



organizational
equity practice

**EMERGING LEADERS
LEARNING COHORT
2021**

**TRINITY
BOSTON**
connects



youth · community · equity

“ Getting changemakers together, with different backgrounds, experiences and ages/time in the workforce, really helped me better understand the deep layers of [White Supremacy Culture] and injustice at any organization--no organization is perfect, and that was really powerful to understand that there will always be work to be done.”

- Emerging Leaders Learning Circle Participant

Now accepting applications, contact Aria Pierce to apply.

apply now

The nonprofit sector, like the rest of society, faces deep challenges regarding equity and inclusion. For organizational equity work to be successful and sustainable, it needs to occur at multiple levels—senior leadership, mid-level leadership (supervisors and managers), and direct service providers. Mid-level leaders face unique challenges: How can we steward our positional power to shift organizational culture? How can we effectively advocate for racial equity in spaces with senior leadership? In this 6 month workshop series, participants join a peer learning community and explore tools and frameworks to incorporate racial equity and trauma inclusion into their leadership practices. The program consists of monthly workshop sessions, monthly learning labs, and 2 one-on-one coaching sessions. Topics to be discussed include: self-reflection and collective-care; developing an organizational analysis; and moving to action. The curriculum includes pre-reads, homework, and projects. Emerging Leaders is facilitated by Simone John and Ev Evnen. Space is limited for an intimate cohort. Limited scholarship funds are available.

application timeline dates:

- Applications Open: November 2nd
- Group Interview Dates: November 20th
- Applications Close: December 9th
- Group Interview Dates: December 11th

cost:

- Orgs under \$10million: \$1500
- Orgs above \$10million: \$2000
- For-profit institutions: \$3000

Limited scholarship funds are available. For-profit rates subsidize nonprofits and scholarship

workshop session dates:

Sessions are 9:30am-12:30pm

- Friday, January 15, 2021
- Friday, January 29, 2021
- Friday, February 19, 2021
- Friday, March 26, 2021
- Friday, April 30, 2021
- Friday, May 28, 2021
- Friday, June 25, 2021



learning lab session dates:

Learning Labs are a monthly drop-in enrichment space that combine community building, co-working time, and guest speaker visits.

- Thursday, February 11, 1pm-4pm
- Thursday, March 4, 1pm-4pm
- Thursday, April 8, 1pm-4pm
- Thursday, May 13, 1pm-4pm
- Thursday, June 10, 1pm-4pm

frameworks explored include:

- Cycle of Liberation, Bobbie Harro
- Wheel of Sustainable Change, Robert Gass/The Social Transformation Project
- Iceberg Model by Michael Goodman (2002)
- Emergent Strategy by adrienne marie brown

quotes from emerging leaders:

"[Emerging Leaders] deepened my understanding and introduced new concepts to me ... It helped provide more tools in my toolkit and also helped introduce me to other people and resources inside the Trinity Organization."

"Getting changemakers together, with different backgrounds, experiences and ages/time in the workforce, really helped me better understand the deep layers of [White Supremacy Culture] and injustice at any organization--no organization is perfect, and that was really powerful to understand that there will always be work to be done."

"I will remember the quality of facilitation, the realness of the conversations, the resources, and the sense of community I gained through sharing challenges and processes with my fellow cohort members. Mostly, I will remember feeling that it is indeed possible to emerge less burdened."

"I've learned how to turn to wonder, and to apply frameworks to challenges to view issues holistically. I've also learned that vulnerability is a powerful way to bring people in."

"This really was a great experience. I gained new skills and tools that will make it easier for my colleagues and boss to say yes when I push ideas forward."

facilitators:

Simone John, MFA | Associate Director of Organizational Equity Practice



Simone John is a facilitator, poet, and social practice artist based in Boston, MA. Her debut collection *Testify* (Octopus Books, 2017) has been reviewed in *The Boston Globe*, *Bustle*, *PBS Newshour*, and *Publishers Weekly*, and elsewhere. She was the recipient of the 2020 Poetry Fellowship from the Mass Cultural Council. Simone is the Associate Director of Organizational Equity Practice at Trinity Boston Connects. She is also Chief Creative Officer at Hive Soul Yoga, a community wellness business in Boston, MA. Simone has facilitated workshops and retreats

at colleges and organizations across New England. Areas of expertise include: professional development for teaching artists and youth workers; mindfulness and life design for millennials and creatives of color; incorporating racial equity into organizational change processes, and more. Simone holds a Master of Fine Arts in Creative Writing from Goddard College, with an emphasis on Documentary Poetics. Find her online at simonejohn.com.

Ev Evnen | Consultant, Organizational Equity Practice, Trinity Boston Connects



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.

for more info contact:

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