

Catalyzing Action

Education Leaders of Color

2023 IMPACT REPORT



Report at a Glance

A MESSAGE FROM EDLOC'S CEO

ABOUT EDLOC

BUILDING A COLLECTIVE POWER

- A Network For Us, By Us
- Energizing Connections and Collaborations
- Exploring the Intersections of Policy, Politics, and Power

DRIVING STRUCTURAL AND SYSTEMIC CHANGE

- Advancing National Policies That Benefit Young People of Color
- Understanding History to Shape Our Future

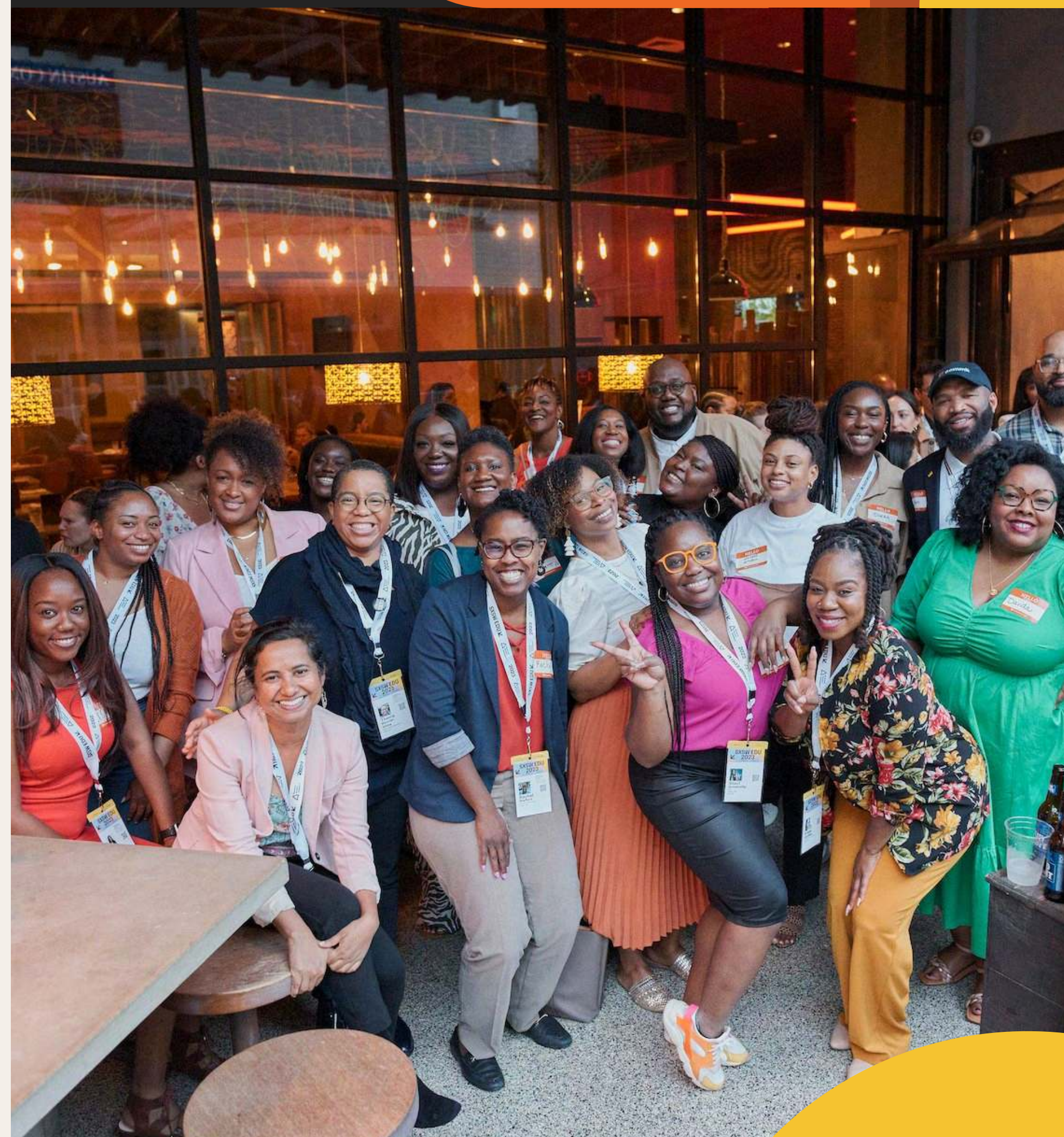
SEEDING INNOVATION

- Boulder Fund

FINANCIAL OVERVIEW

GOVERNANCE & LEADERSHIP

LOOKING AHEAD: WHAT'S NEXT





A Message from EdLoC's CEO

As I look back on another impactful year, I can clearly see the impact we created together. We did not accept the false promise of inevitable progress but instead took intentional action to ensure all young people of color have the opportunity to build generational wealth and thrive.

The past year was pivotal for our Network. With a deep understanding that economic and academic advancement for communities of color requires multiple approaches, we adapted our strategies to move beyond education, catalyzing multi-racial collaboration across issues and sectors—because the barriers to opportunity are interconnected. Even as we evolved and expanded our strategy, our momentum never slowed.

We facilitated our largest National Convening to-date, kicked off our second annual Turn & Talk series, took our Network's energy and expertise to advocate for policy change in Washington D.C.—the epicenter of national policymaking and power—and unveiled the Boulder Fund's seventh cohort of innovative changemakers!

This momentum continues to pave a new path for future generations: one forged through multi-racial, multi-sector collaboration and solidarity. Despite persistent distraction, division, and exclusion—from bans on books and courses that tell the stories of our communities, to SCOTUS decisions to end affirmative action in higher education and deny student loan relief, to continued congressional inaction on immigration reform—we have remained committed to our collective work and to each other.

I have found incredible empowerment and solidarity within this Network. When I think about our work, I am invigorated by our Network's imagination, determination, and resilience to drive our collective efforts and reimagine the future of education and economic mobility for youth of color.

Catalyzing this kind of change requires all of us. We know this work takes a village, and our Network of values-aligned leaders of color continues to push bold thinking and action across communities, issue spaces, and sectors. It is my privilege to work alongside and within this community of changemakers, problem-solvers, advocates, and leaders.

We find hope in progress, one another, and the future, and it is this hope that catalyzes innovation and meaningful transformation. Together, we are building a future where our children can truly thrive.

In Solidarity –
Sharhonda Bossier
CEO, Education Leaders of Color

About EdLoC

Education Leaders of Color harnesses the power of its membership network to ensure young people of color have the opportunity to build generational wealth and thrive.

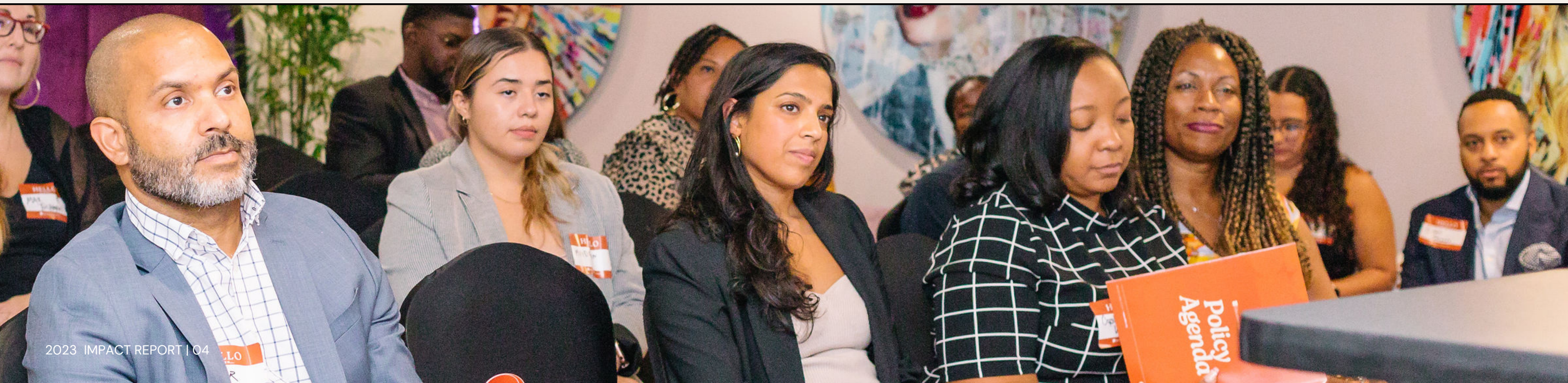
Our Network of senior leaders represents the communities of color we serve and reflects the racial, geographic, and socioeconomic diversity of the country. 70 percent of our members are Black, 23 percent are Latinx, nine percent are Asian/Pacific Islander, and two percent are American Indian or Alaskan Native, including members who identify as multi-racial. We have members in over 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. Our Network of values-aligned leaders is unparalleled in its reach, influence, and impact, from founders to CEOs to entrepreneurs to superintendents. Together, we are committed to taking action in solidarity across communities and sectors.

Our Vision

A world where young people of color have the support they need to capitalize on opportunities, build generational wealth, and thrive.

Our Mission

To catalyze the academic and economic advancement of young people of color by harnessing the power of our multi-racial, multi-sector, and values-aligned membership network.



Theory of Change

Sustain the Network



Strengthen the foundation and resilience of our Network infrastructure for sustained growth and impact.

Broaden and Strengthen Solidarity



Cultivate a uniquely powerful Network of leaders that catalyzes collaboration and solidarity across race, ethnicity, issue spaces, and sector.

Building A Collective Power



Amplify the voices and impact of our Network to influence sustainable and transformative change for our communities.

Mobilize Action and Advocacy



Mobilize the collective expertise of our members to advance initiatives and policies that ensure families earn more, build wealth, and are cared for.

Advance Member Influence



Foster innovation and invest in our Network's leaders by building connections, sharing resources, and funding impactful, innovative solutions.

Executive Summary

Catalyzing change is the heart of our work.

BUILDING A COLLECTIVE POWER

EdLoC leverages our collective power—access, resources, and reach as an organization—to support our members in achieving catalytic change across issues and sectors. From directly advocating for policy change at state and federal levels to driving thought-provoking conversations and powerful initiatives in member communities to uncovering connections and co-conspirators, the EdLoC Network is dynamic, engaged, and transformational. In 2023, we energized connection and collaboration and explored the intersections of policy, politics, and power at our National Convening and our second annual Turn & Talks in Denver, CO; Miami, FL; Washington, D.C.; and Houston, TX. Together, we’re forging a bold and different path, one of multi-racial solidarity and multi-sector collaboration in our collective fight for equity and justice.

DRIVING STRUCTURAL AND SYSTEMIC CHANGE

From the Boulder Fund’s investments in catalytic leaders to empowering students and educators through the Social Studies Accelerator to influencing policy change at all levels, our Network’s unique approaches to economic and academic advancement are catalyzing transformative change. Together, we’re learning, advocating, and raising our voices to advance national policies that benefit young people of color. This past year, EdLoC’s advocacy prioritized federal investments that would increase compensation and holistic support for teachers, provide student debt relief, help families save and invest in their children’s futures, ensure children have access to quality child care, and so much more.

SEEDING INNOVATION

The Boulder Fund invests in innovative changemakers within EdLoC’s Network who are working across sectors—education, healthcare, immigration, and more—to advance our shared vision of a world in which youth and communities of color have the opportunity to build generational wealth and thrive. A multimillion-dollar investment, the Boulder Fund stands tall as a transformative force in a philanthropic landscape where leaders of color have been historically overlooked and under-represented. Since 2018, the Boulder Fund has committed \$5.9 million in grants and funded 45 organizations across the country, including nine recipients in the 2023 cohort and eight in 2024 who were recently announced.

Building a Collective Power

Since our founding, Education Leaders of Color has envisioned a world in which young people of color have the opportunity to build generational wealth and thrive. And we knew this work would take all of us.





“There are battles that we’re all fighting in our individual schools or communities or organizations, places of business. **EdLoC is a place where we get to come home.**”

Rhonda Broussard

Founder and CEO, Beloved Community

MEMBER SINCE 2014 AND 2024 BOULDER FUND RECIPIENT



“I joined EdLoC many years ago. I had a deep desire, and still do, to be part of a catalytic community of values-aligned, cross-sectoral leaders—leaders of color. I joined to contribute. I joined to learn, to engage. **Most importantly, I joined to be seen.**”

Chad Rountree

CEO, Propel America

MEMBER SINCE 2019 AND 2024 BOULDER FUND RECIPIENT

Building a Collective Power A Network For Us, By Us

From directly advocating for policy change at state and federal levels to driving thought-provoking conversations and powerful initiatives in member communities to uncovering connections and co-conspirators, the experience of an EdLoC member is dynamic, participatory, and transformational. In addition to the opportunity to create connections with values-aligned leaders and changemakers of color from across the nation, being an EdLoC member means being able to:

1. Network with values-aligned leaders across the country.



EdLoC hosted an ISTE Live Reception and connected face-to-face with our incredible members, EdTech Leaders, and guests.

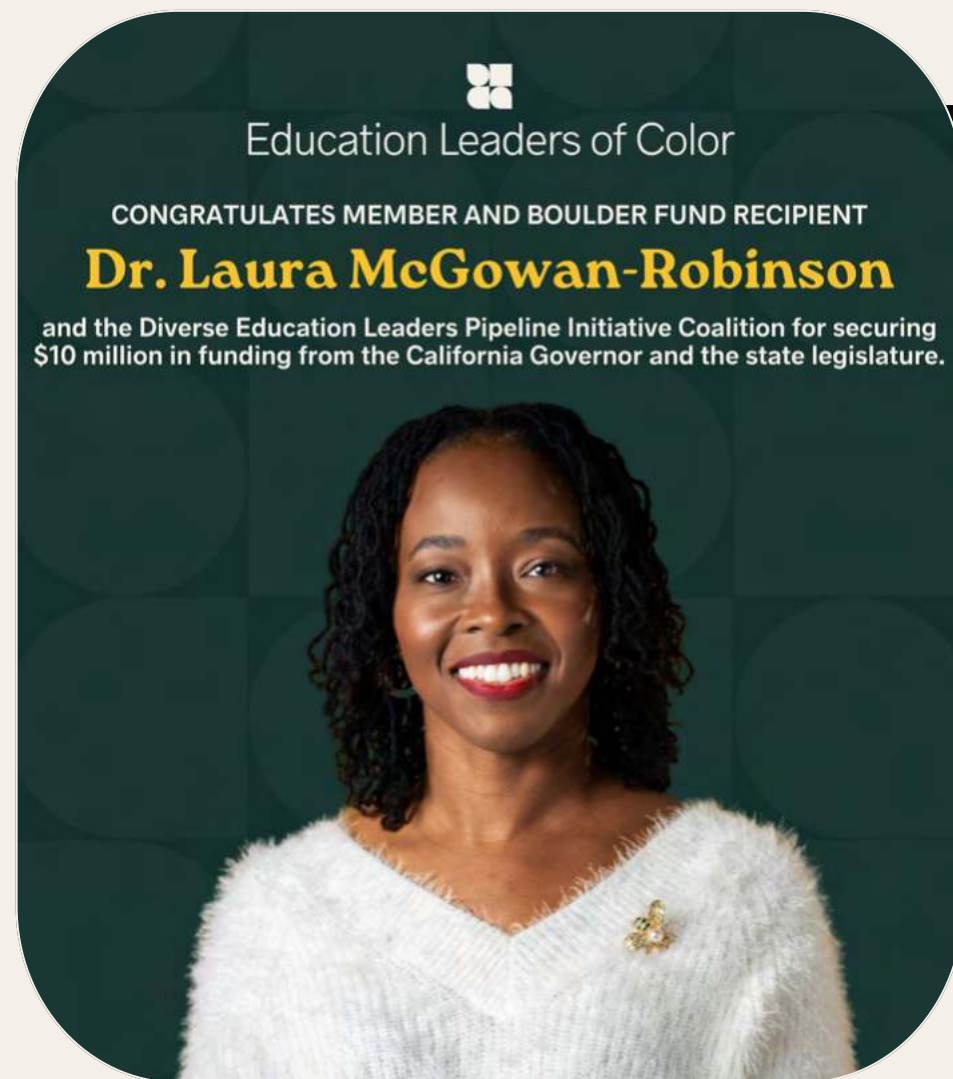


EdLoC hosted an ASU+GSV Summit Reception at the Marriott Marquis.



EdLoC members and alumni of The Social Studies Accelerator's Inaugural Content Creator Learning Lab connect in person to discuss strategies and solutions in K-12 education.

2. Unlock financial resources and funding opportunities.




2023 Boulder Fund recipient Dr. Laura McGowan-Robinson and the Diverse Education Leaders Pipeline Initiative Coalition secured \$10 million in funding from the California Governor and the state legislature.



The 2024 Boulder Fund application received 99 applications, 168% more than last year.

3. Celebrate each other's successes.

EDUCATION LEADERS OF COLOR
CONGRATULATES MEMBER AND BOULDER FUND RECIPIENT



Dr. David J. Johns
RECENTLY NAMED THE NATIONAL BLACK JUSTICE COALITION'S NEW

MEMBERS NEWS

EdLoC Member and Lynwood Unified School District Superintendent Gudiel R. Crosthwaite, Ph.D., has been honored as the 2023 Los Angeles County Superintendent of the Year by the Los Angeles County Office of Education (LACOE).




EDUCATION LEADERS OF COLOR
CONGRATULATES MEMBER



DR. KAREN MALDONADO
CHIEF PROGRAM AND INNOVATION OFFICER
LATINOS FOR EDUCATION

EDUCATION LEADERS OF COLOR
CONGRATULATES MEMBER



DR. BARBARA MULLEN
SUPERINTENDENT
RUSH-HENRIETTA CENTRAL SCHOOL DISTRICT

4. Drive policy momentum and impact.

POLICY 101:

EVERYTHING YOU NEED TO KNOW ABOUT
The American Opportunity Accounts Act,
also known as **Baby Bonds.**

EdLoC continued to drive support for The American Opportunity Accounts Act, also known as Baby Bonds.

EVERYTHING YOU NEED TO KNOW ABOUT
The Federal Student Loan Income-Driven Repayment Plan Rule

EdLoC made member voices heard through comments that shaped the U.S. Department of Education's recent rule to enhance Income-Driven Repayment (IDR) plans.

5. Access powerful connections and career support.



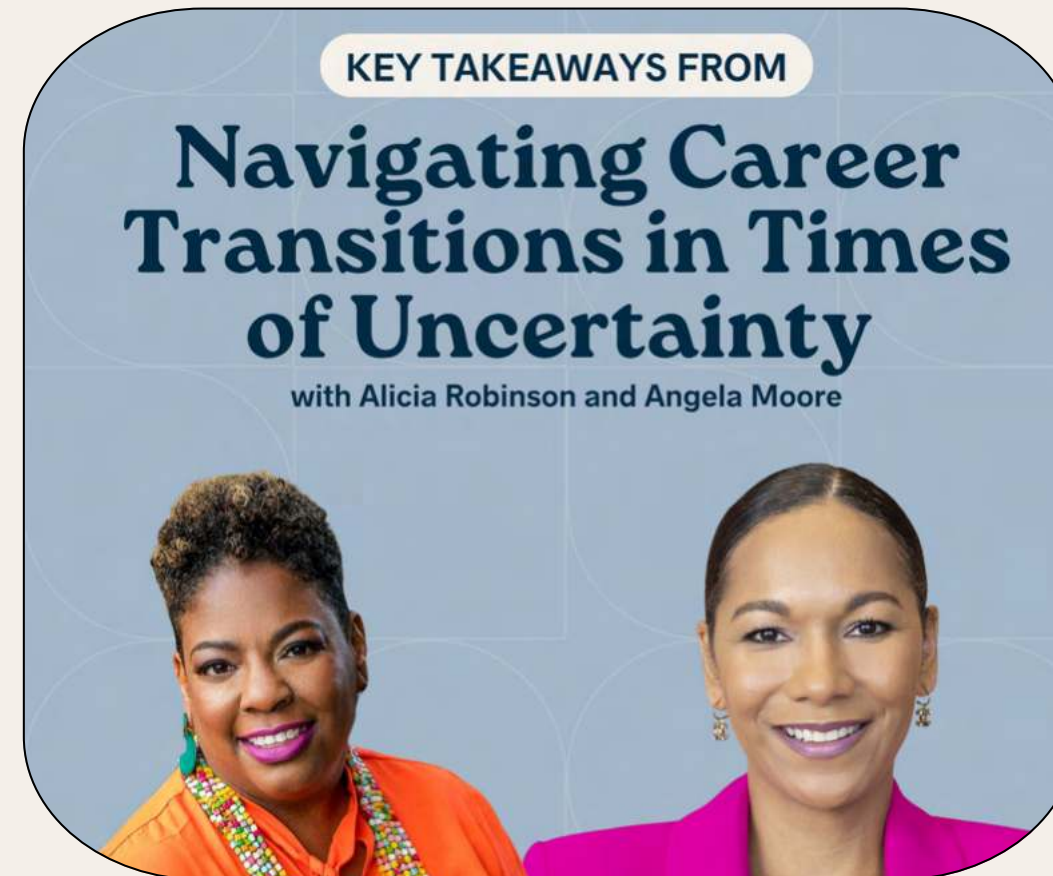
TED ED x EdLoC
The TED community wants to hear EdLoC members' big ideas!

A conversation with:
Sharif El-Mekki, EdLoC Member & TED-ED Speaker
Sonia Park, EdLoC Member & TED-ED Speaker
Bobby Nweke, TED Conferences Speaker Development Senior Manager


Wednesday, May 24, 12PM ET/9AM PT



Bobby Nweke, Speaker Development Senior Manager for TED Conferences, hosted a conversation to learn directly from EdLoC members. EdLoC is also proud to have supported members Chezare A. Warren, Dr. Crystal P. Ward, Mohan Sivaloganathan, Saamra Mekuria-Grillo, Randy Seriguchi Jr., and Tanishia Lavette Williams, Ph.D, who are part of the 2023 TED-Ed Educator Talks cohort.



KEY TAKEAWAYS FROM
Navigating Career Transitions in Times of Uncertainty
with Alicia Robinson and Angela Moore



Member Session: Alicia Robinson, Founder of EdPlus Consulting and Senior Partner at The Equity Lab, and Angela Moore, Financial Coach and Founder of Modern Money Education, shed light on navigating career transitions in times of uncertainty.



Career Chat
Developing and Maintaining a High-Impact Board of Directors

WEDNESDAY, AUGUST 23, 2023
4:00 PM ET / 1:00 PM PT



Career Chat: EdLoC Entrepreneur-in-Residence Andrea Foggy Paxton and School Board Partners, Co-CEO, Co-Founder, and 2022 Boulder Fund Recipient Ethan Ashley shared strategies on how to build, develop, and maintain an effective board of directors.

Building a Collective Power

Energizing Connections and Collaborations

Our first sold-out National Convening gathered nearly 500 changemakers for three consecutive days. Together, we dove into substantive, actionable discussions that focused on re-envisioning solutions that further academic, career, and wealth-building opportunities for young people and communities of color. Forty-one speakers—entrepreneurs, CEOs, reporters, filmmakers, and more—led sessions exploring education’s intersections across issues and sectors and how equity is our route to prosperity.



Co-founder of EdLoC, former Chancellor of the District of Columbia Public Schools, and current CEO of Reconstruction, **Kaya Henderson**; Director of Early Learning and Education Pathways in the United States Program at the Bill & Melinda Gates Foundation, **Sara Allan**; Partner at Charter School Growth Fund, **Soenda Howell**; and President of Education at Charles and Lynn Schusterman Family, **Julie Mikuta** opened the convening by uncovering strategic approaches to address systemic underinvestment in proven leaders of color and how to lead the way in improving academic and life outcomes in our communities.



Filmmakers and Co-producers of 38 AT THE GARDEN **Travon Free** and **Frank Chi** explored the importance of telling our own stories and the power of seeing ourselves in each other’s successes and struggles.



Author of *Solidarity Economics: Why Mutuality and Movements Matter*, **Dr. Manuel Pastor**, Distinguished Professor of Sociology and American Studies & Ethnicity at the University of Southern California invited us to imagine a new transformative solidarity and outlined the theoretical framing, policy agenda, and social movements we need to challenge structural racism to generate prosperity for all.



“The National Convening reminded me of the importance of alignment between the roles in which we serve and our values. **It affirmed my decision to leave a role where I was experiencing racialized abuse and sustained my energy to keep going.** Thank you. Thank you. Thank you.”

– **Brittany Brady**



“I left EdLoC’s Convening as I’d hoped—inspired, confident, and ready to bring a more bold me back to my work. **Being surrounded by the beauty and brilliance of our community filled my soul. I’m ready to GO!** Thank you for providing this space. It felt more cohesive, intentional, and robust than last year. I appreciate all of the work that went into this Convening. It was special.”

- **Kimi Kean**

Building a Collective Power

Exploring the Intersections of Policy, Politics, and Power

Joining in person at our second annual Turn & Talks, members and guests had the opportunity to lean on one another, build on each other's work, experience renewed hope, and ensure our level of resistance matches the level of the attempts to exclude, oppress, and silence communities of color. Together, we're calling on policymakers and legislators to pursue the multi-sector solutions that will advance our shared priorities and build opportunity for our communities.

Denver, CO



EdLoC members Dr. William Anderson, Kat Ling, and Dr. Janet Lopez kicked off our 2023 Turn & Talks in Denver, Colorado.

TeRay Esquibel and Reyna Montoya challenged us to recognize the significance of activating our constituents and empowering them to lead on policy solutions rooted in their personal lived experiences; Dedrick Sims provided a roadmap for using impactful multi-sector partnerships to tackle large systemic solutions.

Washington, D.C.



So much of the systemic change we need to see must start at the federal level, and the communities most impacted must be at the tables where these policy changes are being discussed.

To realize our mission, EdLoC took our energy and expertise to Washington, D.C. to drive progress in the epicenter of national policymaking and power. Together with our members, we advocated for change at the highest levels, from Congress to the White House.

Miami, FL



We joined forces with local leaders Kwamara Thompson, EdLoC member, Founder of Thompson Education Consulting, and Vice Chair of the Miami-Dade County Public Schools STEM and CTE Advisory Board; and Luisa Santos, Miami-Dade County Public Schools School Board Member. Both speakers shared an unwavering commitment to safeguarding the rights and histories of students of color. Our discussions uplifted and celebrated grassroots advocacy on the ground while identifying solutions needed to continue driving progress forward.

Houston, TX



There is power in storytelling. We came together to build on unsung stories and to learn from the organizers, advocates, and leaders on the ground, including Lily Trieu, Executive Director of Asian Texans for Justice, and Linda Corchado, Director of Children's Immigration Network, Children at Risk.

Against the backdrop of a national debate about our border that too often neglects the humanity of the people seeking refuge in our country, we heard from local experts about what we must do to drive progress for young immigrants—in the classroom and beyond.



Driving Structural and Systemic Change

From seeding innovation through the Boulder Fund to empowering students and educators through the Social Studies Accelerator to influencing policy change at all levels, our unique approach to economic and academic advancement is catalyzing transformative change.



“Being an EdLoC member is the best investment anybody can make in their future. It is great to be in the space with other equity-minded individuals who are trying to make a difference. **Frequently, we are the only ones in the room, and it’s great to be with folks who know what that feels like and are still managing to make a difference.** I joined EdLoC so that I could be among my peers and learn from the best.”

Erica Romero

Vice President of Education Policy and Advocacy, Latinos for Education

Driving Structural and Systemic Change

Advancing National Policies That Benefit Young People of Color

We've pursued our north star by mobilizing our Network of values-aligned leaders united in their understanding that there is no singular approach to building generational wealth for communities of color—economic advancement is not only about education but also health care, immigration, housing, and so much more.

Together, we've learned, advocated, and raised our voices, from our Policy 101 Learning Series to our Policy Digest to our Policy Council. Our policy learning sessions invited members to join in conversation with experts about pressing challenges and our proposed solutions. In exclusive content for our Policy Digest, national leaders contribute their voices and expertise on subjects ranging from how to build a diverse and inclusive teaching workforce to direct impacts of the student debt crisis on student parents to immigration reform.

Our Policy Council, comprising 24 members that represent the ethnic, geographic, and role diversity of our Network, advises on EdLoC's Policy Agenda and our advocacy strategy.

- **Luis Avila**, President, Iconico
- **Vanessa Aramayo**, Executive Director, Alliance for a Better Community
- **Dr. Travis J. Bristol**, Associate Professor, University of California, Berkeley
- **Dr. Maya Bugg**, President & CEO, TN Charter School Center
- **Dr. Donnell Butler**, Founder & President, Opportunity College
- **Dr. Marla M. Dean**, Founder and Chief Learning Officer, Dean's List Consulting
- **Anpao Duta Flying Earth**, Executive Director, NACA Inspired Schools Network
- **Natalie Gordon**, Chief Schools Officer, Attuned Education Partners
- **Danielle Gonzales**, Education and Nonprofit Leader
- **Crystal Gonzales**, Executive Director, English Learners Success Forum
- **Dr. Robert S. Harvey**, President, FoodCorps
- **Jin-Soo Huh**, Partner, The Learning Accelerator
- **Dr. Peter T. Keo**, CEO, Rapid Research Evaluation
- **Dr. Phelton C. Moss**, Senior Policy Advisor & Senior Professorial Lecturer of Education Policy, American University, and Fellow for Education Innovation, National Association for the Advancement of Colored People
- **Rasheed Meadows**, Founder & CEO, Rasheed Meadows & Associates LLC
- **Mildred Otero**, President, Leadership for Educational Equity
- **Sonia C. Park**, Executive Director, Diverse Charter School Coalition
- **Archana Patel**, Senior Advisor, Bryson Gillette
- **Antonio Plascencia Jr.**, Senior Director/Engagement Officer, Los Angeles Unified School District
- **Dr. Ana Ponce**, Executive Director, GPSN
- **Samuel Roe**, Managing Director, Education Performance Group LLC
- **Dr. Paris Woods**, Chief Program Officer, StriveTogether
- **Dr. Shantelle Wright**, Educator
- **Andrea Zayas**, Executive Director, Journey into Education & Teaching

Driving Structural and Systemic Change

Advancing National Policies That Benefit Young People of Color

Several policies must be realized to achieve our vision. EdLoC's advocacy over the past year focused on these priorities:

EARN MORE

- **Federal investments can improve teacher pay, address critical pipeline issues, and increase support for teachers.**
 - We endorsed the American Teacher Act and the Pay Teachers Act to ensure teachers are earning a livable, competitive salary.
 - We supported the RETAIN Act, which would create a fully refundable tax credit for teachers, paraprofessionals, mental health providers, and school leaders in Title I schools, as well as educators, program providers, and program directors in Head Start, Early Head Start, and Child Care & Development Block Grant (CCDBG) funded early childhood education programs.
- **Alleviating student debt reduces the racial wealth gap.**
 - We called on the Department of Education to support proposed regulations for the Income-Driven Loan Repayment Plan and better protection for borrowers, knowing that the student debt crisis disproportionately impacts students of color.
- **Expanding access to and lowering the cost of care for families is crucial.**
 - We supported the Child Care for Working Families Act, which would expand access to and lower the cost of care for families, support child care workers by providing grants for increased wages, and address racial and gender disparities in the child care system.

BUILD WEALTH

- **"Baby bonds" help level the playing field and support low-income families and families of color in building wealth.**
 - We endorsed the American Opportunity Accounts Act, which would establish seed savings accounts or "baby bonds" for every child at birth, with children from the lowest income households receiving the maximum amount.

BE CARED FOR

- **Access to nutritious meals helps to break the cycle of poverty.**
 - We submitted a letter to the Office of Family Assistance Notice of Proposed Rulemaking (NPRM) on the Temporary Assistance for Needy Families (TANF) program and requested TANF dollars to be extended for after-school care, increase overall eligibility, and more.
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SUPPORTING K-12 EDUCATORS AND STUDENTS

- **Increasing representation for educators of color is key.**
 - We endorsed the proposed Federal Educator Diversity Act, which would increase the representation of educators from underserved communities in PK-12 education.
- **English Language Learners need greater investment.**
 - We signed a joint letter asking Congress to increase Title III funding to two billion, which would support English Language Learners and increase funding to \$400 per pupil.
- **Our students deserve an honest, inclusive history.**
 - We signed a letter supporting H.R. 219, the Bill of Rights for Students and Parents, and opposing H.R. 5, the Parents Bill of Rights Act, as part of the growing chorus of resistance against bans on books that tell the stories of our communities and the removal of courses, curriculum, and lessons that give an honest accounting of our country's past and present.

Spotlight

Washington, D.C. Advocacy Week: Creating a Ripple Effect That Influences and Shapes Local Politics

Congressional Hispanic Caucus Institute Conference

EdLoC member and CHCI CEO Marco Davis introduced panels that featured EdLoC members Michele Siqueiros (President, Campaign for College Opportunity) and Adrian J (AJ) DeLeon (CEO, Innovare). With four Latinx Cabinet members present, it was a striking reminder that this is the most diverse Cabinet in U.S. history—a Cabinet that looks like America.



Congressional Black Caucus Foundation Annual Legislative Conference

EdLoC attended the conference as well as various brain trust sessions, including a session featuring Black leaders from The Divine Nine to highlight the role of Black fraternities and sororities in fighting for equitable healthcare, voting rights, and social justice for Black communities.



Meeting with the White House Domestic Policy Council

EdLoC met with the Domestic Policy Council to share the power of our Network and our policy agenda, unlocking a pivotal opportunity to directly influence policy decisions, share our collective expertise, and advocate for the transformative change essential to realizing our shared vision.



Policy Council Advocacy Day

Thirteen of our Policy Council members and staff joined EdLoC's first Advocacy Day, translating our policy agenda into action by meeting with the offices of ten U.S. Senators to discuss the *Improving the Quality of Early Care and Education Act*—legislation we drafted to strengthen the linguistic and cultural competencies of early-care educators—and urge *increased investments* for programs that support the education and mental health needs of young people.



Driving Structural and Systemic Change

Understanding History to Shape Our Future

Social studies plays a crucial role in preparing students for the modern workforce by providing them with a well-rounded understanding of the world. Today, with social studies curricula targeted and undermined by political agendas, it is more important than ever to ensure students have access to an interdisciplinary social studies education that represents who we all are and how we collectively shape our communities and our society.

The Social Studies Accelerator, powered by EdLoC, is at the heart of this movement. Bringing together and supporting PK-12 curriculum developers, professional development providers, educators, and school system leaders, the Social Studies Accelerator is working to ensure that all our nation's young people receive a social studies education that is high quality and culturally responsive.

Since the Social Studies Accelerator's inception in 2022, we have:

- **Built a coalition of more than 200 people**, including school system leaders, non-profit leaders, solutions providers, teachers, researchers, and more.
- **Launched the Content Creator Markets Matter (C2M2) Learning Lab**, in partnership with EdSolutions, that brought together 12 organizations leading the charge on culturally relevant and sustaining social studies content, providing resources and support that will advance their products.
- **With partners like the National Council for the Social Studies (NCSS) and Digital Promise**, we have showcased culturally sustaining content providers to hundreds of district leaders across the country.
- **Developed a definition of quality**—alongside social studies educators and experts across the country—that reinforces solutions for providers and school systems as we accelerate the adoption of culturally sustaining social studies in schools.

Check out socialstudiesaccelerator.org for more information about ongoing work and opportunities.



Seeding Innovation

Building generational wealth for communities of color requires multi-faceted, multi-racial, intersectional, and multi-sector approaches. The Boulder Fund is EdLoC's annual multimillion-dollar grant program designed to disrupt traditional philanthropy by placing grants directly into the hands of innovative leaders of color working across sectors—education, healthcare, immigration, and more—to ensure young people of color have opportunities to build generational wealth and thrive.

Since 2018, EdLoC has committed **\$5.9 million** in grants and funded 45 organizations across the country.



Seeding Innovation Boulder Fund

Boulder Fund 2023 Cohort's Impact Over the Year



DR. DONNELL BUTLER
President and Founder, Opportunity College
New York, NY

Opportunity College's pilot program in 2022-2023 paired 27 students with one employer for internships. 100% of the interns received an offer from their employer for a summer internship, and **100% reported strengthening connections between what they learned through the program and their future postsecondary goals.** In 2023-2024, the program grew to serve 80 students with two employers.

"The 2023 Boulder Fund investment allowed us to both validate and begin scaling our "Learn and Earn" internship program model, which offers innovative work-based learning experiences that can be integrated into schools we want for all children."

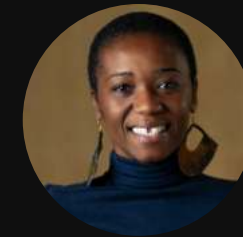


ARMIN SALEK
Executive Director, Youth Justice Alliance
Austin, TX

What started as an Austin organization was able to grow into a statewide organization because of Boulder Fund. Youth Justice Alliance grew from just **eight fellows to eighteen fellows** with this last cohort.

The biggest impact of Boulder Fund was the ability to connect with other leaders and organizations, which resulted in **additional investments and funding** that helped Armin expand fellows for the next two years.

"Boulder Fund was a complete changemaker for our organization, but the connections are just as important. All the connections are transforming our impact."



DR. PATRICE FENTON
Co-Founder and Head of Organizational Well-Being,
Ella Baker Institute
Brooklyn, NY

"Through Boulder Fund's investment, we were able to increase our fundraising efforts, which resulted in our ability to increase our earned revenue and bring our servant leadership team to complete full-time status."

Ella Baker Institute's (EBI) flagship program, Young People's Leadership Cooperative (YPLC), focused on connecting young leaders with the importance of leadership, identifying the skills they want to develop, and preparing them for their careers. The program was able to expand to serve both middle school and elementary school students.

EBI was also able to launch a second program geared towards young leaders ages 17-24 through the Professional Changemakers Initiative. The program reached success in Brooklyn and even expanded the work to Atlanta, GA. **To date, EBI has reached and resourced a total of 161 students.**



DOMINIQUE LEE
CEO, BRICK Education Network
Newark, NJ

South Ward Healthy Beginnings currently provides services to 79 families, positively impacting 173 children in the area. This past year, staff was able to assist in **the delivery of 17 babies, the largest volume of births through the program to date.** The team was also able to expand and hire a full-time licensed social worker to provide better services and support for pregnant parents and those with small children.

Through Boulder Fund's mentorship, South Ward Healthy Beginnings was also able to partner with HealthConnect One, a national agency focused on birth equity, to train community based doulas. The team intends to launch the first doula training in 2024 to increase the number of culturally congruent perinatal workers in Newark. **South Ward Wellness Center continues to provide critical healthcare services to the most under-resourced communities, serving over 1,500 patients, a large number of whom are under 18.**

Seeding Innovation Boulder Fund

Boulder Fund 2023 Cohort's Impact Over the Year



NICOLE LYNN LEWIS
Founder and CEO, Generation Hope
Washington, D.C.

Generation Hope successfully expanded and launched the first academic year with Scholars in New Orleans. **25 Scholars were enrolled** in the program as they pursued college degrees. Scholars were provided with mental health and career readiness support, access to case management, academic support, tuition assistance, mentoring, emergency funding, as well as trainings and events. Partnerships were created and **mentors were successfully recruited** into the program to ensure every Scholar received one-to-one mentoring and support.

"The support EdLoC has provided as the inaugural and largest funder for the expansion of our direct service work into the New Orleans area cannot be overstated. Beyond financial support, the opportunity to engage with executive and organizational coaching, connect with EdLoC leadership and members, and the amplification of our work through EdLoC have all been key areas of support during this time of growth for Generation Hope."



SAAMRA MEKURIA-GRILLO
Co-Founder and CEO, Formation Ventures
San Antonio, TX

Run the Future is an entrepreneurial learning experience that accelerates Black youth and young adult learners toward success as innovators. Through the Boulder Fund, **Formation Ventures conducted 10 Run the Future classes across nine different partners, introduced 250 students to identity-affirming entrepreneurial learning and network support, and grew Formation Ventures and Run the Future teams to 10 full-time employees.**

Over the summer, Formation Ventures pursued a blended learning model by partnering with Harlem Children's Zone (HCZ) and Schmidt Futures' Rise program for in-person and virtual programming. Results from this programming will help develop a scalable and high-impact learning product for thousands of schools and youth-serving organizations.



DEVIN MORRIS
Co-Founder and Executive Director, The Teachers' Lounge
Roslindale, MA

The Teachers' Lounge launched its first **two cohorts of CLOC fellowships, engaging 13 educators of color** and providing critical support as they advance in their careers. They introduced an event series that focused on coaching, networking, and skills training; created valuable partnerships with 19 organizations to support educators of color and community members; hosted events that celebrated Black & Brown voices in education and beyond as well as educators of color in the greater Boston area; and even hosted a diversity career fair.

"Thanks to the Boulder Fund, we were able to focus our entire energy on the execution and improvement on Year 1 programming, as well as future programming with the security of knowing that our Year 2 funding had been secured."



DR. LAURA MCGOWAN-ROBINSON
Founder and CEO, Diversity in Leadership Institute
Los Angeles, CA

Boulder Fund successfully enabled Diversity in Leadership Institute (DLI) to pilot the School Leader of Color Network (SLOCN), specifically designed to support fellows as they ascend into educational leadership. DLI also successfully engaged its network for their first ever statewide advocacy campaign, which resulted in the securement of \$10 million for Local Education Agencies that would diversify K-12 public school leadership in California. **This funding will enable 300 aspiring principals to pursue administrative credentials.**

"EdLoC has advanced my work by providing my organization a platform for funders, other members, and folks in the extended network to hear about Diversity in Leadership Institute. This is huge! I know the exposure we received put us on the radar of people that would have not have otherwise heard about us or our work."

Boulder Fund 2023 Cohort's Impact Over the Year



GABRIELLE WYATT
Founder and CEO, The Highland Project
New York, NY

In 2023, The Highland Project released their third national non-partisan poll of 702 Black women across America with Cornell Belcher of Brilliant Corners Research and Strategies to learn about their top aspirations, barriers, and recommendations to create multi-generational wealth. The results of the poll were featured in The Hill and Fast Company. In October, The Highland Project hosted “Highland Hour: Black Women Deserve to Thrive”, moderated by Gabrielle Wyatt and panel guests Anne Price (Cohort 2 Highland Leader), Brynn Craig (Senior Advisor at Bloomberg Philanthropies) and Cornell Belcher (President of Brilliant Corners Research and Strategies) to better contextualize the results of the poll.

The Highland Project announced Cohort 3 of Highland Leaders in November 2023, expanding its current coalition to 45 leaders. The selection of Cohort 3 was built on the findings of the national research which identified racism, the economy, gun violence, and climate change were the top barriers that prevented Black women from thriving.

Spotlight: Catalyzing Collaborative Forces

The Highland Project and Generation Hope (Two-Time Boulder Fund Recipients)

The Highland Project (THP) is a coalition of Black women leaders who are designing and leading solutions that create multi-generational wealth and change for Black communities. Founder Gabrielle Wyatt is an EdLoC member and two-time Boulder Fund recipient. Her work at THP has been focused on building and sustaining a coalition of Black women leaders who are redefining what multi-generational wealth looks like through the lens of structural change. Through the Boulder Fund, THP plans to invest deeply in Black women leaders with unrestricted capital, investments in infrastructure, and movement-building work. THP has already built and sustained two cohorts of Black women leaders and recently announced their third cohort of leaders.

“The Highland Project stands on EdLoC’s shoulders. I think about EdLoC’s founding community and their role in really developing the Boulder Fund, which to me, was a first step in naming that we can—for us, by us—build solutions to invest in our communities in ways that truly sustain us and truly sustain multi-generational change.”

– **GABRIELLE WYATT**
Founder and CEO, The Highland Project
2022 and 2023 Boulder Fund Recipient

Rhonda Broussard, 2024 Boulder Fund recipient and a member of THP’s first cohort of leaders, envisioned a world where caregivers who are single parents could achieve their educational goals as a foundation to build wealth in their own households and communities. Rhonda chose to invest her THP Legacy Dollars to expand Generation Hope’s Scholar’s Program to New Orleans, bringing wrap-around services to young parents to support their journey of attaining their college degrees. Generation Hope was founded and is currently led by EdLoC member Nicole Lynn Lewis, two-time Boulder Fund Recipient.

“We believe that when you remove barriers for families, particularly young families and families living in poverty, that the sky’s the limit. We’re not only working with families, but we’re also working on the systemic change that needs to happen to ensure their success. So working with policymakers, working with colleges. We’re also disrupting generational poverty, so investing not only in parents but also in their children knowing that a college degree could be game-changing for families.”

– **NICOLE LYNN LEWIS**
Founder and CEO, Generation Hope
2021 and 2023 Boulder Fund Recipient

Seeding Innovation Boulder Fund

Boulder Fund 2024 Cohort

This year, we announced our seventh Boulder Fund cohort of changemakers.



RHONDA BROUSSARD
Founder and CEO, Beloved Community
New Orleans, LA

"The Boulder Fund really is the type of catalyst that lets us pivot in our work. One of the things that we don't get enough time to do as leaders of color is think and strategize. With an investment from the Boulder Fund, our Youth Participatory Action Research Academy is able to actually make a deep pivot based on the things we've already learned from young people who've done our work. And so we're able to invest that space in making the experience better for them and growing from serving 100 young people a year to being able to serve thousands of young people a year in the regions and communities that we already support."

Beloved Community is building sustainable change, supporting regions to further their collaborative journey for racial, educational, and economic equity. Through training in Youth Participatory Action Research (YPAR), Beloved Community will use Boulder Fund to equip high school students with the research and advocacy skills to successfully advance solutions to complex issues of educational inequity in their communities. Simultaneously, they plan to build the capacity of school and program administrators in their Equity in Schools (ECIS) cohorts to leverage the YPAR researchers, moving toward regional, community-led consensus on school, district, and policy change.



GISELE CASTRO
CEO, exalt Youth (exalt)
New York, NY

"There's not a lot of foundations or philanthropic components that really focus on leaders of color. Having the endorsement of EdLoC at this moment in time, to grow in New York City and outside of New York City, is a deep recognition. There is a call at this point for philanthropy to see who the portfolio of people are who are supporting initiatives such as juvenile justice."

exalt elevates expectations of personal success for youth ages 15–19 who have been involved in the criminal justice system. As part of the goals for a new strategic scaling plan, exalt will use the Boulder Fund to establish a robust Alumni initiative to deepen its impact on graduates; explore in-state replication; and create an "institute" to better enable exalt to provide strategic guidance to the field.



NELLA GARCIA URBAN AND MALKA BORREGO
Latino Educators Advancing Leadership (LEAL)

"The way that I would describe the Boulder Fund is truly the inspiration that many leaders of color have to serve their communities in innovative and different ways. For us, we have been inspired to be part of the process. The Boulder Fund will support our work in bringing us to this new community of founders and creators, and the inspiration is endless." (Nella Garcia Urban)

"I'm so inspired by the amazing ideas and the folks that EdLoC brings together for us. I truly believe these ideas are going to change the world and I'm excited to be a part of it." (Malka Borrego)

Latino Educators Advancing Leadership (LEAL) is an organization of Latinx education leaders driven to increase the number, voice, and power of Latinx leaders in charter schools. Despite Latinx families investing their trust and commitment in charter schools at higher rates, Latinx representation is lacking at all levels of the charter sector, from teachers to board members. LEAL will use the Boulder Fund to launch the Latino Leaders for Legacy Program, a leadership acceleration and sustainability program designed to address three pressing needs:

- Community: We will create healing spaces focused on impactful issues such as imposter syndrome, colorism, and identity building.
- Healing: We will offer strategic support (coaching, consulting, and tools) to sustain leadership in charter organizations.
- Strategy: We will shape the path so they are not leading alone but with community and familia behind them in the Latino Leaders for Legacy Program.



ERICA PHILLIPS
Executive Director, National Association for Family Child Care
Washington, DC

"The connections that I make through EdLoC are what I see as really accelerating our work. We have opportunities to learn from and build on our work with amazing leaders who come from all different types of approaches. And together, we're able to come up with new ideas to further our work to really push through challenges."

The National Association for Family Child Care (NAFCC) is a nationwide non-profit organization dedicated to promoting high-quality child care by strengthening the profession of family child care for nearly one million paid home-based early learning programs serving almost 40% of the 6.7 million children who regularly receive care from a nonrelative. The Boulder Fund will support the launch of a bold new initiative, the FCC Leadership Lab, to attract and retain FCC programs by investing and amplifying solutions developed by local FCC leaders.

Seeding Innovation Boulder Fund



JONATHAN JOHNSON
CEO, Rooted School Foundation
New Orleans, LA

“By partnering with Boulder Fund, we’ll not only be able to prove that interventions like the \$50 study are viable and evidence-based—we can leverage the network effect and the resources of Boulder Fund to potentially pilot and scale in many cities across the country. My dream is that 10, 20, years from now, we’re serving millions. Too rare is it in the education space to find an organization that realizes that to lead catalytic change on behalf of our students, we must think beyond schools. EdLoC is one of those organizations that believes that.”

The Rooted School Foundation is a nonprofit organization encompassing several public charter schools and youth programs. They partner with forward-thinking companies and research institutions to test place-based strategies that will accelerate upward economic and social mobility for America’s most underserved students. With the Boulder Fund, Rooted School Foundation will fund the second half of a randomized control trial exploring the impact of providing small, frequent cash stipends to teens while they are in school. Once completed, the project will establish clinical significance and causal evidence needed to advocate for a broader youth cash stipend policy across U.S. cities. Rooted School Foundation serves a diverse demographic of mostly Black and Brown high school-aged youth across four U.S. cities (New Orleans, LA, Indianapolis, IN, Vancouver, WA, and Las Vegas, NV).



CHAD ROUNTREE
CEO, Propel America
Boston, MA

“From a financial perspective, Boulder Fund is going to allow us to scale our model, allowing us to serve an increased volume of learners to drive the model improvements to ensure increased numbers of young people are not only earning their credential but also showing up day one ready to get hired by our employers. But above and beyond the financial support, this opportunity to be supported by EdLoC means much more than the dollars itself.”

Propel America recruits and trains young adults (ages 18–26) for middle-skill, living wage jobs in healthcare, working backward from the talent gaps of employers to quickly prepare learners for the workforce. With the Boulder Fund, Propel America will be able to scale its model—Jobs-First Higher Education—to support hundreds of young adults in accessing upwardly mobile jobs in 2024. Propel is poised to intentionally scale its healthcare pathways model as a quick, accessible, and free fellowship that leads to a meaningful career in healthcare for 18- to -24-year-old high school graduates of color.



DR. PETER WATTS, JR.
Watts of Power Foundation
Los Angeles, CA

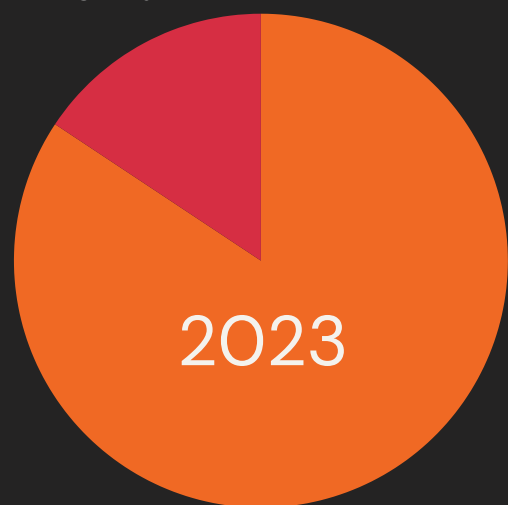
“The Boulder Fund will support me in helping to build capacity in our organization. Being able to bring on a Director of Operations, for example, could help to expand our work and allow me to continue doing the things that I do, which is building relationships and partnerships, fundraising for the building of affordable housing, and also with the recruitment of many more Black men who want to become teachers in places like Los Angeles.”

Watts of Power Foundation’s mission is to create a pipeline of Black male teachers by providing them with wraparound support during the credentialing process, including affordable housing, to ensure that they become fully credentialed teachers who persist in the field. Because the affordability crisis is particularly acute for educators in California, Watts of Power Foundation focuses on housing. Teacher Village’s innovative approach offers subsidized housing and vital financial literacy training, creating a community where teachers can not only afford homes but also thrive. Boulder Fund will support the construction of a 4,493 square-foot residence to house five Black male Teacher Village Fellows and alleviate the substantial challenges they encounter, including the high cost of living and isolation as they embark on their teaching careers.

Financial Overview

2023 FINANCIALS

Grantmaking budget
15.7%

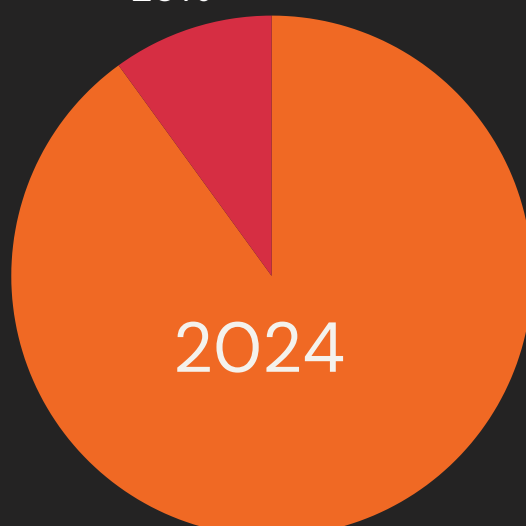


Operating Budget
84.3%

2023 Operating budget: \$5.43M
2023 Grant-making budget: \$1.01M

2024 PROJECTED FINANCIALS

Grantmaking budget
10%



Operating Budget
90%

2024 Operating budget: \$5.40M
2024 Grant-making budget: \$600K

Our 2023 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.



Individual Donors

- Sara Allan
- Sonya Anderson
- Tommy Chang
- Christine DeLeon
- Crystal Gonzales
- Greg Gunn
- Nancy Gutiérrez
- Nautrie Jones
- Tyra Mariani
- Kishshana Palmer
- Emily and Teo Valdés
- Mini Verna
- DeRonda Williams

Governance & Leadership

Our Board stands as a testament to our core values, reflecting the desired diversity—in race, role, and sector—of our Network. The Board’s collective expertise, coupled with a shared commitment to our mission, fuels our efforts to foster equitable opportunities for young people of color. As we navigate our strategic direction and uphold our values, the guidance and diversity of perspectives from our Board members serve as an invaluable asset in driving our organization forward.

Meet EdLoC’s Board of Directors



Sharhonda Bossier
CEO, EdLoC



Nancy B. Gutiérrez
President & CEO, NYC Leadership Academy



Dinah Consuegra
Chief of Staff and Learning, Kapor Foundation



Dr. Sonya Anderson
Founder & President, Embark Strategies



Tommy Chang
CEO, New Teacher Center



DeRonda Williams
CEO, DGW Consulting Group (DGWCG)



Alma Marquez
CEO, Del Sol Group



Dr. Ana Ponce
Executive Director, GPSN



Dr. Raquel Donoso
Senior Program Officer, Equity in Education & Director of Programs, Skyline Foundation

Meet EdLoC's Leadership Committee



Sharhonda Bossier
CEO, EdLoC



Richard Nyankori
Director of Leadership
Programs, Netflix



William Anderson
Adjunct Professor, Colorado
College & Teacher-Leader
Denver Public Schools



Victor De La Paz
Chief Financial Officer
Per Scholas



Luis Avila
President and Founder
Iconico Campaigns



Trevor Brown Senior
Partner New Project, Inc.



Kenya Bradshaw
Chief Program Officer
Reconstruction US



Tequilla Brownie
CEO, TNTP



Marco A. Davis
President & CEO, Congressional
Hispanic Caucus Institute (CHCI)



Greg Gunn
Co-Founder, Lingo Ventures



Heather Harding
Executive Director Campaign
for Our Shared Future



Kaya Henderson
CEO at Reconstruction US
Co-Host of Pod Save the People



Chastity Lord
President and CEO
Jeremiah Program



Kira Orange Jones
CEO, Teach Plus



Beatriz "BB" Otero
President, Otero Strategy Group



Dr. Ana Ponce
Executive Director, Great
Public Schools Now

Letter from EdLoC's Board Chair

To my fellow EdLoC members:

At the start of the new year, I also started a new chapter of my journey with EdLoC, assuming the role of Board Chair. Like so many of you, I came to EdLoC to find my people—the educators, changemakers, systems leaders, entrepreneurs, and others who are working in concert so that our young people of color can thrive. The people who know that supporting students means looking beyond the four walls of a classroom and seeing them and their families as whole people.

This community is so rare. A Network of transformational leaders of color across issues and industries, EdLoC is the place for us to come together to grow as leaders, collaborate as problem solvers, advocate for policy change, and invest in each other. It is a place that too often doesn't exist. Because of EdLoC, we are seen, heard, and uplifted. And together, we are building a collective power and forging the path forward.

Captured in this robust report, we see all the catalytic change happening within this Network—and because of it. As we dive deeper into 2024, I am energized by our progress, inspired by your work and your leadership, and grateful to be part of this community. This year will be pivotal. With the many opportunities for action and advocacy, there will also come tension and conflict; our values, our identities, and our shared goals will be politicized, undermined, dismissed, and worse. It is moments like these when EdLoC is most needed: a community where we support each other, champion each other, and always keep pushing forward.



Dr. Nancy B. Gutiérrez
Board Chair, Education Leaders of Color



Looking Ahead: What's Next

In the upcoming year, our efforts and programming will focus on strategic priorities that renew our commitment to catalyzing impactful change.



SUSTAINING THE NETWORK:

Our influence is rooted in the strength of our Network. Strengthening the foundation and resilience of our Network infrastructure for sustained growth and impact involves more than reinforcing the basics—we're not just building for today but for a future where our Network can adapt, expand, and continue impacting lives in meaningful ways. This sustained infrastructure is our springboard and will enable us to reach new heights and make a profound difference in the communities we serve.



BROADENING AND STRENGTHENING SOLIDARITY:

For our Network, solidarity isn't just a concept; it's a living, breathing reality that builds a collective power to achieve our shared vision. We're dedicated to cultivating a uniquely powerful Network of leaders that catalyzes collaboration and solidarity across race, ethnicity, issue spaces, and sector. From our National Convenings and Regional Gatherings to our facilitated panels and networking events, these dynamic spaces are where leaders from broad backgrounds can come together and share their expertise and experiences to tackle challenges collaboratively.



ADVANCING MEMBER INFLUENCE:

Driving innovation and investing in leaders of color is at the heart of our mission. Our membership Network is full of transformational leaders of color—from founders, to CEOs, to entrepreneurs, to PhDs, to superintendents—who are shaping solutions and driving progress on some of the most pressing challenges in American life. We will continue to do this by intentionally fostering meaningful environments where our members can connect, sharing resources for collective action, and funding impactful, innovative solutions.

Looking Ahead: What's Next

In the upcoming year, our efforts and programming will focus on strategic priorities that renew our commitment to catalyzing impactful change.



MOBILIZING ACTION AND ADVOCACY:

By mobilizing the collective expertise of our members, we advance initiatives and policies that ensure families earn more, build wealth, and are cared for. From seeding innovation through our Boulder Fund to lifting the voices of our members to shape the Biden Administration's policies, we are catalyzing action and advocacy at all levels.



BUILDING A COLLECTIVE POWER:

By empowering and platforming folks who do not always receive a seat at the table, we are setting a new table, convening and seeding influential conversations that may not be happening elsewhere. To overcome those who seek to distract and divide, the only path forward is one of multi-racial solidarity. No matter where we are, we're standing together, supporting one another, and using our collective voices to influence sustainable and transformative change for our communities.

