



# THE CATALYST COLLECTIVE IMPACT REPORT

OUR WORK WITH BIPOC LEADERS HAS ALSO ILLUMINATED THAT THERE ARE CORE SHIFTS THAT SECTOR LEADERS CAN EMBODY TO PROVIDE EASE AND MITIGATE THE CONDITIONS THAT CONTRIBUTE TO BURNOUT:

1. *Caring for Oneself*
2. *Connecting with Community*
3. *Changing Organizational Culture*
4. *Championing Collective Power*



## From Our Participants:

### 75% OF SURVEYED PARTICIPANTS

#### STRONGLY AGREE:

The program helped me *prioritize and model inner well-being and self-care* as a way of mitigating burn out and fostering an organizational culture of care.

### 100% OF SURVEYED PARTICIPANTS AGREE:

The program helped me see *the benefits of being in a relationship and community with other leaders of color* as a way of disrupting isolation.

### 100% OF SURVEYED PARTICIPANTS AGREE:

I would recommend this program to my peers.



“The space created by the Catalyst Collective enabled me to *grapple with systems of oppression* in a way that has been enriching and empowering.”

GREGORY A. MCPHERSON



“This nurturing space made it visceral and palpable that, “We are the ones we have been waiting for.” There was always so much critical care, radical generosity and R-E-S-P-E-C-T in the room! Knowing that even in the hardest and most difficult times there are others *working in solidarity and with ingenuity and grace*, is so affirming.”

LISA LEE



“The Catalyst Collective space has helped me think about leadership as how my peers and I practice it, how we structure and interact within our organizations to be more effective, and how we look at systems to move the nonprofit field to *positively impact our communities and neighborhoods*. I have appreciated having both the group sessions and a coach for individual work to *expand my leadership practice* and bring my learnings to my organization and the BIPOC populations that we serve.”

ERIKA GEE



“I learned so much about myself and who I am as a leader from being in community with fellow leaders of color in the nonprofit sector. Usually when I'm in a room with other nonprofit leaders, I have to have my guard up at first, but with this group, I instantly was able to share a bond with them because we have a shared experience of being “othered” in a white dominant nonprofit world. I learned so much about how to be *a champion for anti-racism* in my organization and how to ensure that I'm *centering race equity* in our work.”

REY FAUSTINO



“I have such *a heart of gratitude* to ProInspire. I have been part of six cohorts since the pandemic. The Catalyst Collective cohort was my favorite.”

CHERYL P. JOHNSON

# THE CATALYST COLLECTIVE

The Catalyst Collective is a community of practice designed to generate collective power and support leaders on a personal and professional journey anchored in *self-care, community care, and racial equity*.

This program supports leaders as they navigate the personal and structural experiences and challenges that leading nonprofit organizations in the social sector often creates.

THE CATALYST COLLECTIVE exists to spark change in a world where 87% of nonprofit and philanthropic executive directors or presidents are white. Each day, many Leaders of Color work relentlessly to interrupt the pervasive systemic inequities that disproportionately harm Black and Brown communities. These challenges are often compounded by being “one of a few” leaders of color in a position of authority and the extra sense of responsibility to “not mess up” in white-dominant environments.

To advance race equity, the social sector needs BIPOC leaders to *thrive*. Investing in the leadership of people of color is one of the most meaningful ways that foundations and nonprofits can support organizations in their work to advance more equitable outcomes

## PROGRAM ELEMENTS

### Population

Up to 20 leaders per cohort, consisting of Executive Leaders.

### Duration

24-month program.

### Quarterly Convenings

Four 1.5 day convenings to *support fellowship and provide tools and resources* for the cohort to support their journey, ending with a week-long, in-person retreat.

### Individual Support

Bi-weekly coaching, assessment, resources and materials to support each individual in *processing and growing their unique journey* and putting tools taught in the program *into practice*.

### Monthly Leadership Labs

Monthly check-in's to *review materials* from quarterly convenings, *deepen understanding* of tools in practice, *discuss timely functional and societal topics* that leaders may be exploring.

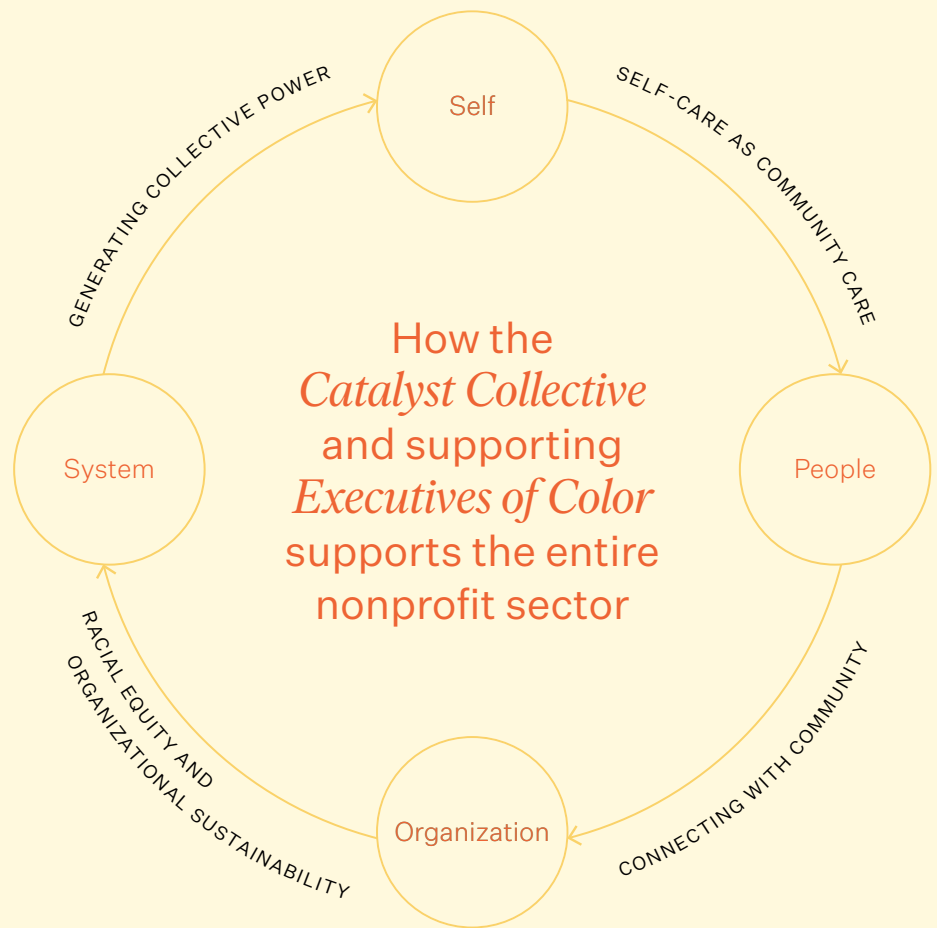
### Evaluation & Sector Share-back

Beginning, middle, and end assessment to *measure progress* in key elements of self-care, community care, values alignment, and collective reimagining.

Development of a virtual magazine to *document the learnings* in each of these areas.

# THE CATALYST COLLECTIVE MODEL

THE CATALYST COLLECTIVE prioritizes supporting leaders with prioritizing *holistic well-being*, shifting organizational culture to *accelerate race equity*, and maintaining *financially sustainable organizations*.



## Program Objectives

- **PROVIDE OPPORTUNITIES** for leaders to practice prioritizing their well-being and discover ways to model community-care in their organizations.
- **SUPPORT LEADERS** with understanding how their identities, in particular racial identities, inform their leadership approach and needs.
- **BUILD TRUST AND MEANINGFUL CONNECTIONS** between BIPOC leaders in the sector.
- **HELP LEADERS** with building technical and adaptive strategies to accelerate race equity within their organizations.
- **WORK TO SHIFT POWER** in the social sector through championing collective voice and influence.

## 2022 Program Overview

Total Number of Participating Organizations

20

Average Number of Board Members

14

Number of Organizations with Advisory Councils

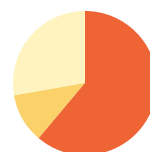
3

Average Size of Advisory Council

18

Organizational Category

Community-Based	11
Advocacy	2
National	5



Organizational Size

5-10	3
11-25	6
26-50	4
51-100	1
101-150	1
151-250	2
500	1



Organizational Reach

International	1
National	8
West	1
Midwest	4
Southeast	5
Northeast	1



# ABOUT PROINSPIRE

Founded in 2009, ProInspire activates leaders *at all levels to accelerate equity.*

Recognizing that leadership and equity are the keys to systems change, we strive to impact change by designing and delivering workshops, facilitating racial equity change processes, convening communities of practice, and conducting research focused on equitable leadership practices in the social sector.

PROINSPIRE HAS ENGAGED with over 4,000 leaders at all levels across the social sector as we work towards our vision of a more equitable and just society. *Our position is that by centering the needs of Black people, Indigenous people, and People of Color (BIPOC), organizations will create lasting change that disrupts racism.* Our values of equity, authenticity, collaboration, and courage are essential to who we are and what we do, and we strive to embody these ideals in our lives and our work with leaders and organizations.

ProInspire was named by the Chronicle of Philanthropy as one of *7 Nonprofits to Watch* in 2015, and as a *Top-Rated Nonprofit* from 2015 to 2018. In 2021, ProInspire moved to a shared leadership model, where Bianca Casanova Anderson was promoted to co-CEO serving alongside Founder and co-CEO Monisha Kapila. While we bring our knowledge and expertise to this work, it is only through our partnerships and the collective wisdom and actions of our community that we can achieve our mission and realize our shared vision. We are grateful for the leaders and organizations who have partnered with us.

## VISION

ProInspire envisions an equitable and just society free of systemic oppression where *all people thrive.*

## MISSION

ProInspire activates leaders at all levels to *accelerate equity* at the individuals, organizational, and systems levels.

## BOLD GOAL

ProInspire's bold goal is for social sector leaders at all levels to accelerate race equity in outcomes and experience by focusing on *practices, capacity, and thought leadership from self to systems.*



ProInspire Co-CEOs Monisha Kapila and Bianca Anderson at the Catalyst Collective 2022 Imagination and Rejuvenation Retreat.

This program was funded by a two-year grant; we are grateful for the Kresge Foundation for making this needed program a reality.





Co-CEO & Zine Project Director  
Bianca Casanova Anderson

Founder & Co-CEO  
Monisha Kapila

Senior Communications Manager & Zine Editor  
Rachel Leonidas

Senior Manager & Zine Project Manager  
Neriel David Ponce

© 2022 ProInspire



[facebook.com/ProInspire](https://facebook.com/ProInspire)



[twitter.com/ProInspire](https://twitter.com/ProInspire)



[linkedin.com/company/ProInspire](https://linkedin.com/company/ProInspire)