

CALEB SCHOLARS PROGRAM POLICIES

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About the Caleb Scholars Program

Our Mission

The Caleb Scholars Program supports Alaska Native students from the Arctic region. Our scholars continue Caleb Pungowiyi's legacy of advocacy by stewarding our ancestral knowledge and protecting our Arctic communities and ecosystems.

Our Vision

Empowered Alaska Native scholars: Leading the way to thriving ecosystems through ancestral knowledge and stewardship.

The Caleb Scholars Program (CSP) is an innovative, Inuit-led conservation advocacy development program focusing on five key components:

- Cultural and community connection
- Professional development
- Wellness support
- Mentorship support
- Financial support (scholarship funding, internship/research funding, extracurricular funding)

The purpose of our program is to honor and carry forward the legacy of Caleb Lumen Pungowiyi by providing financial and community support for individuals pursuing higher education, with the goal of cultivating Alaskan Inuit leaders and advancing Inuit-led conservation advocacy. Inuit-led conservation advocacy must begin in Inuit Nunaat.

Our Values

- A commitment to community and conservation advocacy
- A commitment to perpetuating Inuit culture, values, and tradition
- A commitment to sharing and cooperation in relation to resources
- A commitment to preserving subsistence practices
- A commitment to personal, professional, and academic growth

Fellows Program Eligibility Criteria

- Submit a complete application and agree to adhere to CSP policies (see [How to Apply](#))
- Identifies as Alaskan Inuit from the CSP service area
 - Enrolled as a tribal member, or is a direct descendant of a tribe from the :
 - Norton Sound region
 - Northwest Arctic region
 - Arctic Slope region
- Demonstrates a commitment to CSP Mission, Vision, and Values (see [About the Caleb Scholars Program](#))
- Registered in an undergraduate or graduate degree program at an accredited university or college
- Undergraduate applicants:
 - must have completed a minimum of 36 credit hours toward their degree program
 - must be registered (full-time) for at least 12 credit hours for the upcoming semester
 - must have a minimum cumulative and current GPA of at least 2.5
- Graduate applicants:
 - must be a full-time student in their degree program
 - must have a minimum cumulative and current GPA of at least 3.0

How to Apply to the Fellows Program

Please refer to the Resources tab on our website (www.calebscholars.org) for helpful resources, including examples related to application materials.

Application deadlines for both new and continuing applications are at 11:59pm in the applicant's local time zone on July 15 on an annual basis.

Materials will not be accepted after 11:59pm on the appropriate deadline. CSP will make every effort to notify individuals if their applications are incomplete, however applicants are responsible for ensuring that their application materials are accurate and complete.

Please contact the CSP (cpp.spec@kawerak.org) prior to the application deadline if you have any questions or concerns about your materials.

Applicants may expect notification of award status three to five weeks after a deadline.

New Applicants

New applicants must submit their online application form by the appropriate deadline. Additional materials (e.g., essay questions, transcripts, registration, and letter of recommendation) must be sent via email to cpp.spec@kawerak.org.

- New scholarship application form (<https://tinyurl.com/CSPnewapp>)
- Responses to all short Answer and essay questions (see prompts below)
 - Essays must be submitted as a Word document
 - Please refer to our Example Essay Responses for assistance with essays (<https://www.calebscholars.org/wp-content/uploads/New-App-Essay-Examples.pdf>)
- A copy of current unofficial transcripts from all universities attended
- Class registration for the upcoming semester
- One letter of recommendation that specifically addresses your “fit” for CSP
 - Please refer to our Letter of Recommendation Example for more information (<https://www.calebscholars.org/wp-content/uploads/LOR-Packet.pdf>)

New Applicant Essay prompts

Short Answer Questions (up to 100 words):

- Are you tribally enrolled or a direct descendant of a tribal member from the Caleb Scholars Program service area (Norton Sound, NW Arctic, or Arctic Slope regions of Alaska)? Please specify tribe and enrollment status.
- What is your connection to an Alaskan Arctic Inuit community in the Caleb Scholars Program service area?
- CSP Fellows have access to supplemental funding, including travel grants, paid internships, and monies to be used for program-related events (e.g. attending conferences, funding to purchase equipment for classes or other extracurriculars, giving presentations in your home community etc.). What are some ways you would be interested to apply for this funding if you were a Caleb Scholars Fellow?

Essay Question (100 - 300 words):

- What does Inuit-led conservation advocacy mean to you, and how will your education help to support it?

Continuing Applicants

Continuing applicants must submit their online application form by the appropriate deadline.

- Additional materials (e.g., essay questions, transcripts, registration) must be sent via email to cpp.spec@kawerak.org.

To continue to receive scholarship funds, continuing Caleb Scholars must submit:

- Continuing scholarship application form (<https://tinyurl.com/CSPcontapp>)
- Responses to all short answer and essay questions (see prompts below)
 - Essays must be submitted as a Word document
 - Please refer to our Example Essay Responses for assistance with essays (<https://www.calebscholars.org/wp-content/uploads/Cont-Essay-Examples.pdf>)
- Current unofficial transcripts, which demonstrate the successful completion of 12 credits for undergraduate students or full-time equivalent for graduate student hours from the previous semester
- Class registration for the upcoming semester showing full-time status

* Please note, the CSP Board may refer to your original “New Application” during review of your Continuing Application.

* In cases where a concern is brought up about a Continuing Application, decisions may be made at the sole discretion of the CSP Board that may not be specifically outlined in the CSP policies.

Continuing Applicant Essay prompts

Short Answer Questions (up to 100 words):

- What is something you are proud of accomplishing this last 6 months?
- What is a meaningful connection that you made with your home community and/or the CSP community this last semester?

Essay Question (100 - 300 words):

- How has your participation in the Caleb Scholars Program (e.g., Virtual Qargi, mentorship, etc.) helped you to learn more about Inuit-led conservation advocacy and your own role in advocacy work, especially as it relates to your chosen major, community service, cultural practice, profession, home region, and/or field?

Fellowship Selection and Notification

Priority for scholarship funding is in the following order:

- 1) Continuing Caleb Scholars who meet application criteria and demonstrate academic progress toward obtaining their degree
- 2) Applicants who were/are living in a preferred tribal region prior to attending school and/or who plan on returning to a preferred tribal region after the completion of their program
- 3) Full-time, degree-seeking undergraduates
- 4) Full-time graduate students

- 5) Continuing Caleb Scholars who are part-time students, with rationale for part-time status
 - a. Part-time funding, if awarded, is in direct proportion to registered credits
 - b. There is a two-semester cap in this category

Preference will be given to individuals whose future professional goals show commitment to long-term, positive impacts in Inuit communities through research, policy, and advocacy grounded in Alaska Native traditions, values, and culture.

Each applicant will receive written notification of their award status via email within 3 to 5 weeks of the application deadline. After awardees are notified, CSP awards will be announced via our online platforms such as our website and social media. Fellowship awardees are referred to as “Caleb Scholars” to enhance the visibility of Inuit scholars.

Acceptance will be awarded on a semester schedule regardless of a recipient’s academic year schedule.

Acceptance into the CSP fellowship program includes \$5,000 in scholarship funding each semester.

Caleb Scholars can also apply for additional benefits, such as:

- funding for educational and subsistence travel funding for extracurricular learning experiences that promote cultural and community connections
- funding for professional development
- funding for wellness support

Funding will be disbursed directly to academic institutions in a timely manner.

Once an initial fellowship is awarded, individuals may continue to receive funding and support so long as they remain eligible.

Fellow Requirements & Maintaining Eligibility

Supplemental Support Grants

Once selected into the CSP fellowship, all Caleb Scholars are required to pursue supplemental educational endeavors with the goal of expanding learning beyond the classroom to gain relevant experience and to establish networks of conservation-minded partners and allies.

Projects, research, advocacy work, subsistence training, supplemental educational training, wellness training, and internships are examples of ways that Caleb Scholars can utilize the benefits of internships & extracurricular experience grants.

Projects, research, advocacy work, subsistence training, supplemental educational training, wellness training, and internships are examples of ways that Caleb Scholars can utilize the benefits of supplementary support grants.

Scholarship Eligibility Criteria

- Submit a complete application and agree to adhere to CSP policies (see [How to Apply](#))
- Identifies as Alaskan Inui from the CSP service area (i.e., enrolled as a tribal member, or a direct descendant, of a tribe from the Norton Sound region, Northwest Arctic region, or Arctic Slope region)
- Demonstrate a commitment to CSP Mission, Vision, and Values (see [About the Caleb Scholars Program](#))
- Registered in an undergraduate or graduate degree program at an accredited university or college
- Student can be full-time or part-time
- Minimum GPA:
 - Undergraduate students: 2.5
 - Graduate students: 3.0

How to Apply to the Scholarship Program

New Applicants

Annual application deadlines for both new and continuing applications is at 11:59 pm in the applicant's local time zone on July 15. Submit your online application form and email all necessary attachments (e.g., essay questions, transcripts, registration, and letter of recommendation) to cpp.spec@kawerak.org for submission by the deadline.

- New scholarship application form (<https://tinyurl.com/CSPnewapp>)
- Responses to all short Answer and essay questions (see prompts below)
 - Essays must be submitted as a Word document
 - Please refer to our Example Essay Responses for assistance with essays (<https://www.calebscholars.org/wp-content/uploads/New-App-Essay-Examples.pdf>)
- A copy of current unofficial transcripts from all universities attended
- Class registration for the upcoming semester
- One letter of recommendation that specifically addresses your “fit” for CSP
 - Please refer to our Letter of Recommendation Example for more information (<https://www.calebscholars.org/wp-content/uploads/LOR-Packet.pdf>)

New Applicant Essay prompts

Short Answer Questions (up to 100 words):

- Are you tribally enrolled or a direct descendant of a tribal member from the Caleb Scholars Program service area (Norton Sound, NW Arctic, or Arctic Slope regions of Alaska)? Please specify tribe and enrollment status.
- What is your connection to an Alaskan Arctic Inuit community in the Caleb Scholars Program service area?

Essay Question (100 - 300 words):

What does Inuit-led conservation advocacy mean to you, and how will your education help to support it?

Scholarship Selection and Notification

Applications are reviewed and awarded on an annual basis following the average academic year (fall & spring semesters).

Preference will be given to individuals whose future professional goals show commitment to long-term, positive impacts in Inuit communities through research, policy, and advocacy grounded in Alaska Native traditions, values, and culture.

Each applicant will receive written notification of their award status via email within 3 to 5 weeks of the application deadline. After awardees are notified, CSP awards will be announced via our online platforms such as our website and social media.

Scholarships from our program will be awarded on a semester schedule regardless of a recipient's academic year schedule.

Funding will be disbursed directly to academic institutions in a timely manner.

Scholar Requirements & Maintaining Eligibility

Minimum Requirements to Maintain Eligibility

- Minimum GPA:
 - Undergraduate students: 2.5 GPA
 - Graduate students: 3.0 GPA
- Attend the Annual Gatherings to engage with your CSP cohort and CSP Board
 - If unavailable to attend, contact CSP Director ASAP
- Attend all Virtual Qargi gatherings to engage with your CSP cohort
 - If unavailable to attend, contact the CSP Director ASAP
- Meet with your CSP Mentor at least twice per semester (described below)
- Extracurricular experience at least 10 hours per semester outside the Caleb Scholar's registered degree program (described below)

CSP believes that being responsible is a key component in increasing Inuit leadership and Inuit-led advocacy. CSP recognizes that sometimes plans fall through and people struggle, especially while in school. We want to support you and encourage you to grow and persevere. However, we also need to make sure that Caleb Scholars meet certain criteria for their own success as well as ours. Each semester, a Caleb Scholar's academic progress and CSP fellowship participation will be assessed by the CSP Board, per the CSP fellowship's requirements.

In the event your academic status changes due to a life changing event, please notify the CSP Director as soon as possible. The CSP Board will review the circumstances and make an eligibility determination on a case-by-case basis.

Mentor Meetings

CSP believes that mentorship is a key component in increasing Inuit leadership and Inuit-led advocacy. Caleb Scholars receive professional mentorship and development support throughout their tenure in the CSP fellowship. Through structured mentorship and community-building efforts, every Caleb Scholar has had the opportunity to feel academically, emotionally, and professionally supported.

When selected into the CSP fellowship, Caleb Scholars are assigned a CSP Mentor. Matches are determined by Caleb Scholar degree field and areas of interest and mentors' career backgrounds. Plan to meet at least twice per semester with your CSP Mentor. Meetings can be by phone or video conference if it's not feasible to meet in person. Mentorships are informal (i.e., written mentorship agreements, identified goals, or timelines are not required) and are meant to help you to best strategize your advocacy, academic, and professional goals.

The CSP Goals for Mentor Meetings

- ✓ COMPREHEND: Ensure Caleb Scholars fulfill CSP fellowship expectations
- ✓ SUPPORT: Offer resources and feedback
- ✓ PROGRESS: Updates on Caleb Scholars' academic progress

You and your mentor will be provided a form to guide your first Mentor meeting.

Extracurricular Experience

CSP believes that learning through cultural practice and other experiences outside of the classroom are key components in increasing Inuit leadership and Inuit-led advocacy. CSP encourages Caleb Scholars to engage in education and experiences beyond their registered university degree program. These experiences are meant to enrich your education and strengthen your cultural and community connections, professional development, wellbeing, and development as an Inuit advocate for conservation. All current Caleb Scholars are eligible to apply for CSP funding to support this requirement. Examples are:

- Attending Virtual Qargis and Mentor Meetings

- Conferences, workshops, presentations, cultural experiences (including subsistence activities) and retreats (see more in “Travel Grants”)
- Internships (see more in “Internships & Extracurricular Experience”)
- Self-directed projects and advocacy work (see more in “Internships & Extracurricular Experience”)

Caleb Scholars must complete **10 hours** of extracurricular activities each funded semester. Caleb Scholars should plan to share about their experiences at Virtual Qargis and the Annual Gathering.

For assistance in planning your extracurricular activities, please consult with your CSP Mentor and/or the CSP Director.

Issues with Eligibility

CSP acknowledges that Caleb Scholars will likely face some challenges while obtaining their degree. While we are willing to help you to find the resources you need to succeed and maintain your eligibility for the CSP fellowship, it is important to communicate clearly with either your CSP Mentor or the CSP Director as soon as possible if you encounter a problem that puts your eligibility at risk.

Maintaining eligibility requirements and respecting and following CSP policies are important and failure to do so can result in probation and/or removal from the CSP fellowship at the discretion of the CSP Director and the CSP Board. Individuals will receive written notification of their probationary status from the CSP Director and may not receive full funding, or any funding, for upcoming semesters. Individuals will receive written notification if they will be removed from the CSP fellowship.

To be reinstated in the CSP fellowship, past recipients must again meet the minimum fellowship requirements and receive approval from the CSP Director and the CSP Board prior to reapplying. The CSP Director and CSP Board will determine a specific course of action on a case-by-case basis. Individuals invited to reapply will be required to submit a new application rather than a continuing application.

CSP participants who misuse or misapply CSP fellowship funding or misrepresent information on application documents may also be placed on probationary status or removed from the CSP fellowship at the discretion of the CSP Director and the CSP Board.

Appeal to Reinstate Eligibility

Individuals may appeal probation and removal decisions. To appeal, individuals must submit a letter detailing their reason(s) for the appeal to the CSP Director at cpp.spec@kawerak.org. The CSP Board and CSP Director will meet as soon as possible to discuss the appeal. The individual will be notified of a final decision within two weeks of receiving the appeal.

Funding Opportunities for the CSP Community

CSP understands that financial support increases access and equity with regards to many different types of opportunities and experiences.

Caleb Scholars have access to funding to participate in:

- Subsistence and cultural activities in order to reinforce the value of their cultural connection in their educational, personal, and professional development
- Conferences/conventions/retreats in order to reinforce the value of their wellbeing in their educational, personal, and professional development
- Conservation-related advocacy projects, research, and internships

Travel Grants

All Caleb Scholars are eligible to receive travel grants, as long as CSP fellowship eligibility is maintained.

Travel grants will be awarded to Caleb Scholars to conduct conservation-related educational activities, participate in cultural activities (including subsistence), or give presentations in their home community or other Arctic community; and to support extracurricular endeavors that support Caleb Scholars' forward academic progress and/or career experience (e.g., conferences, workshops, or learning events).

Travel grants are dependent on availability of funds and will be scheduled in the most cost-effective way possible.

Caleb Scholars alumni may also apply for travel grants.

How to Apply for a Travel Grant

To be considered for a travel grant, applicants must submit the following:

- A complete travel grant application, available by contacting CSP staff at cpp.spec@kawerak.org.
- A detailed budget proposal
- Documentation describing the purpose of travel
 - Questions to be addressed are listed on the travel grant application
- If requested, supplemental documentation (e.g., a letter of support from a professor, mentor, supervisor, or the entity hosting the event; event agenda and promotional materials; etc.)

Travel grant applications will be accepted on a rolling basis as funding is available.

Travel Grant Preference and Approval

Travel grant preference will go to applications from current Caleb Scholars first. Current Caleb Scholars may apply for a travel grant up to one month after their final semester and still be considered a “current Caleb Scholar” in terms of preference and amount available

Approval and awarding of a travel grant do not fall under the purview of the CSP Board, but instead will be decided upon by the CSP Director.

Travel Grant Reporting and Requirements

If awarded, recipients are required to report on their travel by:

- Sharing the experience with their CSP cohort and CSP Board by doing a presentation at the Annual Gathering or a Virtual Qargi.
- Submit a brief written summary of experience, photographs of the event, and copies of any handouts or documents to CSP staff. This summary is due no later than 2 weeks after the conclusion of travel.
 - A detailed proposed budget must be submitted before any funds will be distributed.
 - Submit original receipts related to travel expenses for reimbursement no later than 2 weeks after the conclusion of travel.
 - Submit a final budget no later than 2 weeks after the conclusion of travel.
 - Unused funds from travel grants must be returned to CSP no later than 2 weeks after the conclusion of travel.

Internship Program

Caleb Scholars have the opportunity to “pitch” the CSP Director and CSP Board for project funding for summer internships, training, advocacy, and/or research.

Internships offered by the Caleb Scholars Program are intended to create opportunities where one did not exist previously. Internships will be developed in partnership with organizations whose missions complement the goals of CSP, as well as with the fields of study, goals, and interests of Caleb Scholars.

- Individuals working directly with Caleb Scholars must complete the Positive Community Citizenship Training
- Supplemental funding is available to subsidize existing internships with underfunded organizations. Determination is made on a case-by-case basis
- CSP internship base wages are \$20/hr.
 - Grant-funded projects wishing to partner with the CSP internship program are expected to pay CSP base wages
 - Caleb Scholars may design and apply for F/T or P/T internships

Caleb Scholars may apply for internships outside of the regular “summer” season

Caleb Scholar Program Discretionary Grants

The CSP Director has access to an annual discretionary spending (amount dependent on budget) in order to support Inuit-led conservation advocacy work outside of the scope of normal CSP activities. The CSP Director may award one-time supplemental or emergency funding to members of the CSP community. Further, the CSP Director can award one-time supplemental funding to other related individuals, such as Alaskan Inuit students needing specific educational support that falls outside of normal CSP activities. The CSP Director may consult with the CSP Board on discretionary spending, however the CSP Director makes all final decisions on discretionary spending.

How to Apply for Internships and Supplemental Support Grants

To be considered for a internships & supplemental grant, applicants must submit the following:

- A complete internship or extracurricular experience grant application, available by contacting CSP staff at cpp.spec@kawerak.org
- A detailed budget proposal, including wages, necessary travel, and off-site accommodations
 - Internships have a maximum budget of \$8,000
- Documentation describing the purpose of internships or extracurricular experience grant
 - Questions to be addressed are listed on the internships & extracurricular experience grant applications
- If requested, supplemental documentation (e.g., a letter of support from a professor, mentor, supervisor, or the entity hosting the event; event agenda and promotional materials; etc.)

Internship and extracurricular funding applications will be accepted on a rolling basis as funding is available.

Internships and Supplemental Support Grants Preference and Approval

Internships and supplemental support are intended for current Caleb Scholars. Current Caleb Scholars may apply for internship, supplemental support, and discretionary grants up to one month after their final semester.

Internships are intended to create opportunities where one did not exist previously. Preference for internship funding will be in the following order:

- 1) New opportunities and directed projects developed by a Caleb Scholar
- 2) Subsidizing opportunities at an existing underfunded organization or projects

- 3) Subsidizing opportunities at an existing organization whose internship wages are less than the CSP base wage (i.e., helping a Caleb Scholar afford to take an unpaid internship that can advance their career)

Approval of internships related to CSP will be facilitated by the CSP Director in consultation with the CSP Board if necessary.

Internships and Supplemental Support Grants Reporting and Requirements

If awarded, recipients are required to report on their internships & extracurricular experience grant by:

- Sharing the experience with their cohort and CSP Board by doing a presentation at the Annual Gathering or a Virtual Qargi
- Submit a brief written summary of experience, photographs of the event, and copies of any handouts or documents to CSP staff
 - This summary is due no later than 2 weeks after the conclusion of internships & extracurricular experience
- A detailed proposed budget must be submitted before any funds will be distributed
 - Submit original receipts related to expenses for reimbursement no later than 2 weeks after the conclusion of internships & extracurricular experience
 - Submit a final budget no later than 2 weeks after the conclusion of internships & extracurricular experience
 - Unused funds from grants must be returned to CSP no later than 2 weeks after the conclusion of internships & extracurricular experience

Deadlines and Award Dates

Caleb Scholars Program Fellowship and Scholarship Application Deadline

Annually: July 15 at 11:59pm in the applicant's local time zone.

Awarding Caleb Scholars Program Fellowships

Approximately three to five weeks after the expiration of the fellowship deadline.

Internship & Supplemental Grant Application Deadlines

Accepted on a rolling basis. For graduating Caleb Scholars, up to one month following their final semester.

Awarding Internship & Extracurricular Experiences Grants

Approximately three weeks after application submission.

Caleb Scholar Applicant Selection Process

CSP Fellowship Program “Caleb Scholars”:

The CSP Board evaluates and determines which applicants to the CSP fellowship are selected. To avoid a conflict of interest, CSP Board members are requested to excuse themselves from the selection process if a direct family member is in consideration.

The CSP Board convenes for Selection Meetings after the application deadline (July 15) to review eligible applicants and select awards. Selection Meetings should be scheduled no later than three weeks after each deadline to provide timely decisions to all applicants. Selection Meetings may be conducted through in-person meetings, teleconference, and/or online forums.

Selection Meeting Facilitation

CSP staff is responsible for facilitating Selection Meetings as follows:

- Schedule, coordinate and facilitate the Selection Meeting
- Determine the eligibility of each applicant per the minimum eligibility requirements
- Provide to the CSP Board eligible application packets and agenda at least one week prior to the scheduled Committee meeting
- If time allows, Selection Meetings may include programmatic discussion and voting

Application Review

CSP Board members will thoroughly review eligible application packets prior to the meeting. Members may refer to applicant summaries and considerations provided by the CSP Coordinator if they find it helpful —this document is for CSP Board members’ use only to help facilitate discussion and voting and will not be the deciding factor in awarding recipients.

Voting on Final Awards

The CSP Board will discuss each application during the Selection Meeting and vote to select Caleb Scholars. Final votes* determine who is awarded.

*In the event of a tied vote, the CSP Director may cast the tie-breaker vote at their discretion.

Statement of Understanding, Privacy Policy, & Release of Information

Statement of Understanding

(To be signed on the Online Application form)

I hereby attest that the information contained in this application is true, correct, and complete. I understand that if I have intentionally misrepresented information on this application or

supplemental documentation, I will be required to return all scholarship funds and issue a formal apology to the CSP Board. I further understand that I must submit a continuing scholarship application with required supporting documents each semester to Caleb Scholars Program Staff to maintain my eligibility for a continuing scholarship.

If selected, I also agree to abide by all Caleb Scholars Program policies. I give permission for Caleb Scholars Program and its partners to publish my name, photograph, school information, and submitted bios or quotes in any reports, press releases, or publications. Other information I provide in my application materials may be included in reports, press releases, or publications, but without any identifying markers. I further understand and give permission for my anonymized information to be used in Caleb Scholars Program research and advocacy.

Applicants may request copies of their data and to request to have specific data removed from our databases at any time.

Privacy Policy & Release of Information

The Caleb Scholars Program and its partners understand your privacy is important and will not release any voluntary data submitted by interested parties, applicants, or awardees. Data collected will be anonymized and used solely to improve our marketing and recruitment techniques, programmatic strategy, Caleb Scholars Program research and advocacy, as well as provide non-identifying statistics for our grant reporting responsibilities. Caleb Scholars Program and its partners do reserve the right to publish photographs and/or video that may pertain to applicants or awardees including their images, likeness, and/ or voice without compensation. This material is intended for marketing, recruitment, and reporting purposes only.

If you have any questions regarding our privacy policy, please contact the CSP Director at cpp.spec@kawerak.org.

Caleb Scholars Program Community

CSP believes that relationships are key to Inuit-led conservation advocacy. We strive to create a community that is cooperative, just, and pulls our wisdom and strength from our Inuit values and culture. The CSP community consists of Caleb Scholars, Caleb Scholars Alum, CSP Board, and those who support CSP.

Positive Community Citizenship

CSP is committed to fostering a learning and working community in which all individuals are treated with respect and dignity. We all have the right to live, learn, and work in an atmosphere that promotes equity and prohibits violence and unlawful discriminatory practices, including harassment. Therefore, CSP expects that all persons involved with the CSP community (past or current Caleb Scholars, CSP Board, and others interacting closely with Caleb Scholars) conduct themselves personally and professionally in a manner that is consistent with positive community citizenship, which is free of implicit or explicit bias, prejudice, domestic violence (including sexual violence), and harassment.

If a member of the CSP community, or an applicant, is found to have acted in a manner that violates our expectation of positive community citizenship, their standing (and future funding opportunities) as a Caleb Scholar or CSP Board member may be revoked or denied. The determination will be made by the CSP Board.

As part of the CSP community, we will require that all current Caleb Scholars, CSP Board, and CSP staff have access to and complete training materials related to bias, prejudice, domestic violence, and harassment. Caleb Scholars, the CSP Board, and CSP staff will complete this training as part of their requirements for their participation in CSP and will submit documentation of their completion.

If any member of the CSP community (Caleb Scholars, CSP Board, CSP staff) has questions or concerns related to this policy, they should talk with the CSP Director or a member of the CSP Board.

This training is free and available online to all who are interested in completing it. Please contact the CSP Director by email at cpp.spec@kawerak.org if you would like to receive this training.

Caleb Scholars

CSP believes in investing in our Caleb Scholars' education and interests because a multifaceted approach to leadership development makes stronger leaders. When we invest in Alaskan Inuit, we encourage understanding of traditional knowledge and the benefits of sound science as the method for preserving our culture and environment.

Entry to the CSP fellowship is awarded to individuals who demonstrate the following CSP values:

- a commitment to community and conservation advocacy
- a commitment to perpetuating Inuit culture, values, and tradition
- a commitment to sharing and cooperation in relation to resources
- a commitment to preserving subsistence practices
- a commitment to personal, professional, and academic growth

Preference will be given to individuals whose future professional goals will have a long-term, positive impact in Inuit communities through research, policy, and advocacy grounded in Alaska Native traditions, values, and culture. Once an initial fellowship is awarded, individuals may continue to receive funding and support so long as they remain eligible.

Caleb Scholars Alumni

CSP believes in offering support and opportunities beyond graduation. After the successful completion of a degree program, Caleb Scholars will be encouraged to continue participation in CSP. Caleb Scholars may also be requested to complete an Exit Survey.

Benefits of continued participation in CSP after completion of a degree program:

- Ability to apply for a seat on the CSP Board

- Invitation to participate in Virtual Qargi meetings
- Ability to continue receiving mentorship
- Ability to provide mentorship to current Caleb Scholars
- Invitation to participate in the Annual Gathering
- Ability to apply for travel and extracurricular funding

Caleb Scholars Program Board

CSP believes that incorporating perspectives of multiple Inuit stakeholders is important in our decision-making process. CSP will model Inuit-led advocacy for our Caleb Scholars and community. CSP believes in cooperation as a guiding principle. The CSP Board works together with the CSP Director and staff to guide CSP to ensure it is making progress toward meeting its mission and vision.

The Committee will include at least one voting representative from:

- Caleb Pungowiyi legacy member (nominated by Pungowiyi family)
- Norton Sound region
- Northwest Arctic region
- Arctic Slope region
- Caleb Scholars Program Alumni
- Elder Representative
- At-Large Representative

Board Member Responsibilities

The minimum expectation of the CSP Board is to convene three times per year (one virtual selection meeting, one virtual board retreat, and one in-person Annual Gathering). CSP BoardBoard retreats are to discuss larger programmatic goals. In addition, CSP BoardBoard members act as informal mentors to Caleb Scholars and provide consultation to CSP staff as needed. CSP Board members are requested to commit to an entire academic year of participation.

Primary duties are:

- Approval of CSP policies; engage in program review and development as needed *
- Review eligible fellowship applicants, approval and denial of applications *
- Review issues of eligibility with the CSP Director as needed
- Volunteer to serve as mentors, as needed

- Engagement with Caleb Scholars, alumni, and other CSP stakeholders at the Annual Gathering
- Promote CSP

* In the event of a tied vote, the CSP Director may cast the tie-breaker vote at their discretion.