The inequities cut across every facet of life, stifling access to academic, employment, health, housing, banking, child care, and other areas that impact success in life. According to research conducted by the Federal Reserve, the average white family has eight times the wealth of the average Black family and five times the wealth of the average Latinx family. A Pew Research Center study found that 12 of 19 Asian origin groups had poverty rates that were as high, or higher, than the U.S. average. In a society that has taken intentional steps throughout history to deny children of color educational opportunities to escape generational poverty, we cannot afford to fight systematic and institutional powers in isolation. We need a national coalition of changemakers pushing bold, cross-sector thinking and greater collaboration across ethnoracial lines.

EdLoC is a membership organization that strategically elevates the voices and impact of values-aligned senior leaders of color working across the nonprofit and private sectors. Our Network provides an affirming and empowering community where leaders can grow, develop, and collaborate, with the aim of advancing solutions that will ensure communities of color are positioned to thrive for generations to come. Membership in our Network means joining a multiracial, cross-sector coalition of nearly 1,000 passionate and influential leaders of color, working in solidarity to support each other, and the communities we serve, to succeed.

Our Mission

Our mission is to catalyze cross-sector collaboration through a network of values-aligned leaders, help drive policy change, and directly support senior leaders of color who are explicitly focused on dismantling systemic barriers to the academic and economic advancement and success of young people of color.

Education Leaders of Color (EdLoC) exists to realize the vision that young people of color are thriving, building generational wealth, and facing fewer systemic barriers to capitalizing on opportunities.

Who We Are
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Our Values

In 2014, EdLoC began to identify the unique role a new group of education leaders of color could play in expanding the faces, voices, and priorities reflected in education reform efforts, in order to chart a better path toward creating transformational change for communities of color. The following values were identified to anchor all subsequent outreach and strategic decisions:

Ending Generational Poverty

Our end goal is ending generational poverty by ensuring that low-income and underrepresented children have access to a high-quality education that enables them to become critical thinkers, have choices, capitalize on opportunities, and secure continuing economic advancement.

Creating Sustainable Change

As members of local ethnic communities, we value the often-overlooked assets in our communities and are committed to building the capacity of local leaders as agents of change. For change to take root and get us to our goal, solutions must be developed with and come from those directly affected.

Creating Schools We Want For All Children

We must redefine expectations about what good schools are: all children deserve schools where they attain high levels of academic skills AND also receive the broad range of opportunities, activities, and experiences provided to more affluent students.

Going Beyond Education

Rather than just talking about education, we must address and support potential allies fighting for the other resources, supports, and policies low-income and underrepresented children and families also need. At the same time, we reaffirm our belief that improved social conditions should not be a precondition for improving schools.

Advancing Multiple Solutions

To meet our goals, we must reject one-size-fits all solutions and the false binaries that persist in the education field. We must recognize the complexity of the challenges facing our children and families and advance multiple strategies and innovations across and within individual communities.
Network Profile

Our Network of nearly 1,000 impact leaders represents the communities of color we serve.

70% of our members are Black, 23% are Latinx, 9% are Asian/Pacific Islander, and 2% are American Indian or Alaskan Native, including members who identify as multiracial.

EdLoC has members in 40+ states and the District of Columbia, and a large proportion of our members are first-generation college graduates, Pell Grant recipients, and first-generation Americans. Many of our members experienced poverty as children and continue to live at the intersection of marginalized groups (e.g., Black, Latinx, immigrant, woman, LGBTQ, etc.), and we uniquely understand that thriving in the United States is a multi-faceted endeavor.

Our members are influential and dedicated senior leaders of color in education and adjacent fields—with 45% identifying as CEOs and 41% in roles one or two levels below the top of their organization.
Benefits of Membership

A new EdLoC member is joining a diverse and growing Network of senior leaders of color, united by a belief in our shared values and a commitment to seeing children and communities of color thrive. One can expect to access the following resources and opportunities as an EdLoC member to advance the collective work of this movement:

An Inspiring and Empowering Annual Convening
EdLoC's National Convening is an annual experience like no other, where hundreds of CEOs, changemakers, entrepreneurs, systems leaders, and advocates of color come together to tackle the complexities of ensuring future generations of color are thriving, capitalizing on opportunities, and building generational wealth. Main stage conversations feature social change visionaries, while smaller forums and sessions provide the space for members to collectively explore emerging research and practices, with the purpose of advancing policy change, accessing funding, and reshaping the public education sector. Attendees praise the event for creating a space in which people of color can express their authentic selves in a professional setting and have candid and challenging conversations with other senior leaders. All members receive priority registration and discounted Convening fees.

Access to Funding
EdLoC offers our members training on how to access philanthropic funding, shares funding opportunities from allied organizations, and hosts curated events for members to network and engage with leading funders. Moreover, each year, we award 10-12 members with $100,000+ grants via the Boulder Fund, EdLoC's own endowed multimillion-dollar grant program focused on member projects improving life outcomes for children of color. EdLoC also offers our members exclusive microgrant programs each year, like our Policy Grants or Collabo-Grants, with awards from $5,000 to $50,000.

Identity-Affirming Spaces, Groups, and Events
EdLoC believes in the power of a beloved community that centers, promotes, and protects people and voices of color. We want all of our member programs, events, and networking spaces to support member empowerment, promote a sense of belonging, and encourage the comradery and shared purpose needed to energize our movement. We also provide race and sector based affinity group spaces designed to provide opportunities for members to address unique challenges they are facing. Current affinity groups include: LGBTQIA+ Leaders, Systems Leaders, EdTech Leaders, Latinx Leaders, Black Men Leaders, Asian Pacific Islander American Leaders, and Women Entrepreneurs.

Professional Learning and Career Advancement Support
Members have access to dozens of virtual and in-person learning opportunities each year that are tailored to the personal and professional needs of senior leaders of color, with topics determined annually based on member input. Past sessions have focused on leadership and management training, critical dialogue, policy and advocacy workshops, and cross-sector collaborative working groups. We also support members' career advancement through sponsorships to attend professional conferences, helping members refine project venture plans, and catalyzing collaborations between members. Our staff provides members with career connections, nominations, or advisement, and dozens of organizations each year seek out EdLoC as a talent source for job and board searches.

Member Amplification and Celebration
EdLoC amplifies the successes of our members by providing in-person and virtual opportunities to showcase their work, through hosting author book talks, curating member-led workshops, and promoting member events. To celebrate our community and build member influence, we also broadcast their accomplishments across our social media platforms to reach thousands of leaders and key stakeholders.
Member Expectations

EdLoC staff provide high-quality programming, connections, and opportunities for our members, but the real strength of our Network is based on the meaningful participation of our members.

We expect our members to expand their leadership impact by regularly engaging in relevant learning, social events, and program offerings to support their personal and professional growth and leverage Network resources (such as EdLoC Connect, career boards and job postings, and invitations to consult) to influence policy and practice.

We expect our members to contribute to our collective work through their daily efforts to advance practices, policies, and opportunities that support youth and communities of color, in alignment with our mission, vision, and values. Members also initiate and respond to opportunities to influence local and national EdLoC-aligned advocacy initiatives. Members will also have opportunities to lend expertise, coaching, and thought partnership on projects and opportunities that further EdLoC’s work, with compensation from EdLoC for such efforts that require a significant time commitment.

We expect our members to contribute to our Network community by actively seeking opportunities to connect, partner, and collaborate with fellow Network members across identities and sectors. Members should follow EdLoC across social media platforms, promote the EdLoC brand in media and professional spaces, and amplify our collective messages, work, and initiatives. Members should also regularly update their member profile, actively communicate with fellow members across media platforms, share emerging opportunities and achievements, and nominate values-aligned leaders of color to build community and connectivity within the Network.
Who should join EdLoC?

The ideal EdLoC member is passionately working to create transformational change for youth and communities of color. They will possess a community-based, advocacy mindset displayed by a sincere desire to engage, learn, and collaborate with cross-sector leaders of color across various dimensions of difference and a readiness to contribute to advocacy initiatives in alignment with EdLoC’s vision, mission, and values.

They will also possess a high-level of leadership influence displayed by holding a C-Suite or senior-level position, with decision-making power, in an organization impacting change for youth and communities of color. All members should also possess a desire to support the leadership, growth and impact of other professionals of color.

Becoming a Member

Leaders interested in joining the EdLoC Network should reach out to one of our current members and have them submit a nomination on their behalf. Once a nomination is received, prospective members will be contacted by a member of the EdLoC staff with details about next steps in our selection process. Values-aligned leaders who are invited to join our Network will be required to pay membership dues of $300 (due annually between July 1 and December 1 for the upcoming calendar year).

For more information, please contact us at Selections@edloc.org.