



# Supporting Leadership of Color in the Afterschool Sector: Progress Report from the National Afterschool Association

Presented by Grantmakers for Education  
Out-of-School Time Impact Group

*July 17, 2020, 12 pm ET*

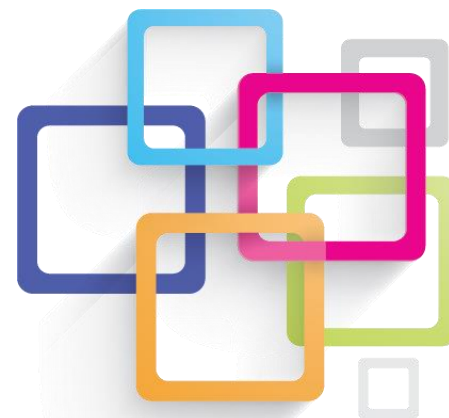
*The program will be starting shortly*



grantmakers<sup>for</sup>education

National Afterschool Association's

# Professional Learning Community for Emerging Leaders of Color



NAA'S PROFESSIONAL  
LEARNING COMMUNITY for  
**EMERGING  
LEADERS  
OF COLOR**

# Partnering to Advance Equity in Leadership



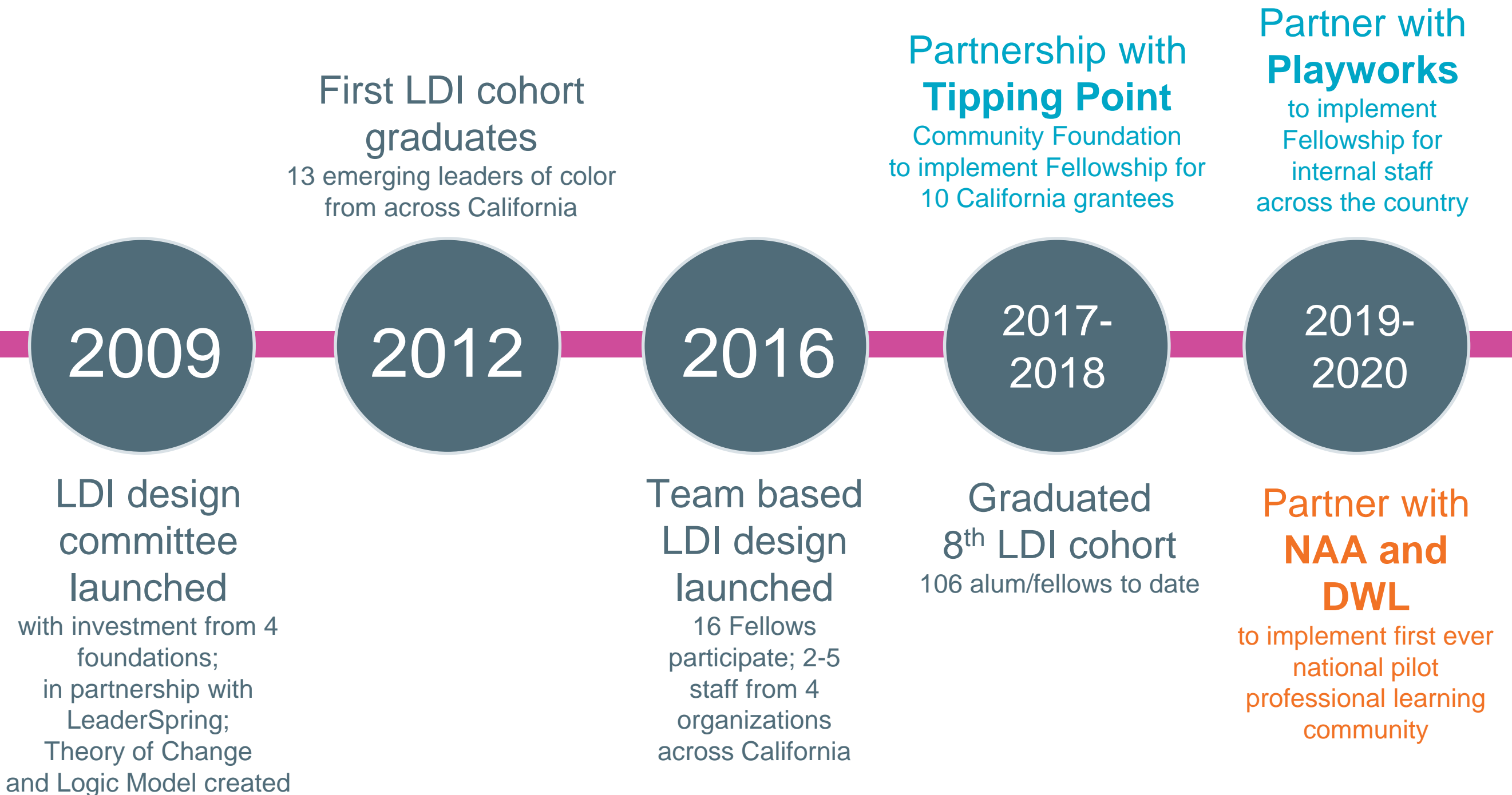
Less than 20% of executive directors/CEOs of nonprofits are people of color



Barriers to advancement range from internal obstacles to institutional racism.



# CalSAC's Leadership Development Work





Increase the capacity of emerging leaders of color to equity-driven change agents in the Out-of-School-Time (OST) field



Increase **preparation and skill** levels of emerging leaders of color to enter advanced leadership.



Explore the **dynamics and manifestation of power, privilege and oppression**, and ways to interrupt these systems



Build a **network of equity-centered leaders** committed to personal, organizational and community transformation

# NAA ELC PLC Leader will:

- Engage in **personal reflection** and examination of the intersection of **personal and leadership development**
- Deepen their **equity analysis** and gain strategies to influence and inform policy and practices within their organization.
- Explore how **power, privilege and oppression impact leaders of color** as they navigate systems and, in their work, to serve young people and their families.
- Network and **build community with other leaders of color** across the country.

# Cohort Big Picture Goals



## Community

Actively investing in one another's success



## Leadership & Management Competencies

Skill building and shared definitions and interpretations



## Equity

Deeper consciousness around power, privilege, oppression and equity

# Leadership Model





# Equity-Driven Leadership Framework



**Holding  
up the  
mirror**



**Curriculum  
and  
Programming**



**Organizational  
Policies and  
Norms**

## Convention Gathering

to foster community and  
reflect on equity,  
culture and  
leadership  
competencies.

## Virtual Learning Community Sessions

to build knowledge, skills  
and capacity and to  
strengthen relationships  
across the cohort

From  
4 to 5

MARCH

## Development of Leadership Plan

to enable PLC participants to  
customize their program  
experience and maximize  
impact in how they lead self,  
others and systems-wide  
change in their organizations

## Readings and Assignments

between sessions to  
strengthen critical  
analysis and  
application of learning

## Closing Session

To honor the  
participants  
and reflect on  
learnings.

**Counter-Dominant Leadership**

**Systems Change**

**Power, Privilege and Oppression**

**Supervision and Performance Management**

**Adaptive Leadership**

**Strengths-Based Leadership**

**Courageous Conversations**

**Racial and Social Justice**

**Mindfulness**

**Community Building**

**Social and Emotional Skills**

**Movement Building**

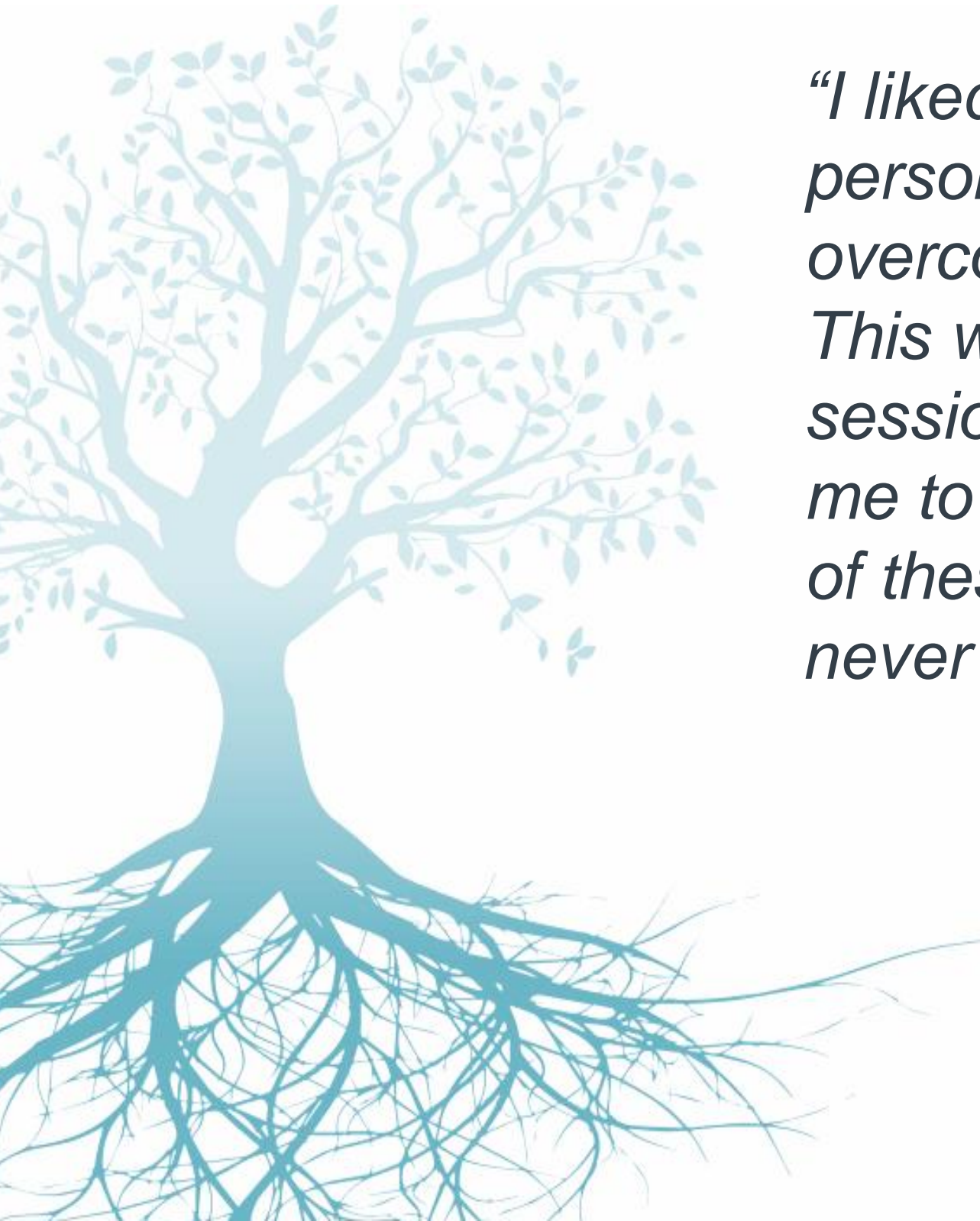
**Authentic Leadership**

**Leadership vs Management**

# PLC Sessions Calendar

Mar 6	April 9	May 7	May 28	June 11	July 7	August 20	September
Orientation Webinar	Virtual Session #1	Virtual Session #2	Planning and Goal Setting Session	Virtual Session #3	Virtual Session #4	Virtual Session #5	Closing Session Location TBD

# Reflections From Participants



*“I liked the opportunity to focus on personal healing from racism and overcoming white supremacy culture. This was such an eye-opening session... It was very intense and led me to do major self-reflection. Some of these concepts were things I've never really considered.”*



# Reflections From Participants

*“I learned that I’m going to have to work on me as a key part to this work. It isn’t just making others do better, it’s continuing to challenge and push myself to be a better racial equality leader.”*

# Reflections From Participants

*“So many of these concepts were completely new to me. Very eye opening to the point that it left me pondering so many aspects within myself and my organization.”*

# Reflections From Participants

*“ I really needed to hear that the conversations and dialogue around equity are just as important as the action. I never want to be in the ‘all talk, no action’ category and as a result I'm very action-oriented, but topics like this require careful and thoughtful action so the conversations are crucial to the process.”*

# Key Takeaways



Participants report **feeling connected** with other cohort members.



Participants are **applying the tools and strategies** in real time.



Participants really value the time for **self reflection and personal exploration**.

# Coming up next...



## Annual Conference

Conference Year-Round  
August 3, 2020 – April 8, 2021

Conference Week  
October 12 – 16

[bit.ly/GFE2020AC](https://bit.ly/GFE2020AC)



7/27/2020