreneurs. All program applicants should have a demonstrated interest in STEM.

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

To earn the official Boulé - Base 11 Fellows designation, one must complete all components of the Boulé -Base 11 Fellows Program.

## **What is the difference between a Boule´ - Base 11 Fellow and a Fellow candidate?**

A candidate is an individual that has applied and been accepted into the program and is actively engaging in the program components. A Boule´ - Base 11 Fellow is one who has completed the components of the program and is acknowledged for their commitment to the process.

## **What are the major components of the Boule´ - Base 11 Fellows Program?**

Boule´ - Base 11 Fellows candidates have up to 18 months to engage and complete the following Professional Development opportunities:

- Connect with an exclusive network of professionals through the optimization of a digital profile.
- Use the provided guide to complete a Career Development Roadmap/Action Plan (this requires the consumption and utilization of digital resources and professional development tools).
- Receive mentorship from a decorated professional leader of Black America through the program's online mentoring platform.
- Participate in a series of professional development sessions.
- Submit a Proposal for Parity as a part of the Parity Project Innovation Challenge.

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

The Boule´ - Base 11 Fellows Program is a self-paced program designed to be completed between 9 - 18 months.

## **What are the benefits to participating in the Boulé - Base 11 Fellows Program (Boule´ - Base 11 Fellows candidates)?**

- Direct access to industry leading employers actively looking to hire and develop STEM talent for well-paying employment and intern opportunities.
- Exclusive access to professional and personal development seminars.
- Exclusive access to STEM related competitions to gain marketable experience, cash prizes, and invaluable direct exposure to the most successful African American senior executives and entrepreneurs in the world.
- Mentorship from elite leaders in STEM intended to align with individual interest
- A platform to freely vocalize solutions to help achieve parity in America.
- Optimal access and visibility for career opportunities in the most lucrative and innovative fields of STEM.

## **What are the benefits to becoming an official Boulé - Base 11 Fellow?**

Earning the Boule´ - Base 11 Fellows designation broadens opportunities for those who obtain it as it indicates a spirit of excellence, dedication to innovation, and awareness of the most demanding industries of the future. This designation also expands the fellow's network, being recognized nationally by leaders of Next Frontier industries and stakeholders of the related programs. Fellows receive ongoing support and firsthand access to leadership opportunities in related industries through a contained network of fellows. Lastly, fellows have an opportunity to

create invaluable connections with likeminded peers whom which they will be able to leverage and collaborate with through their growing success.

### **How and when will qualified candidates be informed about the Boulé – Base 11 Fellows Program?**

The Boulé - Base 11 Fellows Program was launched at Base 11's Spring Innovation Session in 2021. The program is promoted widely through the Base 11 and Sigma Pi Phi Networks. 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. Interested parties can review the details and benefits of the program and apply online to become a candidate.

Additionally, formal partners of the Parity Project are provided direct access to materials to promote the program ongoing to eligible and aligning networks.

### **What role do members of Sigma Pi Phi Fraternity play in the Boulé - Base 11 Fellows Program?**

- **Evaluators** – A panel of Fraternity members agrees to vet and approve applications for the Boulé - Base 11 Fellows Program.
- **Mentors** – Members of Sigma Pi Phi and their Archousai participate in 1-on-1 mentoring sessions with Boulé - Base 11 Fellow candidates through the program's online mentoring platform.
- **Speakers** – Members of Sigma Pi Phi serve as a bureau of speakers for quarterly professional development sessions hosted in a virtual setting.
- **Advocates** – Members of Sigma Pi Phi and their Archousai promote the Boulé-Base 11 Fellows program and its components to stakeholders in their networks. This includes, but is not limited to students, other members, industry professionals, academic institutions, non-profit organizations, and members of government. Members and their Archousai openly display their support of the program by serving as Boulé - Base 11 STEM Power Couples.
- **Judges & Evaluators**– A panel of Fraternity members agrees to serve as judges and evaluators of the proposals submitted to the Parity Project Innovation Challenge.

### **Where can students and other interested participants learn more about the Boulé-Base 11 Fellows Program?**

To learn more about the Boulé - Base 11 Fellows Program visit [www.base11.com/fellowsprogram](http://www.base11.com/fellowsprogram)

# Parity Project Innovation Challenge

## What is the Parity Project Innovation Challenge?

The Parity Project Innovation Challenge is an annual crowd sourcing Innovation Challenge designed and powered by HeroX. The challenge provides Boulé-Base 11 Fellow candidates the opportunity to propose a solution to help close the wealth gap in one or more of the Parity Project target areas.

## Is participation in the Parity Project Innovation Challenge a requirement for becoming a Boulé-Base 11 Fellow?

Boulé-Base 11 Fellow candidates must submit a proposal that aligns with the Parity Project Innovation Challenge but may choose not to be entered into the competition for challenge prizes.

## What are the prizes for the Parity Project Innovation Challenge?

Winners of the challenge will receive a cash prize and opportunities to present and discuss their ideas to national executives and well-connected leaders of Next Frontier industries with interest in materializing similar projects. Winners will travel to New York to meet with leadership of JP Morgan Chase, Washington DC to present to leadership of the Executive Leadership Council, and the Bahamas to speak on stage at Sigma Pi Phi Fraternity's Grand Boule' Conference and share their experience as a Boule' - Base 11 Fellow.

## When do Parity Project Innovation Challenges launch?

The initial launch of the Parity Project Innovation Challenge will take place during the virtual Next Frontier Conference and Expo being held October 6-7, 2021.

## Where can interested innovators find more information?

To learn more about the Parity Project Innovation Challenge visit <https://www.herox.com/ParityProjectChallenge1>.

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

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

With the focused effort of Sigma Pi Phi Fraternity members, 50,000 (50%) of the 100,000+ students, early STEM career adults, and STEM entrepreneurs impacted through the Next Frontier Initiative will be African American.

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

Through an explanation of the mission and goals of the Parity Project and Next Frontier Initiative, Archons and Archousai can invite their employers to join the growing list of sponsors for the associated projects. Please contact Teniel Jones at [tenieljones@base11.com](mailto:tenieljones@base11.com) for assistance with introducing NFI Sponsorship details and benefits.

### **Are there any financial requirements for Sigma Pi Phi as part of this partnership with Base 11?**

No, however Base 11 has received grants from the Boulé Foundation in 2020 and 2021.

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

Examples of goals member Boulés can undertake include:

- The allocation of specific funding support from the local foundation.
- Championing Boulé Foundation support for the Next Frontier Initiative.
- Sponsorship of local community STEM awareness and education workshops, seminars, and webinars.
- Recruit local, regional, and national organizations to participate and financially support the Next Frontier Initiative.
- Encourage 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 Next Frontier Industries:

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