



organizational  
equity practice

**2022 - 2023**

# **RACIAL EQUITY SENIOR LEADERS LEARNING CIRCLE**

Deepen your identity as a values-driven leader.

Learn principles of building a restorative culture, skills for trauma-inclusion, and facilitation skills to create more healing, racially equitable organizations.



**OCTOBER 14- JUNE 23**  
**(1 FRIDAY SESSION PER MONTH)**

**apply now**





- *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.*

- Racial Equity Senior Leadership Learning Circle Participants

**apply now**

## **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 cross-racial relationships? 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

## **overview**

RELLC is an opportunity for a cohort of nonprofit leaders to participate in a shared learning experience designed to support individual and organizational racial equity practice as well as pathways towards more diverse, inclusive, and racially equitable organizations. Over the course of nine months, participants will have the opportunity to go deeper on key racial equity concepts and content and apply this learning real-time through the development and beginning implementation of action plans. Participants will come together, form community, and deepen their identity as values-driven leaders. They will also learn principles of building a restorative culture, skills for trauma-inclusion, and facilitation skills to create more healing, racially equitable organizations.

## **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 6th 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.

## leaders will build or deepen:

- Critical analysis of how systemic oppression such as white supremacy, racial capitalism and classism impacts leaders themselves and their organizations.
- Skills and confidence in relationship-building. A trusting, collaborative, and interdependent community, across organizational hierarchy, is the foundation for a more healing, equitable and dignified workplace.
- Skills to co-create and implement policy and structural changes for a more equitable and dignified workplace
- A learning community of like-minded leaders practicing support and accountability for one another during the cohort and beyond.

## schedule

10 Friday morning sessions by Zoom, 8:30am - noon

- |               |            |
|---------------|------------|
| • October 14  | • March 10 |
| • November 4  | • April 14 |
| • December 16 | • May 12   |
| • January 13  | • June 9   |
| • February 10 | • June 23  |

## 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 TBC and facilitates conversations on racial identity and equity in various settings in and around Boston. Rebecca is a Black woman who uses she/her/hers pronouns. Learn more about Rebecca [here](#).

Email: [rjackson@trinityconnects.org](mailto:rjackson@trinityconnects.org)

### **Madeline McNeely, Founder, Conditioning Leaders**

Madeline is a multi-sector, interdisciplinary master level coach, consultant, facilitator, trainer and adjunct faculty member at Harvard Extension School. Her sweet spot is facilitating culture change through racial equity and organizational belonging practice. A passion of Madeline's is to inspire White leaders to be even more bold as they address structural racism and transform their organizations to be more equitable and inclusive. Madeline is a White woman who uses she/her/hers pronouns. Learn more about Madeline [here](#).

Email: [madeline@conditioningleaders.com](mailto: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. Learn more about Brianna, [here](#).

Email: [hello@briannaboggs.com](mailto:hello@briannaboggs.com)