

For Us, By Us – Application Information Sheet

About Exhale.Group CIC

Exhale.Group CIC is a Glasgow-based organisation providing safe, inclusive and empowering spaces for QTIPoC+ (Queer, Trans, and Intersex Black people and People of Colour) in Scotland. We focus on wellbeing, creativity and community connection, with the aim of building resilience, joy and representation within our community.

About the project

For Us, By Us is a nine-month programme supporting six QTIPoC+ individuals to co-create and deliver a monthly programme of free events for the wider QTIPoC+ community.

This project aims to strengthen our community's resilience by developing skills and confidence within our community, strengthening connections and empowering individuals to take action in their community.

As a small organisation, we also hope that this project will help to build resilience within Exhale by facilitating more community ownership in our work and by building capacity for individuals to support one another and lead on future activities.

The project will:

- Build skills and confidence in facilitation, leadership and event and project planning
- Facilitate access to peer support and community connection
- Provide paid opportunities and access to mentorship
- Promote resilience in our community and within Exhale.Group.

What to expect

If selected, you will:

- **Attend fortnightly development sessions** facilitated by Mahasin (Exhale.Group) from September to December 2025). These will take place on a weekday evening (6-8pm) either online or in-person depending on the needs of the group.
- **Take part** in an in-person training session, and one shorter follow up session, delivered by an external facilitator on a weekend day mid/end October.

Thank you, we look forward to reading your application

- **Possibility to receive mentorship** (three 1-hour sessions with an external mentor with experience in facilitation, community organising and/or project design).
- **Work collaboratively** with the rest of the group to create and facilitate a programme of events for QTIPoC+ (from January to April 2026).
- **Support** the other members of the group to apply their learning.

What You'll Receive

- A payment of £250 for delivering your event (you will be responsible for your own tax and declarations).
- Access to a £250 wellbeing budget to spend on whatever you need to support your wellbeing during the project duration (for example therapy sessions, yoga classes or a spa day). This can be paid directly to you, or we can purchase items/services on your behalf.
- Free training and development opportunities.
- Mentorship from experienced professionals.
- Travel cost reimbursement (within Glasgow) for all project activities.
- A welcoming, supportive environment led by and for QTIPoC+.

Who Should Apply

We are looking for applicants who have the desire to work in the community to facilitate positive change, and who are interested in decolonial and liberatory practices.

You don't need to have any previous experience in community organising, facilitation or event planning, you just need a passion and an interest in doing so!

Our only requirements are that you must:

- Identify as QTIPoC+
- Be aged 16+ years old
- Be based in or able to travel to Glasgow for sessions
- Commit to attending at least 4 out of 6 of the fortnightly development sessions, and 1 in-person training session (September - December 2025)
- Commit to planning and facilitating at least 1 of the events in the developed programme (January - April 2026).

How to Apply

Complete the online application form: <https://forms.gle/ByaSkukH8w2UswBz8>

Deadline: 14th September at 11:59pm

Thank you, we look forward to reading your application

If you need help completing the form or require it in an alternative format, email us at contact@exhale.group.

You can use this email to send video or audio recording responses to the questions in the application form also.

Selection Process

Applications will be reviewed based on motivation, commitment and alignment with the project aims. Preference will be given to those who have been to an Exhale event before. Eligible shortlisted applicants will then be selected at random.

All applicants will be contacted about the outcome by 22nd of September. Successful applicants will then be invited to be a part of an introductory call to familiarise ourselves with one another.

Accessibility and Support

We are committed to ensuring the project can be made as accessible as possible. Please tell us about any access needs when applying so we can make reasonable adjustments. Travel costs (within Glasgow) can be reimbursed and refreshments provided at in-person sessions.

Contact@exhale.group with the subject line: **For Us, By Us application**

Thank you, we look forward to reading your application