Catalysts for Change

INFORMATION EVENT

OCTOBER 21, 2020
Agenda

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

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)

• 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

• 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.
Capital Region IDEA Collaborative

Orville Abrahams  
NYS Department of Labor, Division of Workforce Development and Empowerment Solutions

Dorsey 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  
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Hyacinth Mason, Ph.D., MPH  
Albany Medical College

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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
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.

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

Outcomes

Diverse group of potential board members trained for success.

- Skilled new leaders in the community
- Supported with a network to help board members thrive
Catalysts for Change Leadership Program

• 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

• 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

- 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

• 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

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

• 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

- Submit application online at 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?
Contact Information

If you would like to support these initiatives, please email John Eberle at jeberle@cfgcr.org.

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

If you would like to serve as a trainer, please contact Deborah Ruggiero at druggiero@cfgcr.org.