ReachOut e-Diversity News

An Electronic Publication of the Ohio Developmental Disabilities Council

October 2019 Edition | Volume 14 Issue 5

This Month: "Leadership Development"

1. **Project Diversity and Pride Leadership**
2. **African American Leadership Academy**
3. **Latina Mentoring Academy**
4. **New American Leadership Academy**

Read, Pass on to Friends, Family Members, Colleagues & Constituents

Subscribe

Don't Miss an Issue!

It is the policy of the Ohio Developmental Disabilities Council to use person-first language in items written by staff. Items reprinted or quoted exactly as they originally appear may not reflect this policy.

Investing intentionally in the leadership development of individuals who represent un/under served populations is an investment in a future that values diversity, inclusion, and equity. This newsletter highlights four different leadership development programs, each has a unique focus. The focus includes: governance, workforce, and community leaders. The participants are diverse across racial/ethnic, gender, sexual orientation and new American groups. In each program, participants gain knowledge and skills that empower them to advocate more effectively as a leader to ensure that our communities, organizations, and workplaces are welcoming to all, more diverse and inclusive, and provides culturally appropriate services.

You are invited to "take action".

Please, "post" on the ODDC social media platforms so that all of our readers can benefit from what you discover.

Our October newsletter demonstrates that when we intentionally develop diverse leaders we are recognizing that all voices must be heard and subsequently contributing to reducing the disparities in our neighborhoods, counties, cities and state.

Project Diversity and Pride Leadership Program

As communities become increasingly diverse, it's critical that the composition of nonprofit boards reflects this diversity to include many perspectives and approaches. This program trains participants to serve effectively on boards by providing the knowledge, skills, and experiences to contribute confidently.

-READ MORE-

African American Leadership Academy

The African American Leadership Academy (AALA) is a community-based leadership development program that expands both the number and effectiveness of African American leaders in central Ohio. Individuals accepted into the Academy come with a demonstrated excellence in their profession, a commitment to public or community service and the desire to succeed. The Academy exists to assure an increasing diversity of leadership.

-READ MORE-

Latina Mentoring Academy Hispanic Chamber of Commerce

Latina Mentoring Academy (LMA) is a program of the Hispanic Chamber of Columbus designed to specifically meet the unmet needs of Latina professionals in the central Ohio area. The program brings together Latinas in a variety of career stages for a unique professional development experience, combining professional mentorship with culturally relevant workshops and civic engagement.

-READ MORE-

New American Leadership Academy

The New American Leadership Academy (NALA), sponsored by the Department of Neighborhoods, is a leadership and professional development program focused on civic engagement for our New American residents. Participants will receive mentorship, professional development and cover topics such as government, civic responsibility, and implicit bias. The Academy selects individuals who are ready to grow and enhance their knowledge of civic engagement, community stewardship, leadership, and discover new ways to contribute to our community.

-READ MORE-

Did You Know?

leadership [lee-der-ship] noun

1. **the position or function of a leader, a person who guides or directs a group:**
   - He managed to maintain his leadership of the party despite heavy opposition.
2. **ability to lead:**
   - As early as sixth grade she displayed remarkable leadership potential.
3. **an act or instance of leading; guidance; direction:**
   - They prospered under his strong leadership.
4. **the leaders of a group:**
   - The union leadership agreed to arbitrate.

The purpose of "Reach Out" e-Diversity newsletter is to promote interagency collaboration and coordination that result in agencies providing culturally competent services to the unserved/underserved populations in Ohio

Reach Out e-Diversity News is produced by The Outcomes Management Group, Ltd.

This product is funded all or in part by the Ohio Developmental Disabilities Council.

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Project Diversity and Pride Leadership Program

Program Overview
Project Diversity and Pride Leadership is the United Way of Central Ohio's inclusive nonprofit board development program designed to create impactful, diverse leaders from Central Ohio's racial minority and LGBTQ+ (Lesbian, Gay, Bi-sexual, Transgender, Queer) communities. As communities become increasingly diverse, it's critical that the composition of nonprofit boards reflects this diversity to include many perspectives and approaches.
This program trains participants to serve effectively on boards by providing the knowledge, skills, and experiences to contribute confidently.

United Way of Central Ohio

Program Facts

About Project Diversity

- Launched in 1989
- Designed to give people of color- African Americans, Asians, Hispanics, Native Americans and other racial minorities- a greater opportunity to serve the community
- 550 graduates
- Recognized as a premier racial minority leadership program

About Pride Leadership

- Launched in 2008
- Designed to give members of the LGBTQ+ community a greater voice in community leadership
- 200 graduates
- Recognized as a quality leadership development program in Central Ohio

Participants Benefits
Graduates cite numerous professional benefits, particularly in these areas:

- Skill development
- Collaborative decision making/difficulty
- Building a diverse professional network

- Increased understanding of the community and local nonprofits
- Nonprofit board/committee opportunities

Program Structure

- Kick off with a two-day retreat
- The curriculum is six months of structured workshops and facilitated dialogue with monthly sessions two to four hours in length.
- Sessions include lectures, hands-on workshops and other activities incorporating these subjects:
  - Corporate social responsibility
  - Board governance
  - Meeting management
  - Fundraising and resource development
  - Diversity and Inclusion
  - Fiscal management
  - Strategic planning
  - Marketing and public relations
- United Way provides community tours, education and direct access to local nonprofits. Participants hear first-hand from local nonprofits about the work they do in order to best address the issues impacting nonprofits and our community
- Service Project
  - Participants participate in one or two service projects designed to provide practical experience of being on a board or committee and use the knowledge and skills they are learning from the program.
  - Participants report on their service project experiences during the conclusion of the program
- Following graduation, United Way facilitates introductions to nonprofit leaders whose organizational missions align with participants interests. United Way does not guarantee board or committee placement.

“Project Diversity showed me the challenges minorities have in our community. I saw different leadership styles in action and learned the importance of trusting in a team. It gave me a new group to call family.”**–Magaly Vasquez, Columbus Metropolitan Library**

“Pride Leadership has been a wonderful experience because not only do I have the tools, skills, resources to move forward with supporting organizations in this city, I also have a number of new friends. That to me is a great value.” **–Justin Warren, L Brands**

Learn more—CONTACT
Shayne Downton, Chief Diversity and Inclusion Officer Shayne.Downton@uwcentralohio.org
Josh Hartley, Relationship Manager, PRIDE United and LINC Joshua.Hartley@uwcentralohio.org

Take Action

READ Report on the Nonprofit Sector in Franklin County and find out why Board Leadership Development Programs for people of color and individuals representing the LGBTQ+ community are needed

DETERMINE Board composition of Nonprofit Boards in your local community

REFER OR ENROLL in leadership development programs in your local community

SHARE your actions on ODDC social media platforms

Post

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African American Leadership Academy

AFRICAN AMERICAN LEADERSHIP ACADEMY

Program Overview

The African American Leadership Academy (AALA) is a community-based leadership development program that expands both the number and effectiveness of African American leaders in central Ohio. Individuals accepted into the Academy come with a demonstrated excellence in their profession, a commitment to public or community service and the desire to succeed. The Academy exists to assure an increasing diversity of leadership. Its Leadership Development Program is guided by a philosophy inspired by Warren Bennis, well known author and chairman of the Advisory Board of the Center for Public Leadership at Harvard University's Kennedy School. He stated: "To become a leader, you must first become who you are."

Program Facts

- Founded in 2005 by a group of Columbus African American leaders
- Each class consists of 12 to 20 Fellows from private, entrepreneurial, non-profit, government and education sectors
- Duration is eight months
- Strength based curriculum focused on efficacy, leadership agility and leadership interaction
- Over 160 alumni Fellows to date

Participants Benefits
The goal is for each Fellow to graduate with a clearer sense of personal and professional strengths, more confidence to effectively pursue their passions, and an increased commitment to shaping their community. By the end of the program, Fellows have skills and confidence to achieve the following:

- Become more self-aware of their personal leadership style and strengths
- Enhance their understanding of areas that are critical to their personal growth, community growth, and leadership capabilities
- Identify their most and least effective leadership attributes and skills
- Develop personal strategies for maximizing talents
- Understand the difference between and the role of talent, knowledge, and skills
- Develop personal strategies for greater success in achieving career, community and life goals
- Develop a sense of community and collaboration among and between all classes of Fellows

Program Structure
Each year, the Advisory Board selects 12-20 leaders, ages 25-55, from the private, entrepreneurial, nonprofit, government, and educational sectors who demonstrate potential for top leadership roles in their professional and civic life.

Therefore, meeting for eight (8) sessions—in the evening and on weekends— from January through August, the curriculum is shaped to incorporate the following throughout the program year:

1. Professional resources
2. Strategies for success grounded in a customized Efficacy for Professionals of Color curriculum
3. Strengths based leadership principles
4. Specific tools for making better connections and to deepen the attributes that accelerate leadership
5. Individual presentations
6. Reflective Evaluation: An ongoing process of self-evaluation that occurs throughout the program

Learn more—CONTACT
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Columbus, OH 43215
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Take Action

REVIEW African American Leadership 2017 Session Plan and find out the objectives of each session

IDENTIFY session that is of most interest to you

RESEARCH information that relates to the topic and focus

SHARE your actions on ODDC social media platforms

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Latina Mentoring Academy
Hispanic Chamber of Commerce

LATINA MENTORING ACADEMY

HISPANIC CHAMBER COLUMBUS

Program Overview
Latina Mentoring Academy (LMA) is a program of the Hispanic Chamber of Columbus designed to specifically meet the unmet needs of Latina professionals in the central Ohio area. The program brings together Latinas in a variety of career stages for a unique professional development experience, combining professional mentorship with culturally relevant workshops and civic engagement. With the help of strategic collaborations and partnerships, LMA aims to promote the development of Latina talent. Its programming contributes significantly to the overall well-being and future of central Ohio community.

Program Facts

- Launched in 2010
- In its 10th cycle
- Duration is five months
- Only program of its kind in the state of Ohio
- Corporations and organizations at the state and local levels recognize LMA as a leading resource for the development of Latina talent

Participants Benefits

- Become active and influential leaders within the Latino community and beyond
- Develop mentor and mentee relationships that are mutually beneficial
- Achieve one or two short-term career goals
- Develop and implement a service project that positively impacts the Latino community

Program Structure
Annually, approximately 10 individuals are selected from a competitive pool of applicants. The result is a class of Latina professions who are ready to hone their leadership skills and talents.

The program has four major components:

Mentorship: Each participant is paired with a professional mentor for the duration of the program. Mentee-mentor pairings are made on a variety of factors including, but not limited to, needs of the mentee as expressed through the application, shared personality traits, mutual background experiences, mentoring style of the mentor, and shared interests.

Each mentor relationship establishes the goal for their relationship. Monthly mentor meetings are outside of the regular curriculum and vary depending upon the nature of the relationship.

Overnight Retreat: In June, after a mentor-mentee mixer to kick-off the program, participants attend a mandatory overnight retreat. The retreat helps participants get to know each other, develop a cycle identity, and begin their journey of personal and professional growth.

Workshops/Sessions: There are nine bi-weekly evening workshops, 6:30 – 8:00 pm. Workshops are led by field experts. Session topics have evolved over the years to truly reflect the mission and vision of LMA. Topics have included public speaking, personal branding, money management, personal leadership styles, and community stewardship.

Community Impact Project: The final component of the program is the community impact project. The goals of the community impact project are to expand our participants' knowledge of our community's services/resources and their respective needs/challenges, and for the participant to hone her leadership, management and team building skills in addressing a need or formulating a solution to a challenge.

Participants are split into smaller groups based on a shared passion or interest. Each group works to develop a project that will positively impact the Latino community. Time devoted to the project is outside of the regular curriculum and varies according to the project scope. Participants can expect to spend a minimum of 2-4 hours per week on average, with most of the project work occurring during mid-July to late-September.

Each group presents their project at an open-to-the-public event in September. One project is selected by LMA staff to be implemented the following calendar year.

Learn more—CONTACT
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Take Action

INTERVIEW a mentor and mentee and determine their relationship goal

RESEARCH Community Impact Projects and determine how they benefited participants and the targeted community

SHARE your actions on ODDC social media platforms

Post

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The New American Leadership Academy

The New American Leadership Academy (NALA), sponsored by the Department of Neighborhoods, is a leadership and professional development program focused on civic engagement for our New American residents.

Participants will receive mentorship, professional development and cover topics such as government, civic responsibility, and implicit bias.

THE CITY OF COLUMBUS
ANDREW J. GINTHER, MAYOR

DEPARTMENT OF NEIGHBORHOODS
NEW AMERICAN LEADERSHIP ACADEMY

The Academy selects individuals who are ready to grow and enhance their knowledge of civic engagement, community stewardship, leadership, and discover new ways to contribute to our community.

Outcomes

Knowledge gained as a result of the program will equip participants with the skills needed to empower their communities in a culturally appropriate manner. NALA provides opportunities to:

- Receive lectures and presentations on local government, public policy, and neighborhood and community leadership
- Engage in a service project that reflects the skills learned in the program
- Engage with community and government leaders

By the end of the academy, participants will have gained the skills necessary to navigate local governments and, in turn, help not only themselves and their professional development but, empower their communities to do the same. The academy is open to all qualified applicants 18 years or older with a high school diploma or equivalent.

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Hours: M-F 8:00 AM - 5:00 PM

IDENTIFY the nationalities that make up the New Americans in your community, number of language spoken, leadership development programs

SHARE your actions on ODDC social media platforms

Post