**Racial Equity Framework – New Program!**

**Leading Change: Intentionally Embracing Racial Equity in Your Organization**

The Community Foundation for Loudoun and Northern Fauquier Counties launches its newest program of its Racial Equity Framework, titled ***Leading Change: Intentionally Embracing Racial Equity in Your Organization***.

Leading Change will provide three nonprofit leaders a combination of individual consultation and group learning as a cohort to review their organizational policies, practices and culture with a racial equity lens. It will also support organizational leaders engaging in organizational change work and provide them with recommendations to advance racial equity initiatives within their organizations.

Consultation and facilitation for Leading Change will be provided by Lisa J. Williams (she/her) of TLJN Consulting. The total value of consultation services provided to each participating nonprofit is valued at $5,000.00.

**Program Design**

* Each participant receives two individual consultation sessions with Lisa.
  + Consultation sessions will include a discovery session to determine participant’s area of focus, a review of relevant organizational policies and practices, and feedback related to advancing racial equity initiatives within their organizations.
* In addition, all three participants will attend two group learning cohort sessions, facilitated by Lisa:
  + Session One: January 25, 2024, 10:00 a.m. – 12:00 p.m.
  + Session Two: April 4, 2024, 10:00 a.m. – 12:00 p.m.
  + *Cohort sessions will take place in-person at the Claude Moore Nonprofit Training Center, 714 East Market Street, Leesburg, VA 20176)*
* Participant fee: $250 per participant

**Eligibility**

Eligible participants will serve in a leadership role in a 501c3 nonprofit organization serving Loudoun County, and will commit to attending both group cohort sessions.

Applications to the cohort program are due by **Friday, December 22, 2023**; applications should be submitted to Joanne Trimmer, Director of Grants and Nonprofit Programs, at [joanne@communityfoundationlf.org](mailto:joanne@communityfoundationlf.org). Applicants will be notified of the outcome of their application by January 10, 2024. It is recommended applicants hold the cohort dates on their calendars in advance.

**About Lisa J. Williams**

Lisa (she/her) is a generation X, biracial, cisgender female who identifies as Black. She is of European-American ethnicity. She moved to Loudoun County (original lands of the [Patawomeck](https://www.patawomeckindiantribeofvirginia.org/" \t "_blank) tribe) in 1998. She started her own practice, To Learn Just Notice (TLJN) Consulting, a DEIA strategic practice after spending 24 years in the Technology industry. She is passionate about DEIA, and is focused on doing this important work in Loudoun County where she and her husband are raising their family. Lisa brings a customized approach to her work that incorporates her strategic leadership skills, lived experience as a Black woman executive, her DEIA and and Wellness certifications, and her training in somatic work. She works with individuals, teams, and companies to create sustainable change based on the goals of the client. She is active in the Loudoun community and sits on the board of LAWS and is a racial equity partner of SCAN.

**Leading Change – Application**

Application deadline: Friday, December 22, 2023

Submit to Joanne Trimmer – joanne@communityfoundationlf.org

**Organization Name:**

**Name of Person Completing Application:**

**Title:**

**Email:**

**Phone Number:**

**Number of Paid Staff (full and part-time):**

**Number of Years in Operation:**

1. **Briefly describe your organization’s mission and work. Include 1) brief summary of your main programs serving Loudoun residents and 2) brief overview of your staffing structure.**
2. **If selected to participate in the Leading Change program, what kind of change do you wish to explore as a leader and within your organization?**
3. **Provide a brief description of recent diversity, equity, inclusion, and accessibility initiatives undertaken by your organization, if applicable. Please note organizations at all stages in their learning journey are encouraged to consider applying; your response to this question will help us to structure the program.**
4. **Describe your organization’s capacity to implement recommendations if selected to participate in the program.**
5. **Do you have any schedule conflicts with the two group cohort meetings (January 25, 2024, and April 4, 2024, 10:00 a.m. – 12:00 p.m. in person in Leesburg)?**