



Cow Tipping

FELLOWS

Position Description

2020-2021

Honestly, I think it's the little moments that have been the most joyous. Like when we go out to eat dinner and Becky tells everyone it's her birthday (it's not) and so all these strangers are wishing her happy birthday and she's asking the server for birthday cake even though they don't sell it there. - Cow Tipping Fellow Alum

You

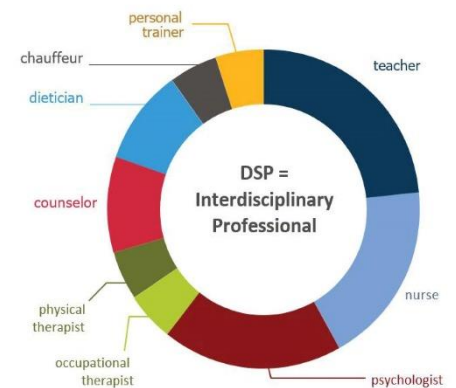
You're a recent college graduate, hungry to make your dent in the universe. You're driven by equity and love learning from engagement across cultures, like in a study abroad program. Maybe you've spent time among people with disabilities before, maybe you haven't. The idea of being in the vibrant Twin Cities and helping to cocreate a mold-breaking fellowship in the vein of AmeriCorps or [Frontline](#) excites you. The opportunity to get your hands dirty—sometimes literally!—in the trenches of real world problems while still engaging the big picture questions you thought deeply about in college sounds like the perfect balance of head and heart, theory and practice. You're the sort of person a manager calls “energetic, industrious, and dedicated” and who “doesn't see this as just a job.”

Us

Cow Tipping is a trailblazing social venture with four years of fundamentally changing the way people think about disability under our belts. We understand our work as a matter of justice, not charity; of relishing the assets of our 1 in 50 peers with intellectual/developmental disabilities, not pitying their deficits. We started by offering inclusive creative writing classes for people with disabilities, and in 2018 expanded that narrative-shifting impact to recruiting, coaching, and reinventing the role of full-time disability service professionals through the Cow Tipping Fellowship. We work with select, forward-thinking partner organizations willing to bring on a cohort of talented emerging leader (you!), coached personally for a year by the award-winning leadership of our team. We're grateful for your interest!

The Role

Selected Fellows will be matched with full-time, fully paid roles at disability service organizations in the Twin Cities, engaged in direct service to help adults with disabilities live, work, learn, and recreate in the most inclusive and enriching settings possible. This work can vary widely, from facilitating community shopping trips, to improving documentation processes, to teaching gardening or yoga or arts, to helping someone bathe, to (best of all!) self-starting your own initiatives guided by the goals of the people you serve. Alums have described it as “a huge learning curve—which is exactly what I wanted.” It will be framed by monthly [professional development](#) from Cow Tipping that “pushes you to think about how to implement change in very concrete ways.” The commitment is serious and for one year, starting in September. You'll gain transferrable professional skills, but also tangible benefits like pay approaching \$30,000 annually, benefits and vacation, and opportunities for advancement. Hours vary but can fit within the M-F 9-5. Locations are throughout the Twin Cities. Both can be tailored, to an extent, upon placement. Are you looking for “an incredible experience that has challenged my views of disability and allowed me to form meaningful connections with some amazing people?” To dive headlong, with community, into the messy day-to-day actions that build a more just and inclusive world for all of us? If so, the Cow Tipping Fellowship is for you!



Apply by Wed 7/1 at cowntippingpress.typeform.com/to/LTRreSP

Questions? See reverse or [contact us](#)

Frequently Asked Questions

What's the relationship between Cow Tipping Press and Cow Tipping Fellows?

On the Press side of Cow Tipping, we teach and publish creative writing by adults with intellectual/ developmental disabilities—a [body of work](#) that hardly exists outside our program, and which we're immensely proud of! The Cow Tipping Fellowship is not about creative writing. It's about the more elemental work of empowering people with disabilities to live their most inclusive and fulfilling daily lives. That said, *all* elements of our program are grounded in creativity, adaptation, and persistence, and many of the mindsets and practices we use in writing classes cross-pollinate the Fellowship. Plus, for the artistically inclined, there are often opportunities in your role as a Fellow to develop and deliver arts programming with your partner organization or even teach Cow Tipping classes on the side.

What kind of role/partner organization will I be placed with? What's typical day look like?

If you're selected as a Fellow, we'll do our absolute best to match you with a well-fit role and organization. If there is a particular org, type of role (e.g. group home vs. day program), or location that you strongly prefer, we can take that into account, though not guarantee it, on placement. Flexibility—for us, our partners, you, and people served!—is key in this field. For similar reasons, It can be tough to describe a “typical day,” but the pie chart and current open current open positions at partner organizations (click the logos) on reverse and this shadowing of [a day in the life of a Fellow](#) are a good start for appreciating the breadth and variety of activities this important, interdisciplinary work entails.

What will I be paid?

Selected Fellows are matched with roles at one of our partner organizations, who is then your proper full-time employer, while Cow Tipping serves as an additional coach and support. The roles pay hourly; the average wage of last year's Fellows was \$13.75, or \$28,600 per year working 40 hours per week. All organizations offer benefits and vacation. Partner orgs also compensate Cow Tipping for running this program. We'll be the first to say that this field is undervalued (precisely why we're engaged in it, and a worthwhile [advocacy cause](#) in its own right!). Yet compared to programs our Fellowship borrows elements from (AmeriCorps, Peace Corps etc.) it's solid starting pay and, longer-term, an opportunity to make impact and learn in ways that inform any number of next steps. Those can include advancing quickly to roles beyond direct service (e.g. case manager), which offer pay increases.

Do I need to be a young college graduate to be a Fellow?

The Cow Tipping Fellowship is designed for college graduates, as it asks you to rigorously engage monthly readings, journals, and community of practice activities not unlike an extended [service learning opportunity](#). That said, if you are not a college graduate but have a compelling case for why you'd still be a good fit for engaging this materially rigorously, please apply and explain in your application.

How is this different from just becoming a direct support professional on my own?

The most important question! To be sure, this is a field with tremendous need and there are always DSP roles available. If that's the right route for you, please take it—we need good people doing this work! The extent to which doing that as a Fellow is different, however, cannot be overstated. With our community you get: coaching. Camaraderie. Macrolevel discussion. On-the-ground problem solving. An advocate, ally, and thought partner. An outlet. An alum sums up well: “this work would be a lot harder emotionally without the Fellowship.” Simply put, we're here to support you, as a different profile of candidate entering this field, in ways that the system is not yet set up to do on its own. That blazes trails for both you and others!