



Racial Equity Senior Leaders Learning Circle, 2021-2022

“This should be required for executive directors and senior leaders...”
“Real, honest, deep. Most race-focused workshops really stay on the surface.”
“I was so impressed with the facilitation of the group. I honestly didn’t want it to end.”

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The Need

The nonprofit sector, like the rest of our country, faces a big challenge when it comes to racial equity. We continue to grapple with three pandemics – COVID-19, economic insecurity, and racist violence. White America is waking up to the impact of structural racism like never before while BIPOC are exhausted from the trauma of racism, grief and loss. Now more than ever, we must face the impact of racism and white supremacy on our missions, but many leaders struggle to have open, honest conversations about it. And what happens after the conversations? How do we build authentic relationships across race? Address the inequitable practices of board and staff leaders of our organizations? Transform the systemic racial inequities in the mission-driven organizations we love so that everyone feels welcome, cared for, and experiences a deep sense of belonging?

The Leaders

People of Color and White Executive Directors and other senior non-profit leaders with a demonstrated commitment to creating racial equity within their institution are invited to participate.

The Transformative Approach

In its 5th year, The Racial Equity Senior Leaders Learning Circle (SLLC) is a safe and trusted container for leaders to bring their most vexing diversity, inclusion and racial equity challenges. We learn and apply organizational change tools. We unpack the biases we carry that get in the way of leading this work even more powerfully. We have separate caucus time for the White and People of Color leaders to unpack the differing personal and professional challenges each group faces leading race-based organizational transformation work. In addition to being in a peer learning community, participants have accountability buddies, take a personal Racial Equity Leader 360 assessment, and receive two private coaching sessions.

Participants develop:

1. A deeper understanding of their identity as values-driven leaders who can articulate and drive a racial equity vision in their organizations.

2. Increased understanding of how internalized racial oppression and internalized racial superiority affect behavior and others' perceptions of them as leaders.
3. Pathways to action towards more diverse, inclusive and racially equitable organizations.
4. Skills that support an increased ability to tolerate discomfort when engaging in authentic racial equity work.
5. A learning community of like-minded leaders who can provide support and accountability to one another.

2021-2022 Schedule

11 Friday morning sessions by Zoom, 8:30am – noon

September 17, September 24 (10am-12pm), October 15, November 19, December 17, January 21, Feb 18, March 18, April 22, May 20, June 17

Cost: \$3,000 for orgs with a budget under \$10M, **\$4,000** for orgs with a budget \$10-50M, **\$5,000** for orgs with a budget of \$50M+. We have limited scholarship funds available to ensure that no one is turned away for financial reasons and to promote an equitable fee process.

What are people saying about the Learning Circle?

SLLC is unique:

“Should be required for EDs and senior leaders in the area - like books that critics call ‘required reading.’”

“This experience has helped me build confidence as a leader. I have always felt passionate about social justice, but the Learning Circle helped give me a framework and a language to talk about it.”

SLLC drives change:

“I am always talking about it! It has provided me a platform to open important conversations that I might have otherwise avoided.”

“(I learned the) critical importance of stepping up to the moment when opportunity arises to do things differently. Be scared, but do it anyway.”

SLLC's community is strong:

“...unique to have other leaders in the same space and learning from each other and hearing each other's challenges and questions.”

“...space to think and talk about these issues on a regular basis in context that is not my own organization where my every action is scrutinized.”

Facilitators:

Rebecca 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

Madeline McNeely, Founder, Conditioning Leaders

Madeline is multi-sector, interdisciplinary master level coach, consultant, facilitator, trainer and adjunct faculty member at Harvard Extension School. She focuses on racial equity and organizational belonging practices. Her sweet spot is supporting White leaders to be even more bold and act with tenacity as they address white privilege, structural racism and transform their organizations to be more equitable and inclusive. Madeline is a white woman who uses she/her/hers pronouns. To learn more about Madeline, go to <http://conditioningleaders.com/coaches/madeline>. madeline@conditioningleaders.com

Brianna Boggs, Principal, Brianna Boggs Coaching & Consulting

Brianna's practice focuses on executive coaching for mission-driven leaders, racial justice education, and fundraising for social justice work. She has a passion for helping White leaders develop skills to push their organizations to deeper engagement in issues of race and equity, internally and externally. Her background is as a fundraiser for missions including LGBTQ legal rights, abortion access, healthy teen relationships, gang violence intervention, and positive youth development. Brianna is a White woman who uses she/her/hers pronouns. To learn more about Brianna, go to www.briannaboggs.com. hello@briannaboggs.com