

Spatial Futures Fellowship (SFF) Frequently Asked Questions

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Fellowship Eligibility

Q: Does my work have to be directly related to housing or land justice advocacy in order to be considered?

A: We are seeking fellows who are pursuing reparative strategies in land and housing policy in order to address historical harms and create more equitable futures. However, we understand land and housing to be intersectional issues, and as such, we are open to applicants that work in other areas, as long as the applicant clearly communicates intersections with land and housing justice. We also understand that advancing policy takes place within a larger movement ecosystem, so we encourage applications from individuals who are supporting broader reparative policy strategies through narrative work, community-based research, community land stewardship, and advocacy.

Q: Do I need to be a full-time staff member, fellow, or advisor of an organization to be considered?

A: Yes, applicants should be working in a professional capacity to advance reparative spatial justice in land and housing policy. Applicants are required to have organizational backing and support to carry out the fellowship and all requirements. Fellows are required to commit up to 10 hours per month to the fellowship (3 hours of meeting time, 2-3 hours of prep/reading time, and 3-4 hours of independent research and writing time for the framework).

Q: Is this opportunity open to people who are not physically in the United States or are nationals from other countries?

A: At this time, the fellowship is open to people who are based in the US and US territories. Due to PolicyLink's payment processes, fellows should have a social security number and be authorized to work in the US. *If you have additional circumstances you would like us to consider, please email us at housing-team@policylink.org.*

Q: Do you have any priority for certain geographic locations in the United States?

A: We welcome applicants from all across the US, including Hawai'i, Alaska, Puerto Rico, Guam and other US territories.

Q: English is not my preferred language. Can I participate in the fellowship in my preferred language instead of in English?

A: While the fellowship currently operates primarily in English, we encourage multilingual individuals to apply. We recognize the importance of language justice and are committed to creating a space where diverse linguistic perspectives can contribute to advancing reparative spatial justice across different languages and regions. However, to fully engage with the program's materials and collaborative activities, fellows should feel comfortable communicating in English.

Q: I will be completing a certification or degree program sometime from February 2025 to August 2026. Can students participate in this fellowship?

A: To be eligible for the fellowship, applicants cannot be enrolled in or planning to enroll in any full-time certification or degree program during the 18-month period of the fellowship. This ensures fellows can fully engage with and benefit from the program's opportunities and commitments.

Q: I have a sabbatical or extended leave scheduled during the 18-month fellowship period. Can I still participate in this fellowship?

A: Participation in the fellowship requires a full commitment from February 2025 to August 2026. We will not accept applicants who require any extended leave from fellowship obligations. However, we will provide accommodations and flexibility should any unexpected life-changing circumstances occur to a fellow during the program.

Q: Can fellows apply in teams?

A: We are not accepting team applicants; however, fellows are encouraged to share cohort materials and resources with their teams and colleagues. We also welcome fellows to receive support from their colleagues and team members on their work in the cohort.

Fellowship Application Process

Q: How will the application evaluation and selection process be carried out? Will the process include interviews?

A: Fellows will be selected by the PolicyLink housing team, with input from the Spatial Futures Fellows Advisory Committee and other PolicyLink staff. Applications will be reviewed based on their alignment with PolicyLink's values, experiences utilizing reparative and/or spatial justice frameworks, commitment to community and housing/land justice, and the potential to contribute to and learn from the cohort. When a final selection of candidates has been narrowed down, the PolicyLink housing team will be conducting individual virtual interviews with all of the finalists in the first week of December 2024.

Q: Are letters of recommendation recommended? If so, should they be attached with the resume?

A: Letters of recommendation are not required at the time of application submission. However, if offered a fellowship, we will request a confirmation of support from your employer.

Q: Can we get feedback on our application before or after submission?

A: Given the anticipated number of applicants, we will not be able to give individual feedback on applications prior to submission or provide explanations for individual applicant decisions. However, if fellows have general questions about the application, please email our team at housing-team@policylink.org.

Fellowship Scope

Q: Are fellows required to work directly on reparative spatial justice efforts as part of this fellowship?

A: Applicants must be leading or advancing work related to reparative spatial justice, with organizational backing. We expect candidates to be actively working on issue areas that seek

to reckon with, repair, and transform the impacts of spatial inequities and injustices in their communities through housing and land justice. Simultaneously, during this fellowship, fellows will work together to develop and refine shared reparative spatial justice policy and strategy framework. This fellowship is meant to enrich the work that fellows are already doing in their communities and bring reparative spatial justice into national consciousness.

Q: What kinds of work would be a good fit for this cohort?

A: We are interested in developing a diverse cohort that is working to advance reparative spatial justice through land and housing policy at the local, state, and national level. As such, we are seeking fellows who are pursuing reparative strategies in policy work, in order to address historical harms and create more equitable futures. Understanding that advancing policy takes place within a larger movement ecosystem, we also encourage applications from individuals who are supporting broader reparative policy strategies through narrative work, community-based research, community land stewardship, and advocacy. Fellows should craft an application that makes a strong case for how and why their work, experiences, and talents advance spatial reparative justice and how it can contribute to a broader policy framework to reckon with, repair, and transform historically-rooted inequities in land and housing.

Q: Can fellows' work involve individuals who are not US citizens or authorized to work in the US, such as undocumented individuals?

A: Fellows' work can involve any individual regardless of their immigration status.

Q: What, if any, deliverables are fellows responsible for?

A: In addition to attendance at twice-monthly sessions, fellows will be responsible for two deliverables. First, fellows will collaboratively create, develop, and socialize a comprehensive framework for reparative spatial justice, aimed at influencing policy making at state, local, and federal levels. Second, fellows will contribute to the growth of the [Spatial Futures digital platform](#) that coordinates model policies, best practices, readings, blogs, narrative strategies and stories.

Time Commitment

Q: What is the time commitment for fellows?

A: Fellows will be expected to commit up to **10 hours per month** for this fellowship. This includes: 2-hour monthly cohort learning sessions, 1-hour monthly working meetings, and up to an additional 4-6 hours of required reading or independent research and writing. Fellows will also meet for a mandatory in-person convening in April 2025, and a second convening at a date to be determined. Fellows may choose to put more time into the fellowship, including additional readings and connecting with other fellows.

Q: When will the monthly meetings be held?

A: The cohort will meet twice each month. Monthly learning sessions will be held on the Third Wednesday of each month from 11am-1pm PT/2-4pm ET. Monthly working sessions will be held on the Fourth Wednesday of each month from 11am-12pm PT/2-3pm ET.

In-Person Convening

Q: Is participation in the in-person convening a requirement?

A: Yes, full participation in all days of the in-person convening is required. Relationship-building among our small but mighty cohort is a priority for the SFF program, so we will only consider candidates who can commit to being a part of the in-person convenings during the week of April 7, 2025 and a second convening at a date to be determined. That said, we are deeply committed to disability justice and will work with all fellows to ensure that accommodations are provided based on individual needs, ensuring equitable participation in the convenings.

Q: Will Covid-19 protocols be in place at the in-person convening?

A: The Covid-19 protocols for the in-person convening will be determined in accordance with the prevailing Covid-19 conditions at the time and location of the event. Regardless of the specific protocols in place, masks, hand sanitizer, and tests will be made available to all attendees for added precaution, and we will consider each fellow's specific needs for attending the convening.

Q: Where will the in-person convening be held?

A: The in-person convening will be sometime the week of April 7, 2025. Location has not yet been confirmed, but will be shared with applicants who are offered the fellowship.

Q: Will the travel costs for the in-person convening be covered by PolicyLink?

A: Yes, travel costs for the in-person convening would be covered by PolicyLink. Please note that these costs are separate from the \$15,000 stipend.

Stipend

Q: How will the stipend be disbursed?

A: The fellowship stipend will be disbursed in three payments. If offered the fellowship, upon accepting the offer, we will request payment information via email, including a signed W-9 form. PolicyLink's finance team will process fellows' payment information and send fellows forms to sign via DocuSign based on the payment information provided.

Q: Does the stipend go directly to fellows, or can it be shared with their organization?

A: Upon accepting the fellowship, applicants have the option to indicate whether they prefer their stipend to go directly to themselves as individuals or to their organization.

Q: Are there guidelines or limitations for how fellows can spend their stipend?

A: Stipend funds are taxable income that is unrestricted. In other words, fellows can use these funds to support themselves and their work in whatever ways are most helpful for themselves and/or their organization.

Advisory Committee

Q: Can you tell us more about the advisory committee?

A: The advisory committee members have been carefully selected to represent a spectrum of expertise, including but not limited to reparative justice, reparations, land equity, and housing justice. Advisory Committee members represent diverse geographies and professional fields. This varied skill set ensures that fellows are guided by the most informed perspectives, whether

they are drafting policy proposals, undertaking community-based research, or engaging in public advocacy.

Other Questions

Q: What are PolicyLink's plans to share the success/learning from Spatial Fellows projects?

A: PolicyLink aims to serve as a policy hub and amplifier for the movement for reparative spatial justice—exposing the entrenched racial inequities in this country's existing land use and housing policies, and generating recommendations and resources to support systemic change. We aim to amplify and support the work of the cohort, as well as maintain a comprehensive list of policies and projects for reparative spatial justice. We will continue to release publications and tools elevating these ideas in order to launch a national policy conversation about housing, land use, and our collective relationship to space itself. You can find these tools and resources on www.spatialfutures.org.

Q: Imagine it's the end of the fellowship next year, what are examples of successful outcomes that you would want to see from the work that the cohort does?

A: By the end of the fellowship, we hope to lay the groundwork for long-term change, transforming how land and housing policies are conceived and implemented. By embedding principles of reparative spatial justice into policy frameworks, the fellowship will contribute to a future where communal well-being and stewardship are prioritized over economic extraction. We aim to foster the development of strategic partnerships and collaborations with community organizations, academic institutions, and government agencies. These alliances will enhance the collective impact of reparative spatial justice initiatives and facilitate the sharing of resources and expertise. Lastly, we hope to support the development of innovative solutions to spatial injustices and the scaling up of existing policy strategies, tools, and solutions. These efforts will address issues related to gentrification, housing insecurity, land insecurity, land dispossession, and displacement.

If you have any other questions, please email us at housing-team@policylink.org.