

# Catalysts for Change

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INFORMATION EVENT

OCTOBER 21, 2020

# Agenda

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- I. Overview of the Community Foundation's IDEA Efforts
- II. Recap of the **Nonprofit Board Diversity Report**
- III. Program Benefits and Ideal Candidates
- IV. Summary of Curriculum
- V. Application Process
- VI. Questions

# Housekeeping

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We welcome you to turn on your video!

Please stay on mute throughout the presentation to minimize background noise.

If you have a question, we encourage you to submit through the chat or utilize the “raise your hand” function and we will call on you.

The session will be recorded and shared on our website for those who missed it.

More the most up to date information on the program and the Community Foundation, please follow up on social media ([Facebook](#), [Twitter](#), [Instagram](#), and [LinkedIn](#)).

# Inclusion, Diversity, Equity and Action (IDEA)

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- The Community Foundation is a community builder for ALL people and pledges to strengthen our WHOLE community through philanthropy.
- Identified this issue of nonprofit diversity on boards, wrote a problem statement, and convened funders.
- Commissioned the Nonprofit Board Diversity Report
- Created the Capital Region IDEA Collaborative

# Nonprofit Board Diversity Report

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- Partnership with the Institute for Nonprofit Leadership and Community Development
- Underwritten by the Community Foundation and the Charles L. Touhey Foundation
- Goal to understand current demographics, identify organizations with policies and procedures related to diversity, and evaluate attitudes around diversity.
- 3 Key Findings:
  1. Qualify individuals from underrepresented identities.
  2. Match and connect with diverse communities
  3. Create a welcoming space on boards.
- Report can be downloaded at [www.cfgcr.org/idea](http://www.cfgcr.org/idea).

# Capital Region IDEA Collaborative

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**Orville Abrahams**

*NYS Department of Labor, Division of Workforce Development  
and Empowerment Solutions*

**Dorcey Applyrs, Dr.PH.**

*City of Albany*

**Jason Benitez**

*Capital Region Chamber*

**Fran’Cee Brown-McClure, Ph.D.**

*Union College*

**Phillip Burse**

*In Our Own Voices*

**David Craft, Esq.**

*Albany Law School*

**Anthony Gaddy**

*Upstate New York Black Chamber of Commerce*

**Peter Gannon**

*United Way of the Greater Capital Region*

**Travon T. Jackson**

*Bluelight Development Group*

**Hyacinth Mason, Ph.D., MPH**

*Albany Medical College*

**Dhanisha Nandigama**

*University at Albany, SUNY*

**Aaliyah Outlaw**

*Berkshire Bank*

**Ellen Sax**

*MVP Health Care*

**Crickett Thomas-O’Dell**

*Workforce Development Institute*

**John Eberle**

*Community Foundation for the Greater Capital Region*

**Jonathan Meagher-Zayas, MSW, MPA**

*Community Foundation for the Greater Capital Region*

**Deborah Ruggiero, MS, RN, MCHES**

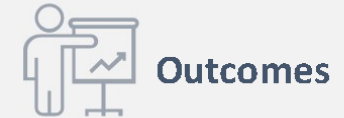
*Community Foundation for the Greater Capital Region*



Inputs



Activities



Outcomes

### What we invest:

**Steering Committee Partners:** Leadership, Time, Experience, Knowledge, Networks

**Participants** Time

**Technology**

**CFGCR:** Funding, Program Development, Logistical Support, Networks

### For Emerging Leaders

#### Catalysts for Change Leadership Program

An 8-week program designed for community members currently looking to join a local nonprofit board or new to serving on a board.

### Diverse group of potential board members trained for success.

- Skilled new leaders in the community
- Supported with a network to help board members thrive

### For Non-Profit Boards

Consultant Directory  
Resource Hub

Convene Courageous Community Conversations  
Capacity Building Session & Board Inclusion Series  
Workshops  
IDEA Board Development Blueprint  
Charity STRONG

### Non-Profit boards trained in DEI

- Increase diversity on nonprofit boards and build inclusive cultures
- Access to a pipeline of trained board members

# Catalysts for Change Leadership Program

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- Based on the [\*Nourishing Tomorrow's Leaders\*](#) program at The Gifford Foundation
- 8-week board development series that will focus on increasing inclusiveness and diversity on nonprofit boards and linking leaders to supporting nonprofits
- Designed for 15 community members currently looking to join a local nonprofit board or new to serving on a board
- The program is FREE for participants and has been made possible through support from the Community Foundation, MVP Health Care, and SEFCU.



# Benefits of Participating

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- Network with nonprofit board leaders and local community experts
- Develop a supportive network of peers from diverse identities and communities in the Capital Region
- Gain key leadership skills, resources, and knowledge that will aid in your nonprofit board service
- Build connections with local nonprofits looking to expand their board and increase their board diversity
- Contribute to strengthening and advancing equity in the region

# Ideal Candidates

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- Passion for serving the Capital Region and striving for equitable and just communities
- Motivation for personal leadership development and growth
- Current community involvement and the desire to join a nonprofit board or new to board service
- Interest in expanding their network and initiative to make connections despite being virtual
- Commitment to inclusion, diversity, equity, and action

*Emphasis on recruiting a diverse cohort from people from underrepresented communities including: Black, Indigenous, Latinx, Asian, or a Person of Color, LGBTQ+, A person with a disability, an immigrant or non-U.S. citizen or a religious minority*

# Program Logistics

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- Begins on Tuesday, January 19, 2021
- Technology Check Session a Week Before
- All sessions Tuesday evenings from 6 to 8 pm
- Graduation event on Tuesday, March 16, 2021
- All sessions held virtually via Zoom

# Curriculum

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1. How Boards Add Value
2. ABC's of Being a Board Member
3. Diversity, Equity, and Inclusion
4. Group Dynamics
5. Lifecycles of a Nonprofit
6. Collaborations and Conflict Resolution
7. Making the Connection (Networking)
8. Change Management
9. Graduation

A schedule with trainers will be available at the beginning of the program.

# Important Dates

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- September 16: Application Available
- November 16: Application Closes
- December 14: Program Participants Notified
- January 19, 2021: First Day of Program (Workshops description on next page)
- January 26 – March 2: Training Workshops (Break Week of Thanksgiving)
- March 9: Last Day of Program
- March 16: Graduation Event

# Application Process

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- Submit application online at [www.cfgcr.org/idea/catalystsforchange](http://www.cfgcr.org/idea/catalystsforchange)
- Application will no longer be reviewed after Monday, November 16
- Committee will evaluate applications
- Candidates may anticipate phone calls with the committee to learn more
- Candidate will be notified on December 14, 2020

# Questions?

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# Contact Information

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If you would like to support these initiatives, please email John Eberle at [jeberle@cfgcr.org](mailto:jeberle@cfgcr.org).

For more information and questions about the program and application process, please contact Jonathan Meagher-Zayas at [jmeagher-zayas@cfgcr.org](mailto:jmeagher-zayas@cfgcr.org).

If you would like to serve as a trainer, please contact Deborah Ruggiero at [druggiero@cfgcr.org](mailto:druggiero@cfgcr.org).