



Equity Strategies Cohort Program

INFORMATIONAL SESSION:	JANUARY 12, 2015
APPLICATION DUE DATE:	JANUARY 26, 2015
COHORT LAUNCH DATE:	FEBRUARY 2015
COST:	NOMINAL, SLIDING SCALE FEE

THE INTERTWINE ALLIANCE IS OFFERING AN OPPORTUNITY FOR ALLIANCE PARTNERS TO PARTICIPATE IN AN 8-MONTH PROGRAM TO CREATE AN EQUITY STRATEGY FOR THEIR ORGANIZATION.

The Intertwine Alliance is sponsoring a program for Alliance partners that are interested in assessing their organizations through an equity and inclusion lens, and in developing an equity and inclusion strategy. The program consists of one 3-hour session per month for eight months. At the end of the program, participants will have an equity strategy for their organization, a resource guide, and connection to peers for additional learning. The program is being facilitated by PSU Professor Ann Curry-Stevens and the Coalition of Communities of Color. The program is open to a maximum of ten Intertwine Alliance partners. These ten will form a cohort that will work together over the 8 months, and will have the opportunity to share some of what they learn with other Alliance partners at Intertwine Alliance summits and other gatherings. The program will begin in early February 2015.

There will be one open house informational session in mid-January that will give partners an opportunity to learn more about the program. Facilitators will guide partners through the Coalition of Communities of Color's Organizational Assessment and provide professional and organizational development in the following areas:

- Leadership Roles & Equity Policies
- Creating an Ongoing Equity Committee
- Navigating Resistance
- Data Systems
- Disparity Identification
- Hiring & Human Resources
- Program Design
- Partnership Practices
- Equity Action Planning

Each monthly meeting will be divided into 2 parts: one dedicated to answering questions that partners have in going through the assessment and the remainder dedicated in professional development in the topics listed above.

2-3 representatives from each participating organization are invited to attend each monthly 3-hour meeting. A commitment of approximately 6 hours per month is required (3 hours for the monthly meeting and 3 hours of homework) totaling 48 hours of a combination of equity professional development and one-on-one assistance in completing the assessment and strategy.

The Intertwine Alliance will continue to support the cohort to implement their Equity Action Plans after the program has ended. We are hoping to offer this program again in the future.

Participation Cost

The Intertwine Alliance is providing the program at a significantly reduced price. The cost to participate is based on a sliding scale of \$50 per \$100,000 in revenue with a maximum of \$500. For example, an organization with annual revenue of \$200,000 would pay \$100. An organization with annual revenues of \$2,000,000 would pay \$500. This fee is significantly lower than the actual cost of the program.

For further information or to apply, please contact Kevin Le at kevin@theintertwine.org.