The American Health Care Association and the National Center for Assisted Living (AHCA/NCAL) are excited to launch the first year of the Diversity Executive Leadership Program (DELP). The program's goals are to help advance the careers of long-term care professionals and develop diverse, motivated leaders to fuel organizational success. DELP Scholars will participate in an accelerated leadership program of education, mentoring, networking and volunteer service in the AHCA/NCAL community.

Thank you for taking the time to write a reference letter on behalf of a potential DELP scholar.

The reference letter you write must be on letterhead with a current date, phone number, email address, and original signature from you. In your reference letter, we ask that you address the questions noted below to assist the selection committee with their deliberations.

The completed reference letter should be converted into a PDF and shared with applicant who will submit it as part of their application.

1. One of the goals of the Diversity Executive Leadership Program is to encourage individuals from under-represented groups in the association community (i.e. race, ethnicity, gender identification, sexual orientation, disability and religion) to assume leadership roles in association management. How have you seen the applicant demonstrate leadership skills at work, in the community, etc.? What have been some of the outcomes that have resulted from their leadership?

2. DELP is a two-year program that provides scholars with learning, networking and volunteer service opportunities to enhance their career development and expand their professional networks. As such, it requires commitment and follow-through from participants in the program. Please describe the applicant's skills and readiness to engage in all of the benefits of the scholarship experience.

3. Describe a situation, event or activity that demonstrates the applicant's ability to be a change agent or innovator, or where he/she has pushed the boundaries of an organization. Please be specific in your response by describing what they did as well as the outcomes of his/her actions.