



Conditioning Leaders

Racial Equity Leaders Learning Circle

The Need

The non-profit sector, like the rest of society, faces a big challenge when it comes to racial equity. Many organizations and leaders struggle to have open and honest conversations about race. And it goes beyond dialogue – How do we build authentic relationships across race? Address the practices and biases of board and staff leaders of non-profit organizations? Transform systemic racial inequity in the mission-driven organizations we love?

Who is Invited?

People of Color and White Executive Directors and other senior non-profit leaders with a demonstrated commitment to creating racial equity within their institution.

When?

This group of leaders will meet for seven sessions from October 2017 - March 2018 on Friday mornings from 8:30-11am. Session dates are October 6 and 13, November 3, December 1, January 19, February 9 and March 9.

What Will We Do?

This group will become a safe and trusted container for leaders to bring their most vexing racial equity challenges. We will unpack the biases that we each carry that get in the way of leading this work even more powerfully. We will have separate caucus time for the White and People of Color leaders to unpack the differing personal and professional challenges each group faces.

Participants Will Develop:

- An increased competence to tolerate discomfort when leading and engaging in difficult conversations, particularly around race and inequity,
- A deeper understanding of their identity as values-driven leaders who can articulate and drive a racial equity vision in their organizations,
- A set of tools to apply to organizational development and personal leadership challenges they're experiencing as they commit more deeply to racial equity and social justice,

- A learning community of like-minded leaders who can provide support and accountability to one another.

Cost: \$500 per person per organization.

Facilitators:

Rebecca Jackson, Director of Community Learning and Racial Equity, Trinity Boston Foundation

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 TBF and facilitates conversations on racial identity and equity in various settings in and around Boston. Rebecca is Black woman who uses she/her/hers pronouns. To learn more about Rebecca, go to <https://trinityinspires.org/our-staff>.

Madeline McNeely, Founder, Conditioning Leaders

Madeline is a white, multi-sector, interdisciplinary coach, consultant, facilitator, trainer and adjunct faculty member at Harvard Extension School who focuses on racial equity and organizational inclusion practices. Her sweet spot is supporting White leaders to be even more bold and act with tenacity as they address white privilege, structural racism and transform their organizations to be more equitable and inclusive. Madeline uses she/her/hers pronouns. To learn more about Madeline go to <http://conditioningleaders.com/coaches/madeline>.

Brianna Boggs, Director of Development, GLAD

Brianna's career has focused on fundraising for social justice and racial equity issues in organizations for nearly 20 years. She has a passion for helping White leaders develop skills that will help them push their organizations to deeper engagement in issues of race and equity, internally and externally. Brianna is a White woman who uses she/her/hers pronouns. To learn more about Brianna, go to www.glad.org/staff.

For more information or to RSVP, contact Rebecca Jackson at Rjackson@trinityinspires.org or Madeline McNeely at Madeline@conditioningleaders.com