Black Leadership Institute

Today, as our nation confronts its history of systemic racism and oppression, it is more critical than ever that we address the profound racial leadership gap for Black leaders in the social sector, and actively contribute to the building of Black power, influence, and wealth.

Black leaders are often the least invested in, the least well resourced, and the most isolated in their work to lift up and advance progress in their communities. Not only is this deeply unjust, but this dearth of representation diminishes an organization’s effectiveness, ability to innovate, and credibility in the community it serves.

Together, we can work to change that.

The Institute for Nonprofit Practice (INP) was built to fundamentally disrupt the status quo and ensure that social impact leadership is exponentially more diverse, equitable, effective, and connected. We empower and equip leaders to work together across differences to solve intractable social and environmental problems. For over a decade INP has delivered high-quality, accessible, and comprehensive programming for social sector leaders at every level of their career development.

INP is seeking partners to join us as we build a national Black Leadership Institute (BLI) to connect, inspire, and uplift Black leaders doing important work across the country and across sectors. Through transformative programming, we seek to support Black leaders with the resources, network, content, and community to build upon their social, financial, knowledge, and cultural capital as they step into positions of greater power and influence.

About the Program

**Fellows** - In year one, we will recruit a national cohort of at least 20 Black leaders (Fellows) in senior roles across sectors, leading in fields or on issues with significant outcome disparities for Black people, i.e. incarceration and recidivism, health and health care, environmental justice, poverty, and education. We will seek to increase the size of the national cohort year over year, reaching a minimum of 75 leaders in the first three years.

**Founding Communities** - The national cohort will be comprised of four to five smaller, local cohorts located in Founding Communities across the country, allowing Fellows to develop strong local and national bonds of shared commitment, support, and purpose. We seek to work with funders who are interested in bringing this program to leaders in their communities. We are currently considering
Atlanta, Chicago, Detroit, Los Angeles, Minneapolis, New York City, Seattle, and Washington, DC, as Founding Communities, and we are open to discussing additional cities. A $250,000 regional investment will secure a city or region as a Founding Community and will support both the initial design costs and the participation of 15 Fellows over three years. Fundraising will continue in each city beyond the $250,000 seed. To date, Boston, MA, Dallas, TX, and Providence, RI have been secured as Founding Communities with an initial gift confirmed towards securing Los Angeles, CA.

Design - We know that the most innovative and effective solutions to our most complex social problems are most often derived from those directly affected. We’ve made the commitment to center proximate, community voices in the programmatic design to ensure we embody shared values relative to racial equity and achieve the greatest impact. We will work together with Fellows, staff, faculty, and our launch committee to envision, design and enhance the program.

Key Features

- **18 Months of Programming** - The program will feature 12 months of programming including in-person regional convenings and virtual sessions with the full national cohort, followed by six months of executive coaching. Regional cohorts will convene to hone in on specific themes that resonate with the realities of leadership in their local communities. Looking through the lenses of social, financial, knowledge, and cultural capital, Fellows will explore multiple forms of power, currency and exchange. Sessions will anchor on critical topics that enable Black leaders to identify and implement new strategies to build power and greater influence in their communities. The program will be designed to allow Fellows to continue to be fully present in their work leadership roles, with a number of hours each week set aside for Fellowship activities.

- **In-Person Retreats** - The full cohort will gather for two in-person retreats (pending travel restrictions). During the first retreat, the group will reflect on Black history and the roots of the Black experience in the US (i.e. The National Memorial for Peace and Justice, Greenwood/Black Wall Street, etc.). The second retreat will be an opportunity to envision the future and the potential for Black power in spaces historically lacking representation (i.e. DC, Wall Street, Silicon Valley) and explore the results of these inequities on community progress while Fellows create action plans to advance their impact and influence.

- **Executive Coaching** - We will utilize executive coaches with deep experience coaching executive leaders across sectors. We will use a customized matching process to pair coaches with leaders in 1:1 matches. Coaching will happen virtually.

- **Cultivating Joy and Renewal** - Through a pedagogy grounded in deep personal connection, community building, mindfulness, and the intersection of self-awareness and leadership, we will engage Fellows in a joyful, healing, and restorative experience. Fellows will have a chance to practice and learn then reflect in a space that promotes authentic healing and readiness for transformation.
• **Building Strong Cross-Sector Networks** - Fellows will strengthen existing and build new local and national networks, through access to one another, to INP’s network of 5,000+ students, alumni, faculty, mentors, guest lecturers, numerous cross sector partners, and INP’s relationships with existing Black social networks. INP will leverage its growing community to advance opportunities for increased power and influence of our BLI Fellows and alumni.

**Leadership**

The Founding Director of the Black Leadership Institute is INP’s Chief of Staff, Executive Vice President, Erica Hamilton. Erica brings over two decades of experience as a tri-sector executive, having served as a Strategic Advisor, C-Level leader, grantmaker, and executive coach in the nonprofit, private, and academic sectors.

**Cost**

The program will be offered at no cost to Fellows or their organizations, although it is anticipated that their organizations will be supportive of the BLI time and travel commitment. After meeting the first milestone of raising $1M in Founding Sponsorships by November 2021, the Institute is seeking additional investors to raise a total of $3M in seed funding by March 18, 2022 to support the design, launch and first three years of the Black Leadership Institute.

**Join Us**

To learn more about how you can support this work, contact Stacey Harris, VP of National Expansion, at sharris@nonprofitpractice.org.
Black Leadership Institute Launch Campaign
Goal: $3M in Founding Commitments by March 18, 2022

The Institute for Nonprofit Practice is launching a program to provide Black leaders in the social sector with the space, resources, content, and support to leverage greater power and influence in their leadership. After meeting the first milestone of raising $1M in Founding Sponsorships by November 2021, the Institute is seeking additional investors to raise a total of $3M in seed funding to support the launch of the Black Leadership Institute (BLI) by March 18, 2022. Outlined below are Founding Sponsorship Levels and the commitments that have been made to date.

Join us as a Founding Sponsor!

<table>
<thead>
<tr>
<th>Founding Levels</th>
<th>Amount</th>
<th>Donors</th>
<th>Commitment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Presenting National Sponsor</td>
<td>$500,000</td>
<td>Barr Foundation, Anonymous, The T.J.X Companies, Inc.</td>
<td>$1,000,000</td>
</tr>
<tr>
<td>Founding Community Sponsor</td>
<td>$250,000</td>
<td>Kraft Family Philanthropies, Papitto Opportunity Connection</td>
<td>$250,000</td>
</tr>
<tr>
<td>Gold Sponsor</td>
<td>$100,000</td>
<td>Angell Foundation</td>
<td>$125,000</td>
</tr>
<tr>
<td>Silver Sponsor</td>
<td>$50,000</td>
<td>Fish Family Foundation</td>
<td>$50,000</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>7</td>
<td>$2,675,000</td>
</tr>
</tbody>
</table>

Benefits and Engagement Opportunities

Presenting National Sponsor and Founding Community Sponsor - At these levels, sponsors support the participation of 15 leaders in BLI over three years. Sponsors can participate as advisors and
recommend a Founding Community to serve as a BLI program site. In year one, the national BLI cohort will be comprised of 20 leaders divided into four to five cohorts located in Founding Communities across the country.

We seek to work with funders who are interested in bringing this program to leaders in their communities. We are currently considering Atlanta, Chicago, Detroit, Los Angeles, Minneapolis, New York City, Seattle, and Washington, DC, as Founding Communities, and we are open to discussing additional cities. A $250,000 regional investment will secure a city or region as a Founding Community and will support both the initial design costs and the participation of 15 Fellows over three years. Fundraising will continue in each city beyond the $250,000 seed. To date, Boston, MA, Dallas, TX, and Providence, RI have been secured as Founding Communities with an initial gift confirmed towards securing Los Angeles, CA.

All Founding Sponsors - All Founding Sponsors will receive the following benefits and engagement opportunities. Donors will be recognized at their giving level for the first three years of programming.

- Recognition on all BLI materials
- Inclusion in the press releases and public announcements
- Recognition on the Institute’s website, in the Annual Report, and across social media
- The opportunity to receive information on the inaugural cohort of leaders enrolled in the program and an update from leaders upon graduation
- Invitation to the inaugural BLI graduation

For More Information

To learn more about becoming a Founding Sponsor, contact Stacey Harris, VP of National Expansion, at sharris@nonprofitpractice.org.