

A large teal circular graphic is centered on the page, containing a photograph of three women in professional attire. The woman in the foreground is smiling broadly, while the two women behind her are looking towards her. The entire graphic is overlaid on the orange background.

ProInspire's Strategic Direction

A graphic consisting of three parallel yellow chevrons pointing to the right, positioned at the end of the horizontal line.

Activating Leaders, Accelerating Equity

Who We Are

Prolnspire strengthens leaders, organizations, and philanthropy to reimagine leadership and create conditions where everyone can thrive.

For leaders,

we create trusted spaces for inner work, healing, and leadership development.



For organizations,

we support governance, accountability, and workplace practices aligned with social justice values



For philanthropy,

we serve as a connector and capacity builder, to shift workplace practices and redistribute resources and power.



Context of this Moment

There's no denying that our country is in crisis.



Racism remains a public health crisis that shapes people's daily experiences, quality of life, and health outcomes. And in turn, racial inequity undermines BIPOC leadership, weakens organizational culture, and limits impact.

There is also a **crisis of disinvestment and downsizing**, resulting in the rescinding of racial justice commitments, the erosion of equity-centered infrastructure, and a return to risk-averse funding that sidelines liberatory work.

These collective crises create a climate of heightened repression where BIPOC-led organizations, equity-aligned leaders, and social movements face pervasive instability, emotional exhaustion, and fear that weaken our trust, organizing capacity, and ability to boldly imagine new futures.

Instead of caving in to the pressures of this moment, we feel called to deepen our commitment to co-creating a world free from systemic oppression and rooted in racial equity, where all people thrive.

Our **Strategic Direction** is an invitation for you to understand our vision and partner with us.

Understanding of Need

Prolnspire's role in the sector is to move us closer to the world we want to create: a world free of racism and systemic oppression where all people thrive.

Thriving is not abstract; it is tangible and attainable.

It shows up in health, quality of life, and systemic outcomes. In fact, research affirms that leaders reflective of, trusted by, and connected to their communities are well positioned to drive generational change.

However, too often, the social sector replicates the inequities it was created to dismantle.

Leaders most proximate to injustice, in particular Black women, hold disproportionate responsibility without adequate support, leading to burnout and a devaluation of their authority and contributions.

Organizations struggle to align their values with their daily practices.

Philanthropy concentrates decision-making power and resources far from the communities most affected by inequities.

Our Role in the Sector

As an intermediary, ProInspire builds strong and trusted relationships with both philanthropic and nonprofit communities. We align communities around shared goals, foster collaboration, amplify collective power, and set an example for transforming the social sector as a whole. We sum up these efforts through our three core strategies.

PROINSPIRE'S 3 CORE STRATEGIES:



**LEADERS
THRIVING:** Strengthening community and connection for BIPOC Leaders



**ORGANIZATIONS
THRIVING:** Cultivating liberatory and sustainable organizations



**COMMUNITIES
THRIVING:** Advocating for power and resource redistribution

We define leaders broadly: anyone who chooses to show up in service of social change, at any career stage, in any role.

We believe social sector leaders should experience workplaces that are nourishing instead of extractive. Workplaces where boundaries are respected, and where our dreams for justice can be lived out in real time.

Landscape & Community

As we co-create conditions for thriving, we understand the value of leadership development and organizational sustainability as tools to build connection, dismantle inequity, and foster thriving communities.

Prolnspire intentionally prioritizes working with BIPOC-led organizations that are closely connected to and representative of the communities they serve. Our community-based, nonprofit, and philanthropy partners typically focus on areas such as



Prolnspire shows up for our community by:

1. Centering BIPOC leaders and organizations
2. Cultivating liberatory leadership and organizational transformation
3. Bridging community, nonprofits, and philanthropy
4. Offering research and thought leadership

Self to Systems and Conditions for Thriving

Racism harms us all. It erodes our humanity and fractures our relationships, systems, and shared futures.

True transformation demands centering the assets, resilience, and visionary leadership of those most directly harmed by systemic racism.

Through our **Self to Systems** leadership model, ProInspire partners with leaders at every stage of their career and organizations across the social sector to create the conditions necessary for thriving.

Ultimately, this work creates opportunities for the social sector to challenge our belief systems, embody liberatory leadership practices, and transform our work in communities.





Prolnspire's

THEORY OF CHANGE

When BIPOC workers representing impacted communities thrive in their workplaces, they create the conditions necessary for thriving communities.

Prolnspire's work is centered on accelerating racial equity and cultivating conditions for thriving by providing services in three key areas:

Connection and Community Building

Leaders create support systems and provide resources to reduce burnout and isolation among BIPOC workers.

Culturally Inclusive and Liberatory Organizational Culture

Providing access to opportunities for organizations to develop cultures that are culturally inclusive and liberatory.

Research, Tools, and Advocacy

Amplifying, advocating, and influencing decision-makers within the social sector to redistribute resources to create lasting change in BIPOC communities.

By supporting BIPOC leaders and organizations in their pursuit of thriving, we contribute to fostering outcomes, experiences, and conditions that enable BIPOC communities to drive systemic change and create a more equitable and just society.

THE FUTURE WE'RE WORKING TOWARDS

When social sector leaders and organizations align their workplace practices with their values, their work is:

- » **More sustainable** – staff stay longer, burnout decreases, leaders focus on mission not turnover
- » **More effective** – teams are aligned, decisions reflect values, conflict is generative
- » **More equitable** – Black and BIPOC leaders are resourced to thrive rather than stretched thin
- » **More trusted** – funders, partners, and communities recognize organizations that live their values and include community voices in their decision-making.

Thrive in Five

Model a pro-Black, anti-racist future of collective liberation

Build trusted and supportive communities for BIPOC leaders

Empower institutions through liberatory leadership

Shift sector norms and advocate for power & resource redistribution

A Timeline of Our Work

Founding of ProInspire

2009



Centering Racial Equity

2018



2014

Expansion of Mission

Refined Theory of Change

2023



2021

Applying Self-to-Systems Model

2025

Focusing on Conditions for Thriving



Mission

To activate leaders at all organizational levels to accelerate racial equity from self to systems.



Vision

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



Values

- *Equity*
- *Authenticity*
- *Collaboration*
- *Courage*

Connect with us!

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