

# ALF CEO DIEL COHORT Journey



## 📍 MY LEADERSHIP

### PERSONAL JOURNEY

This work is centered in the development of relationships amongst the cohort members. This occurs through the creation of a brave container focused on the development of cohort norms and practices. During this arc of work the cohort will explore personal stories, especially around their understanding of race equity, justice, power, and white supremacy culture.

#### Process Steps (FOCUS: Relationships)

- Storytelling
- Development of cohort agreements and culture
- Examination of the impact of white supremacy culture on the nonprofit sector and its leaders
- Somatics: understand the physical manifestations of living and working in white supremacy culture on physical and spiritual bodies
- Dialogue, development of empathy and leveraging of productive tension

## 📍 OUR COMMUNITY

### GROUP JOURNEY

This arc of work is centered around the building of a cohort network and the development of an understanding of the impact of networks in action. The cohort continues to deepen its relationships and to practice accountability. The group wrestles with the concepts of race equity and how the nonprofit industrial complex sustains and maintains oppression for those served and those working in the field.

#### Process Steps (FOCUS: Allyship & Advocacy)

- Practicing inquiry at the personal, organizational and sector/community level
- Dreaming, planning, innovating and building
- Taking Stock: Setting a course for change

## 📍 TAKING ACTION

### THE JOURNEY CONTINUES

In this final phase of work, the focus is on applying learnings through collaborative efforts amongst the group members and the larger CEO DIEL Cohort network in order to create sustainable change.

#### Process Steps (FOCUS: Institutional Change)

- Commitments: personal, organizational, sector/community for sustainable change.
- Inquiry: What can I change in myself and in my organization that will lead to sustainable sector/community change?

