



Compass Racial Equity Cohort

Building DEI Capacity for Nonprofit Leaders and Organizations

The Sorkin Center at Compass is committed to helping nonprofit leaders and their organizations build capacity and reach their full potential to serve communities by creating more diverse and inclusive organizations and addressing the need for systemic change.

In Fall 2022, we will convene two cohorts of nonprofit CEOs/Executive Directors to work with Jeanne J. Holmes, PhD and corporate Diversity, Equity and Inclusion experts with the **goal of creating actionable DEI plans for their organizations.**

Each cohort will meet (virtually) for ten 90-minute sessions scheduled every other Wednesday beginning on August 31, 2022 and concluding in late January 2023. Participants will be guided in performing a DEI assessment of their organizations, setting goals, creating a strategy, and developing a plan for implementation. Cohort participants will additionally benefit from:

- Networking and building relationships with fellow leaders who are experiencing the same challenges and opportunities
- Receiving additional support and one-on-one guidance from five hours of mentoring with a DEI expert.

One cohort will meet from 9:30am-11:00am Eastern time, while the other will meet from 3:30pm-5:00pm. Please note that cohort assignments will be based on the time zone of the applicant, DEI training and experience of the applicant and nonprofit, and overall diversity of the cohorts.

The cohort sessions and curriculum will progress as follows:

1	August 31	Kick-off and Introductions
2	September 14	Self-Assessment and Goal Setting – Understand how your lived experience shapes you as an individual and a leader. Identify what you want to achieve with the help of this cohort.
3	September 28	Organizational Assessment #1 – Evaluate where your organization is on the DEI journey and any internal and external barriers to implementation of DEI plans.
4	October 12	Organizational Assessment #2 – Determine priorities for implementation of DEI plans.
5	October 26	Staff and Culture #1 – Consider and discuss the current state of your staff and culture relative to your DEI goals.
6	November 9	Staff and Culture #2 – Identify the necessary changes to systems, processes, and procedures to support a culture of DEI and ensure staff buy-in.
7	November 30	Board Collaboration #1 – Discuss the Board’s role in prioritizing DEI as an organizational capability.
8	December 14	Board Collaboration #2 – Identify and discuss specific DEI goals for the Board of Directors, as well as the Board’s role in successful implementation of DEI plans.
9	January 11	Metrics and Accountability – Finalize DEI goals and establish metrics to track performance against goals.
10	January 25	Organizational Goals and Timelines – Create a statement of commitment and a timeline to implement DEI plans. Discuss strategies for engaging the entire organization for successful implementation and measurement of DEI plans.

Nonprofits interested in having their Executive Director/CEO participate in the cohort should meet the following criteria*:

- Annual Operating Budget: \$1-\$15 million
- # of Employees: 5-30
- Strong, established leadership; Executive Director is not new to the organization
- Board of Directors is well-established, open to and supportive of DEI plans and initiatives; not a new or working board
- Organization has the capacity to prioritize implementation of a DEI plan

*If your nonprofit is a bit above or below budget or employee numbers, we are open to evaluating on a case-by-case basis.

The success of this cohort will depend on active participation and a commitment to the following:

- Bringing an open mind and creating a safe space for all members of the cohort to foster open, honest, and sometimes difficult dialogue
- Addressing systemic racism in our communities
- Attending all 10 sessions
- Working with a mentor for 5 hours throughout the course of the program

The participation fee for this cohort will be \$2,500.

If you are interested participating in the program, please complete the [application](#) by Friday, July 15 to be considered for one of the 14 spots in either cohort. Applicants may be asked to participate in a brief interview between July 18 and July 29. Applicants will be notified of acceptance decisions by August 5.

If you have any questions, please contact Amy Cress acress@compassdc.org.