



Leading the Charge

EDUCATION LEADERS OF COLOR
2022 IMPACT REPORT



Report at a Glance



A MESSAGE FROM EDLOC'S CEO

THE FORCES THAT DEFINED 2022

- **A Growing Network**
- **Accelerated Momentum**
- **Impactful Investments**
- **Sustainable Growth**

ACCELERATED MOMENTUM

FINANCIALS

THANK YOU FROM EDLOC'S BOARD CHAIR



**ONLY WHEN PEOPLE OF COLOR ARE NO LONGER
SYSTEMATICALLY EXCLUDED FROM THE
BENEFITS OF ECONOMIC GROWTH CAN WE
TRULY HAVE A SEAT AT THE TABLE.**

A Message from EdLoC's CEO

A vibrant and truly strong democracy is one where individuals of color are empowered to reach their full potential and fully realize their own dreams. But in 2020, people of color made up 42.2% of the population yet only held a small fraction – 16.1% – of the total wealth generated by the nation. This unfair distribution of wealth is not only unjust, but also a clear indication that something urgently needs to change in our society.

Since we started, EdLoC has been focused on a journey where young people of color are thriving, building generational wealth, and facing fewer systemic barriers to capitalize on opportunities. We knew that realizing this vision would require steadfast dedication, hard work, and a willingness to catalyze cross-sector collaboration. Only when people of color are no longer systematically excluded from the benefits of economic growth can we truly have a seat at the table.

2022 was an eventful year for us at EdLoC. We launched a new strategy and brand, returned to in-person programming for the first time since the start of the pandemic, hired more team members to better serve our growing network, hosted a series of critical Turn & Talk conversations in regions across the country, and continued to invest in organizations led by many of the visionaries in our network! Whew!

As we reflect on all we did together in 2022, we are reminded of the importance of communities like EdLoC. With our country becoming increasingly polarized and as we confront growing inequality, it is more critical than ever that we sustain our multi-racial coalition of leaders focused on ensuring young people of color have access to the resources and supports they need to thrive, capitalize on opportunity, and build wealth for their families.

Together, we are making meaningful progress toward a more just and equitable society. We know that the work we are doing together is not easy – but it is our collective calling. And, it has been my and my team's privilege to continue to work alongside each of you in our efforts to realize the future we know our children deserve.

In Solidarity -

Sharhonda Bossier

Sharhonda Bossier

CEO, Education Leaders of Color



“To be in community with other leaders of color challenges my strengths and insecurities, making me more introspective. I am always finding **inspiration** in others' challenges and brilliance. I also love being **joyful** with the EdLoC community and celebrating others' success!”

LUIS AVILA
FOUNDING PRESIDENT, ICONICO





The Forces that Defined 2022

01

A GROWING NETWORK

Aligned by **values** and fueled by passion and purpose, EdLoC's membership is growing, evolving, and mobilizing;

02

ACCELERATED MOMENTUM

Our members work on advancing policies to protect and grow wealth for communities of color;

03

IMPACTFUL INVESTMENTS

Our grantmaking increased our members' ability to optimize and drive change; and

04

SUSTAINABLE GROWTH

EdLoC is investing in and preparing for the long term by building resilience as an organization and with our members.



A GROWING NETWORK

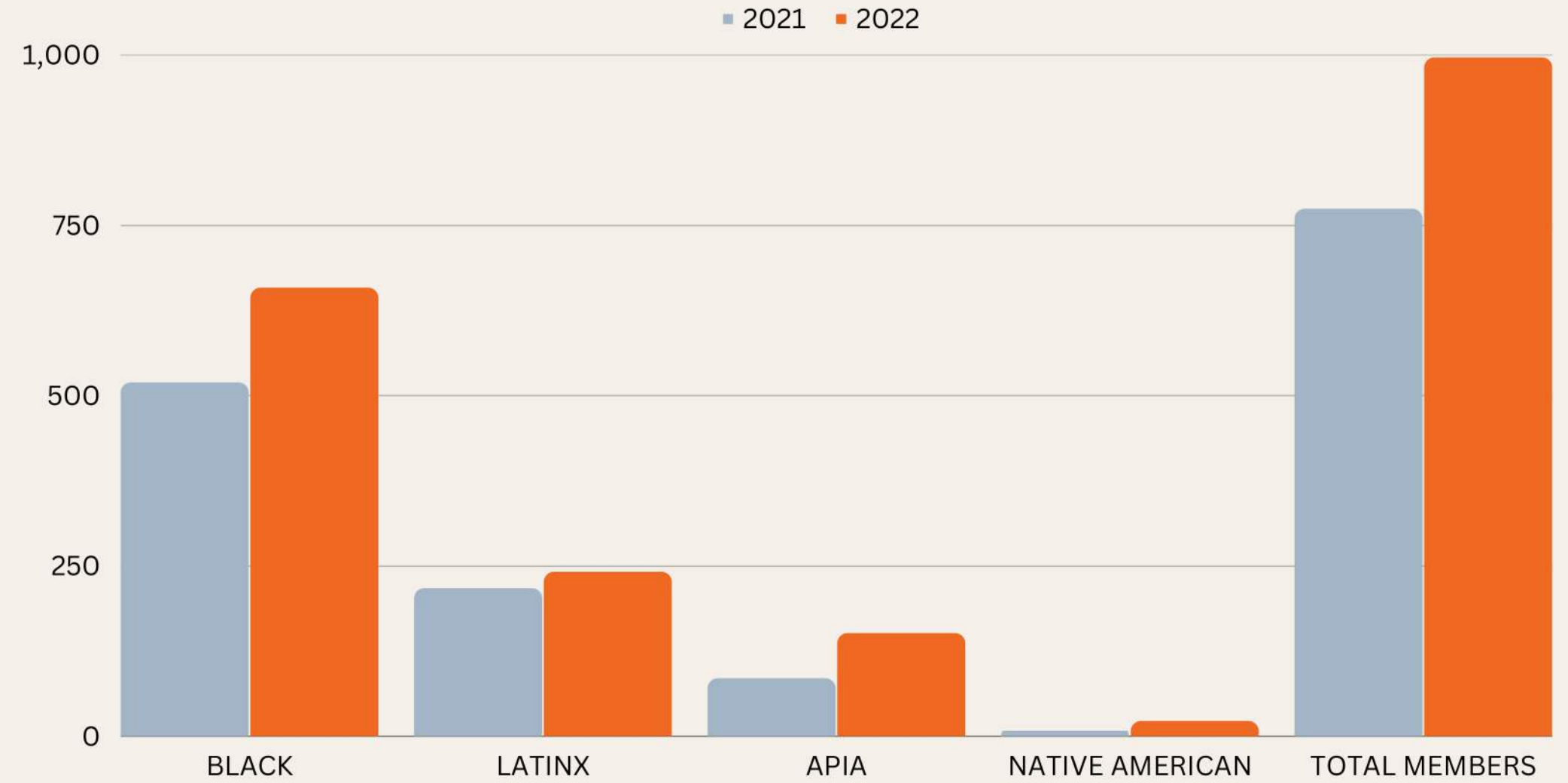
Aligned by values and fueled by passion and purpose, EdLoC's membership is growing, evolving, and mobilizing.

Evolving membership with greater diversity

EdLoC has been intentionally working to increase the sector and ethnoracial diversity of our network to support and promote collaboration between values-aligned leaders of color as we grow. Between 2021 and 2022, EdLoC's membership grew by 29% and expanded membership across ethnoracial groups:



Membership Distribution By Race (Estimate)





“I appreciate the large network of people I share identities and life experiences with who allow me to be **seen** and **heard** in this work. I spent too many years being one of a few in spaces that did not want to see or hear me. EdLoC is a space for me to show up authentically and know it will be celebrated.”

MICHELLE SEIJA
CEO, SEIJAS COACHING LLC





RECONNECTING IN PERSON

Our members are at the core of what we do – and we come together to collaborate and ideate for the change we want to see. After a long pandemic hiatus, we found each other again in person at the National Convening, our Turn & Talks, happy hours, and member-led gatherings to reconnect and reignite our commitment to each other, our founding values, and the collective work.

2022 National Convening

April 6-8, 2022 in Houston, TX

Nearly 400 members and guests attended and engaged in deep conversations at the intersection of education, racial justice, and economic opportunity. The convening featured speakers such as Edgar Villanueva, Founder & Principal of Decolonizing Wealth Project; Nathalie Molina Niño, Co-Founder & Chief Strategy Officer of Known Holdings; Dr. Andrew Perry, Senior Fellow at Brookings Metro; Grace Pai, Executive Director of Asian Americans Advancing Justice; and more.



OF MEMBERS SURVEYED AGREED OR STRONGLY AGREED
"THE PROXIMITY TO OTHER LEADERS OF COLOR THROUGH
EDLOC INSPIRES MY LEADERSHIP OR CAREER ASPIRATIONS."

"When I walked into my first EdLoC convening, I realized that for the first time in my professional career, I wasn't covering or filtering myself. I was able to express myself in all of the fullness of my identities. This doesn't mean I was fully comfortable – in fact, I felt very much pushed in ways – but I was WHOLE. That experience is healing for me and what allows me to be stronger when I need to be in other environments."

SHRUTI SEHRA, MANAGING PARTNER, EDUCATION, NEW PROFIT

"EdLoC has inspired me to have a bold and complete vision about the kind of leadership I can exercise and initiatives I can generate through the genius of the members and through the intentionality of the sessions at the national convening."

BRANDON WHITE, ELA SPECIALIST UNBOUNDED LEARNING



"I am most appreciative of the people. The community is inspiring and rejuvenating because I know there are other people trying to do right by Black and Brown kids."

SAMUEL ROE
MANAGING DIRECTOR, EDUCATION PERFORMANCE GROUP





I hope you find,
in this network,
the cover you
need to do the
boldest thing
you can think of

AYLA AVILA
founding CEO & Executive Director
of National Leaders of Color

Turn & Talks

Our Inaugural Turn & Talk Series (T&Ts) reached over 200 leaders of color across seven U.S. cities (New York, Chicago, Boston, Los Angeles, New Orleans, San Francisco, and D.C.) These events, hosted by local EdLoC members, provided an opportunity for EdLoC members and guests to connect with each other and learn about EdLoC's evolved strategic direction through a live interview and Q&A with CEO Sharhonda Bossier.

These T&Ts fostered conversations that connected to issues attendees were concerned about, highlighted Sharhonda's leadership and vision to center wealth equity, and effectively promoted the need for cross-racial and cross-sector collaboration and partnership in supporting the collective work.

90%

of attendees *Agreed* or *Strongly Agreed* that attending a Turn & Talk helped them gain a better understanding of EdLoC's evolved vision.



“As a queer Filipina, it was really compelling when Sharhonda mentioned the racism that Asians experience and that there is no oppression Olympics. I like that one of the things they talked about was expanding and making the organization more inclusive and diverse.”

NEW ORLEANS

“I continue to feel energized by the intentional push to remove silos and recognize that education alone isn't the solution to long-term thriving for our people.”

NEW YORK

“The discussion about the importance of multiracial, cross-sector collaboration, and rooting down in purpose – that is the reason most of us got into education: to work on disrupting cycles of generational poverty.”

SAN FRANCISCO



“There aren’t many spaces in this sector where you can find like-minded PoC who are Leaders in the sector and are within and adjacent to education. We get it - it’s the ecosystem, and EdLoC supports and leads in that way.”

SHARIF EL-MEKKI
CEO, THE CENTER FOR BLACK EDUCATOR DEVELOPMENT





Recognizing the pandemic isn't over, we offered virtual opportunities for learning and connection, especially for the most vulnerable among us.

We hosted and co-hosted over 18 virtual sessions for our members on a variety of topics, like leadership and management, critical learning and advocacy, and other specialized member resources. We also included a session for members on student loan debt forgiveness, leading to several members accessing debt cancellation through the Public Service Loan Forgiveness Waiver.

We continue to support our members with advice and career advancing connections; provide thought partnership; nominate our members to organizations looking for senior-level talent for board and leadership roles; and position leaders for increased influence.



ACCELERATED MOMENTUM

Our members work on advancing policies to protect and grow wealth for communities of color.

In 2022, EdLoC launched its newly adopted **policy agenda**. This next phase of our work centers member engagement, coalition building, policymaker engagement, and strategic communications. Specifically, as part of our membership engagement, EdLoC relaunched its 21-member Policy Council. The Policy Council is made up of legacy Council members, as well as newer members, and is intended to be representative of the racial and ethnic diversity of our overall membership. The Policy Council will work together to provide thought partnership on our policy strategy, coalition building efforts, and external messaging. They will also act as key ambassadors for our new policy agenda.

EdLoC is a network of powerful, senior leaders of color with years of experience. EdLoC supports our network and further amplifies their experience and influence. We are proud of the policy and advocacy engagement we have accomplished in 2022, and we are excited for what's ahead. By increasingly supporting our members to be at the table, we are collectively able to provide thought leadership and advocacy on key issues that matter to us. Some of our activation efforts have included the following:

❖ FUTURE OF ASSESSMENTS AND ACCOUNTABILITY PROJECT:

In partnership with the National Urban League and Unidos US, EdLoC hosted a series of focus groups with 18 members to illuminate experiences, knowledge, and a vision for a system of assessment and accountability that will improve educational experiences and outcomes for our youth.

❖ UNLOCK PERMANENT RESIDENCE THROUGH REGISTRY:

We joined advocates from across the country for a two-day fly-in event in Washington D.C. to ask Congress to "Unlock Permanent Residence Through Registry." EdLoC was joined by two of its members who are personally impacted by a lack of immigration reform to advocate for permanent protections for the 11 million people across the country who do not have a pathway to citizenship.

❖ WHITE HOUSE CONFERENCE ON HUNGER, NUTRITION AND HEALTH:

EdLoC hosted two White House Conference on Hunger, Nutrition and Health Listening Sessions to give our members an opportunity to share their thoughts, ideas, and solutions to improve food and nutrition inequity in our nation. These sessions resulted in policy and program recommendations to the Biden-Harris Administration.

❖ EXTENDED CHILD TAX CREDIT:

We gathered 100 signatures of support from members for a letter to Congressional leaders asking for the inclusion of the Extended Child Tax Credit in an end-of-year legislative package.

❖ HEALTHY MEALS, HEALTHY KIDS ACT:

EdLoC crowd-sourced policy recommendations from members to inform comment submission to the U.S. House Committee on Education and Labor on the Healthy Meals, Healthy Kids Act.

❖ DISRUPTING THE SCHOOL-TO-PRISON PIPELINE:

We co-sponsored a panel discussion at the CBCF ALC 2022 Education Braintrust on Disrupting the School-to-Prison Pipeline by Focusing on Prevention and Eradicating Black Student Debt.

EDLOC HAS ALSO PARTNERED WITH OVER A DOZEN EXTERNAL ORGANIZATIONS PROMOTING SOCIALLY RESPONSIBLE WEALTH BUILDING POLICIES ALIGNED WITH OUR POLICY AGENDA.



IMPACTFUL INVESTMENTS

Our grant-making increased our members' ability to optimize and drive change.

EdLoC continues to break through barriers in access to capital for entrepreneurs of color. We believe that leaders of color should be fully supported to implement their own solutions to the socio-economic challenges their communities face and recognize a focus on education alone limits the potential for children to build generational wealth. In 2022, we awarded \$1 million in grants to support 10 projects focused on holistic and cross-sector approaches led by entrepreneurs of color. Our grantees worked on a variety of issues ranging from sustainable leadership and development, to school board governance, to Indigenous education and cultural relevance, to advocacy for immigrant and undocumented youth, to workforce development and entrepreneurship.





“I am proud of the platform to practice my work and my craft. I get to lead (and sometimes be funded! By EdLoC) in safe spaces with people in my industry. That is unique.”

BRENDALYN KING
EXECUTIVE LEADERSHIP COACH & EDUCATION CONSULTANT
BHAVANA LEARNING GROUP



"The opportunity to meet with other EdLoC members through the Boulder Fund application process has been encouraging. I've applied a few times in the past and I enjoyed the process to receive feedback from the consultation. While I wasn't selected for Boulder Fund, I was able to leverage the relationship and feedback for other funding opportunities."

DIARESE GEORGE, EXECUTIVE DIRECTOR, TENNESSEE EDUCATORS OF COLOR ALLIANCE

By the end of 2022, our total giving for our annual multi-million dollar grant program – **the Boulder Fund** – was \$4.2 million, funding 32 organizations. We announced an additional \$1 million in grants at the start of 2023.

In line with our **policy agenda** and attention to holistic solutions, EdLoC forged a unique partnership to expand its grantmaking to address food insecurities for youth of color. Our 2022 **EdLoC x No Kid Hungry** grant program enabled us to award \$150,000 to four projects led by members of color to advance community-driven food security strategies and culturally-adapted interventions that aim to increase access to and availability of safe, nutritious, and acceptable food. Tackling this issue head-on, EdLoC further led advocacy efforts in support of policies aimed at addressing food insecurity.





Sustainable Growth

EDLOC IS INVESTING IN AND PREPARING FOR THE LONG TERM BY BUILDING RESILIENCE AS AN ORGANIZATION AND WITH OUR MEMBERS.

With every success and engagement, we are building momentum to catalyze cross-sector collaboration to dismantle systemic barriers to the academic and economic advancement and success of young people of color. To keep this momentum going, we're focusing on strengthening our team and organization to ensure we have the right structures and processes in place to succeed in 2023 and beyond.

BOLSTERING CAPACITY

Our new strategic direction is only achievable if EdLoC is an organization built to last. That requires a shift from our old structure – a 17-member founding leadership committee and cofounder-led organization – to a lean staffing structure. This will allow us to become an organization where leadership is distributed across the team, core functions are staffed by full-time employees, and we have systems in place to guide EdLoC to our long-term goals.

OUR MEMBERS ARE AT THE HEART OF EVERYTHING WE DO.

In 2022, we expanded our team to bolster our capacity to activate the EdLoC network through policy advocacy, grantmaking, and network development.



Andrea Arroyo
DIRECTOR OF NETWORK CULTURE & ENGAGEMENT



Sharhonda Bossier
CHIEF EXECUTIVE OFFICER



Krupa Desai
CHIEF STRATEGY OFFICER



Elsa Duré
CHIEF OPERATING OFFICER



Andrea Foggy-Paxton
ENTREPRENEUR-IN-RESIDENCE



Daryl McAdoo
CHIEF NETWORK OFFICER



Angelica Solis-Montero
CHIEF POLICY OFFICER



Rochelle Waite
GRANTS ADMINISTRATOR & DATA ANALYST



Carla Williams
EXECUTIVE ASSISTANT TO THE CEO



Norma Zahory
NETWORK OPERATIONS MANAGER



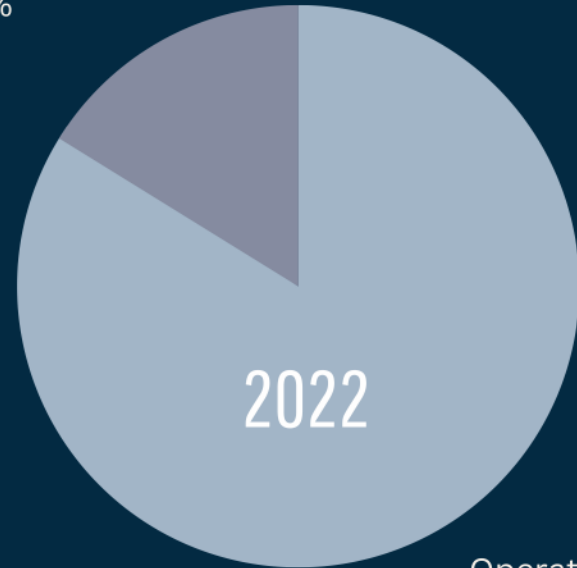
"The Whole Child Model – an approach developed in SE Washington, DC and now implemented in schools throughout the district, Memphis, and school districts in Texas – was codified with the support of the Boulder Fund. Students that attend WCM schools learn in a nurturing environment that fosters their agency and teaches, rather than punishes, when students have emotional challenges. Families are engaged as equal partners in education and teachers are supported with explicit strategies that promote their own wellbeing."

CYNTHIA ROBINSON-RIVERS
PARTNER, TRANSCEND



OUR FINANCIALS

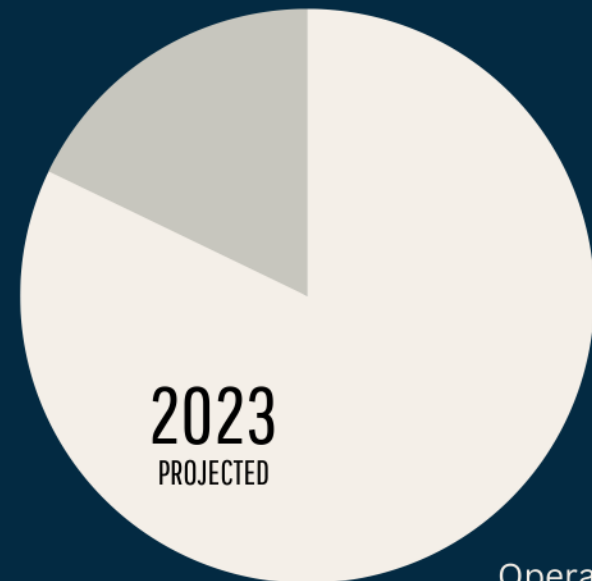
Grantmaking budget
16.2%



2022 OPERATING BUDGET: \$5.96M
2022 GRANT-MAKING BUDGET: \$1.15M

Operating Budget
83.8%

Grantmaking budget
17.9%



2023 GRANT-MAKING BUDGET (PROJECTED): \$1.25M
2023 OPERATING BUDGET (PROJECTED): \$5.75M

Operating Budget
82.1%

Our 2022 Donors

Thank you for your generous contribution to support Education Leaders of Color. Your commitment has helped support young people of color to thrive, build generational wealth, and remove systemic barriers to capitalize on opportunities.

BILL & MELINDA
GATES foundation

Bloomberg
Philanthropies



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Zuckerberg
Initiative



CHARLES AND LYNN
SCHUSTERMAN
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- MARCO DAVIS
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- CRYSTAL GONZALES
- GREG GUNN
- KISHSHANA PALMER
- RON RAPATALO
- LYNN ROSS
- MICHELLE SEIJAS
- VON-QUALIS SIMMONS



“The collective is phenomenal. I am a little older and, in some ways, never experienced some of the success of the younger generation of EdLoC. Being able to witness the development of the next generation of education warriors approaching this work with humility and a sense of self determination has given me great hope. I have found a place to strengthen my skills and focus. I hope this is the year I can take advantage of more of EdLoC opportunities and give back.”



JUMOKE HINTON
BOARD DIRECTOR, OAKLAND UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Meet EdLoC's *Board of Directors*



Greg Gunn
CO-FOUNDER, LINGO VENTURES



Alma Marquez
CEO, DEL SOL GROUP



Tommy Chang
CEO, NEW TEACHER CENTER



Nancy Gutierrez
PRESIDENT & CEO, NYC LEADERSHIP ACADEMY



Heather Harding
EXECUTIVE DIRECTOR, CAMPAIGN FOR OUR
SHARED FUTURE



DeRonda Williams
CEO, DGW CONSULTING GROUP

A Thank You From EdLoC's Board Chair

Dear fellow EdLoC members:

The first couple of months of 2023 have passed very quickly with no signs of slowing down. While we continue to grapple with long-standing challenges in education and the economy, some new things are happening at a rapid pace.

One example is that the new generation of artificial intelligence tools such as ChatGPT (it's time to learn about it if you haven't yet!) has burst forth onto the public scene just in the last few months, with the potential to transform the landscape of work in the next five years. How do we use these new technologies to serve our young people more effectively? And more importantly, how do we enable our young people be in a position to shape this future and enjoy its rewards?

Part of what has made the EdLoC community so special and unique for me is that it is a community of doers, not talkers. While others debate and dispute, EdLoC members are leaders who make things happen for young people—leading with vision, creativity, determination, pragmatism, and a deep sense of mission. As always, this community will engage with these new challenges and opportunities.

I look forward to another year of learning from you, learning with you, and acting with you for the benefit of young people and families. I am grateful to be with you on this journey.



Greg Gunn



Education Leaders
of Color