



Dear Community Leader of Color,

The Black Resilience in Colorado (BRIC) Fund is excited to extend an invitation to apply for participation in the 2023-24 Executive Directors of Color Institute (EDCI) Program. This two-year experience provides a BIPOC peer-to-peer learning cohort, organization capacity building sessions and individual leadership coaching throughout the program.

In the Fall of 2011, The Denver Foundation's Inclusiveness Project, Community Grants Program, and Strengthening Neighborhoods Program convened focus groups of executive directors of color to discuss their unique strengths/assets, issues, challenges/barriers, and opportunities. The members of the group had a wide range of experiences (from new leaders to those with over 30 years of experience), financial support (with budgets of \$500 to \$1 million+) and organization size (all volunteer entities with no paid staff to agencies with 50+ staff members). Members and their organizations had two key areas in common - the desire to participate in a cohort that allowed them to network, to share and learn with peers of color, and to develop specific skills that enhance the capacity and effectiveness of their organization.

In response to those informative conversations, EDCI was created to build the individual and organization capacity of executives directors of color and their organizations. Areas of capacity building include: Fundraising/Fee-for-Service, Strategic Planning, Collaborative Partnerships and Strategic Restructuring, Volunteer Engagement/Community Involvement, Self-Care, Evaluation and Communications. The two-year program includes the expertise of EDCI Alumni, seasoned executive directors and leaders of color with specific expertise, light coaching and opportunities to develop partnerships.

Over the past 11 years, 175+ executive directors of color, facilitated by an experienced team, have shared their experiences, supported one another, expanded their networks, and strengthened their organizations. We Hope to include you in this growing group of powerful leaders and strong organizations!

Please review the time investment (fourth Friday morning of each month, March thru December; three-hour virtual sessions) required for this exciting opportunity. PLEASE



NOTE: You are required to attend at least 7 of the 9 sessions each of two years. While we estimate that the value of this program is \$7,500+ per participant, THERE IS NO COST TO YOU! In an effort to build a strong and deeply invested cohort we will cap the 2023-24 group at 18-24 participants.

**If you desire to participate in the Institute, please complete this form by Friday, February 3, 2023 at 5pm.**

We look forward to receiving your application!

Sincerely,

LaDawn Sullivan

Executive Director