



Organizational Equity Learning Community

"Without community, there is no liberation" – Audre Lorde

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The Need:

For People of the Global Majority (PGM)/People of Color to thrive in nonprofits, we need a different way of leading and working at organizations. Nonprofits are a microcosm of our society that is steeped in white supremacy, anti-blackness and other forms of oppression. As nonprofits strive to create a more equitable workplace and society, the work must begin internally, and reorient to center equity, collective care and healing. This call for change requires a different (new) definition of leadership that is collective and inclusive, not individualistic nor hierarchal. Leadership that is rooted in equity, collective care and healing also requires us to be intentional about building competencies, practicing accountability, and moving toward liberation together. We change, heal and grow in relationship with each other. We can only transform the nonprofit sector together.

The Method:

Grounded in Trinity Boston Connects' Essential Community Practices (ECPs), participants will engage in monthly facilitated sessions with experienced facilitators from the OEP Team. The sessions will involve small and large group discussions, case studies, race-based caucusing, organizational work time and more.

Organizations will:

1. Deepen their organizational-wide capacity to approach work from an equity standpoint by building leadership competencies and cultivating supportive and high trust relationships for collective, equitable, liberatory approaches to work.
2. Build skills to establish and deepen a culture of care in which PGM and generally people with marginalized identities can thrive at work.
3. Build a restorative, equitable, healing-centered culture, thus dismantling white supremacy culture that currently shapes work practices and policies.
4. Deepen their relationships with other organizations committed to equity within the City of Boston as learning partners and collaborators, establishing a network for support and accountability and city-wide change in the sector.

Participants will:

1. Build and deepen their analysis of racism, racial equity and racial formation in the United States and its impact on communities of color in Boston and on the nonprofit sector. This competency will allow participants to assess how the different levels of racial oppression is within the organization to then create practices and policies with an intersectional equity lens, centering PGM and minimizing racial harm and abuse.

2. Build and deepen their self-awareness around their racial identity, how it influenced ways of being including leadership style, and the impact on others (colleagues, etc).
3. Develop the skills needed to become equitable, and healing-centered leaders.

How it works:

Each organization will send a cohort of 3-5 people from across the organization (including the Executive Director) to monthly sessions. Each organizational cohort will identify a project to work on internally and will receive individualized OEP support through monthly office hours. Each member of the cohort will also participate in a cross organizational group that will meet monthly, to develop a network of accountability, support and growth outside of their own organization and to build relationships across the sector.

Commitment:

- Monthly facilitated session
- Monthly internal cohort meeting
- Monthly cross-organizational meeting
- Monthly Individual Office Hours

2021-2022 Schedule:

Sessions: 9 Friday mornings by Zoom from 9:30 – 12:30 pm

Dates: October 29, November 12, December 10, January 14, February 11, March 11, April 15, May 13, June 10

Monthly Cost:

\$1,080 for nonprofit organizations with a budget under \$5 million

\$1,500 for nonprofit organizations with a budget of \$5 million and above

\$2,160 for for-profit organizations

OEP Team:

Rebecca N. Jackson, Chief Program Officer, Trinity Boston Connects

For more than a decade, Rebecca has worked with Boston youth and families as a social worker specializing in trauma informed counseling. She supports non-profit organizations and their leaders as they pursue racial equity through her work at TBF and facilitates conversations on racial identity and equity in various settings in and around Boston. Rebecca is Black woman who uses she/her/hers pronouns. To learn more about Rebecca, go to <https://trinityconnects.org/our-staff>. Rjackson@trinityconnects.org

Chanelle John is a wellness practitioner and racial equity consultant with seven years of experience creating culturally responsive wellness programming. She joined the Trinity Boston Connects team in 2015 as a Yoga and Mindfulness Program Manager, and currently serves as the Associate Director of Wellness and Healing in the Organizational Equity Program. In her time at TBC, she has developed and facilitated yoga programming for Trinity @ McCormack, the Department of Youth Services, Sole Train, and TEEP. In her current role, she consults with clients to help create equitable, healthy work environments for their staff and the stakeholders they serve. Outside of TBC, Chanelle is the owner and founder of Hive Soul Yoga, a community wellness business that has

served Boston's communities of color since 2014. In addition to her 200-hour yoga teacher training, she has certifications from the Holistic Life Foundation and Prison Yoga Project, and a BA from Goddard College. Chanelle is also a community organizer in two BIPOC led, Boston-based political collectives. When not teaching or organizing, she spends her time reading, tending to her house plants, and creating ancestrally inspired visual art.

Carro Hứa joined Trinity Boston Connects in February 2021 as an OEP equity practitioner. As a social justice educator, she is committed to building and deepening the critical consciousness of People of Color and engaging with multiracial solidarity building for collective liberation. For about a decade she has taught Ethnic Studies, designed and directed positive youth development programming, supported organizations with their anti-oppression learning, and generally cultivated people's skills in facilitation, positive youth development and social justice education. Her professional journey consisted of being a Learning and Development Manager at City Year Boston, Assistant Youth Program Director at the Vietnamese American Initiative for Development and teacher-intern at Breakthrough Collaborative and Steppingstone. Born and raised in Dorchester/Boston to refugee parents from Viet Nam, and is a Boston Public Schools and Smith College alum. When not working, she is oscillating between the 5-7 books she's trying to read and connecting with her chosen family.

Madeline McNeely is a multi-sector Leadership coach, consultant, facilitator, trainer and adjunct faculty member at Harvard Extension School. Her focus is on leadership, racial equity and organizational inclusion practices. A sweet spot of hers is supporting White leaders to be even more bold as they address white privilege, structural racism and transform their organizations to be more equitable and inclusive. To learn more about Madeline go to <https://conditioningleaders.com/madeline-mcneely>.

Brianna Boggs is an independent coach and consultant focused on supporting executives and boards of directors through leadership challenges. She focuses on racial equity (dismantling white supremacy culture, supporting leaders of color in white-founded organizations, helping white leadership build tolerance for racial stress, preparing organizations for transition) and fundraising (building skills, confidence, and creative strategies; responsibly transitioning funding relationships from founders to new leaders). As co-founder and co-facilitator of the Racial Equity Leaders Learning Circle, Brianna developed the curriculum and facilitates a 10-month cohort for nonprofit senior leaders seeking to dig deeply into the personal side of leadership on racial equity and implement new practices to improve their organizations. To learn more about Brianna, go to briannaboggs.com.

Ev Evnen (they/them) is a queer and trans, white Jewish person. In addition to consulting for OEP, Ev is a Director at MaeBright Group-a collective working to increase cultural competency and humility for LGBTQ+ people. They have worked with DYS, DMH, The Office of Probation, and many other New England organizations. Ev loves talking to white people about ending white supremacy and enjoys dreaming about what a world without oppression will look and feel like. They live in Denver, CO with their two very scruffy dogs. Ev has an MPP and MBA from the Heller School of Social Policy.