

Impact Report 2023



**DEVELOPING
CAPACITY
COACHING**



DEVELOPING CAPACITY COACHING

MISSION

We expand the capacity of leaders to do good, fostering a more compassionate, equitable, and just society.

VISION

All people, regardless of background, thriving freely throughout this planet.

The DCC team has helped individuals, teams, and organizations build capacity for long-term success. From equity leadership development, strategic advising, training sessions, to organizational coaching, we consider it an honor to partner with people on their journeys. From mayors to youth leaders, we partner across sectors to foster equity.

Our **affiliate team** serves as our backbone. While we have a designated team to move each effort forward, our affiliates breathe life into our capacity building work, creating a truly diverse, multi-generational and cross-sector team.

The data in this report reflects a summary of our impact across projects and sectors spanning 19 states and 28 different organizations.



**Dr. Annice E.
Fisher**

FOUNDER & CEO



**Dr. Ciji A.
Heiser**

SENIOR IMPACT
& EVALUATION
OFFICER



**Karis
Middleton**

VIRTUAL PROJECT/
PARTNER SUPPORT



**Katerina
Frye**

EXECUTIVE
COORDINATOR

PERSONAL TRANSFORMATION

through Aya Conscious Leadership for Equity™

In 2023, we created the Aya badging program to honor the leadership growth journey of our coaching participants. Those who participate in our 1:1 coaching earn a badge with the Aya symbol. They receive this honor because of their commitment to heal, be resilient, and grow their leadership skills to create a more equitable and just world for all.



Pronounced "eye-ah", Aya is derived from the Twi language, and is translated to "fern." Aya is a symbol of endurance, resourcefulness, and defiance against oppression (Kojo Arthur, 2017).

58

Executive leaders provided with one-on-one coaching.

473

Hours of coaching invested in leaders

39

Individuals received our Badge & Certificate



I hold power to create paths for moving forward. Where I felt stuck before, I now see an avenue of entry.



Through my coaching, I learned how to make decisions from love and trust.



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PERSONAL TRANSFORMATION

through Foundations and Fellowships



Juan Paz, Coachee



Anthony Curtis Jr.,
Coach

I am honored to be part of this amazing 2023 LatinxEd Cohort and blessed to have received coaching from DCC. You took my TRUST in this coaching process very seriously. You nurtured my spirit... You gave me the confidence and necessary tools to eliminate the imposter syndrome that was rooting inside of me. Thank you for helping me out on my One Leading for Equity Goal, becoming a storyteller. You gave me the tools to be more assertive with my expectations. You helped me by providing me with strategies to structure my thoughts, you empowered me to articulate my true intentions, which are to make a positive impact on those around me and to inspire others.



Pame Barba, Coach

*It's important to check in myself in moments where I feel nervous or scared. With Pame, I've learned that intentional reflection can help me get to the bottom of the root of my fear. I also benefit from reminding myself of my power and authority. - **Coachee Testimonial***

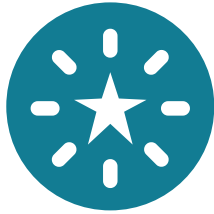


Kathy Tan, Coach

*Her support has been instrumental in fostering a sense of authenticity and empowerment within me. Her ability to both validate and challenge me was truly transformative. Kathy not only provided valuable insights but also equipped me with additional tools for my personal and professional toolbox. This experience has significantly contributed to my journey of operating more from a place of love and trust. - **Coachee Testimonial***



COACHING TO: TRUST, EMPOWER, LEAD, CARE



Unapologetically own your identity & brilliance, & empower others to do the same.



Expand self-trust. Use conscious leadership & adaptive leadership tools to harness your power & choice in every situation.



Creating a lived culture of radical self-care.



The experience was truly transformative. From the very first session, my coach created a safe and supportive environment where I felt very comfortable sharing my challenges as well as my experiences. I went into this experience very self-conscious and doubtful of my abilities as a leader and came out of it sure of my power as a leader in equity. The results I achieved through this coaching relationship exceeded my expectations. I feel more confident, focused, and empowered to use my power and my voice to achieve equity for my students and for myself.

I trust in my leadership for equity.

62%
BEFORE

88%
AFTER

I believe I can use my power & authority to lead for equity.

46%
BEFORE

93%
AFTER



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CAPACITY BUILDING

through free webinars, data-informed training sessions, and our E-Course

10

Free webinars,
Resource handouts &
YouTube Recordings

25%

Increase in the belief that
individuals have power to
change systems

”

It was helpful and
has me reflecting
on how I move
through difficult
situations.

550

People registered for
webinars

39%

Increase in an
individual's willingness
to disrupt bias

Individuals
committed to
holding one
another
accountable for
stifling equity

22%
BEFORE

50%
AFTER

Individual belief
of capability to
advance equity

67%
BEFORE

80%
AFTER

CAPACITY BUILDING TOPICS

Democratizing Learning through our Free Webinar Series on Leading for Antiracism & Equity



Webinar 1

Overcoming Everyday Roadblocks to Leading for Antiracism & Equity



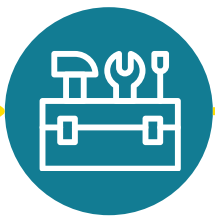
Webinar 2

Data-Informed Equity Leadership



Webinar 3

Anchors for Holding Steady - Leading for Antiracism & Equity



Webinars 4 & 5

A Racial Incident Happened. Now What? (Parts 1 & 2)



Webinar 6

Creating Inclusive Work Environments



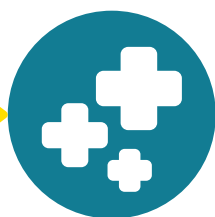
Webinar 7

Sustaining Inclusive Work Environments



Webinar 8

Strategies for Leading Equity During Incredulous Times



Webinar 9

What do I do When I Acted with Racism + I'm a Bystander to Racism, & I Survived an Act of Racism



Webinar 10

Strategies for Leveraging Assessment to Advance Equity



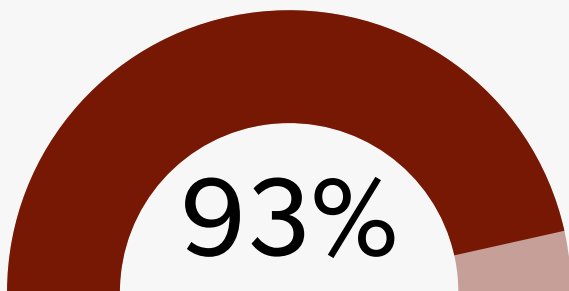
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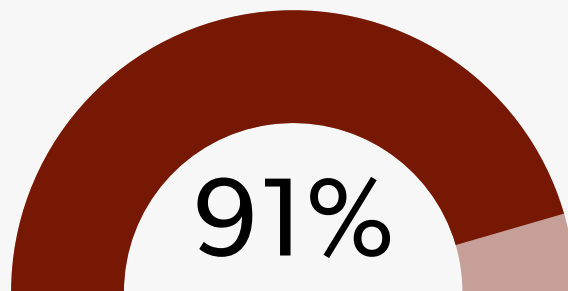
CROSS-SECTOR CAPACITY BUILDING



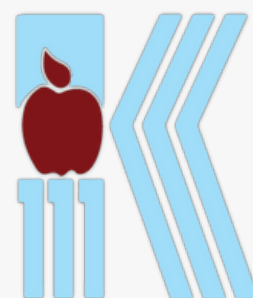
- Mayors
- Youth Leaders
- Justice Officials
- K-12 organizations
- Higher Education
- Foundations
- Fellowships



Agree they recognize the fears that compete against their leadership goals.



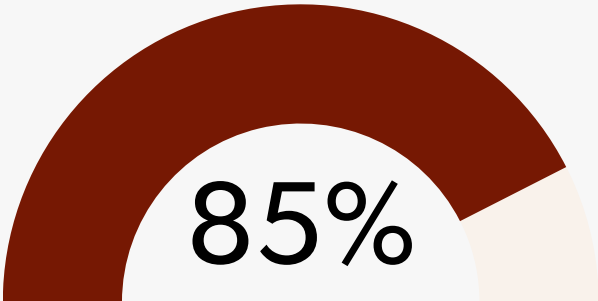
Say they are more likely to integrate self-care into their practice.



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CAPACITY BUILDING PARTNERS & IMPACT



85%

Agree they recognize the role fixed mindsets play in their leadership goals.



93%

Say they can identify the behaviors that sabotage their leadership.



FANTASTIC! It was great grounding and speaking into the requirement that as antiracist practitioners we are doing the good, hard, heart work required to make all of us better. Despite this current season of backlash.



I have the choice and power to disrupt racism, in myself and when I witness it. Self awareness steps were super helpful!



CAPACITY BUILDING

Shifting individual and team cultures to advance equity throughout the organization.

+39%

Individual willingness to disrupt bias

There was a 39% increase between the first team assessment and the last team assessment in individual willingness/ability to disrupt bias when it occurs.

+25%

Power to change systems

Individuals felt more strongly that they had the power to change systems after the team capacity building work.

+28%

Team holds one another accountable

After the team capacity building sessions, individuals felt more strongly that the team holds one another accountable for stifling equity.

+13%

Team capable of advancing equity

After team capacity building, individuals increased by 13% in their responses to the team being capable of advancing equity.



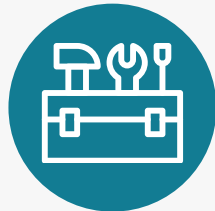
ORGANIZATIONAL CULTURE CHANGE

From the front line to the boardroom.



Data-Informed

To establish your current needs, growth, and strengths



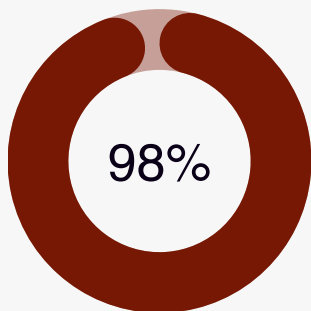
Capacity Building

Conscious Leadership for Equity™ capacity-building workshops

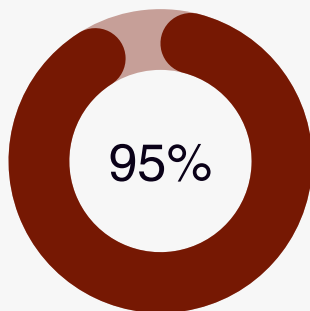


Action Plan

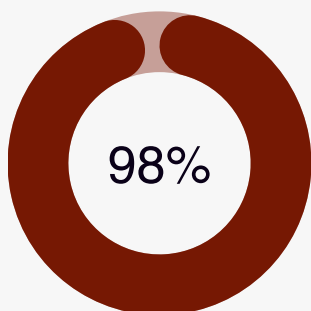
A clear act plan to guide your current and sustained equity journey



Front line staff understand how bias shows up at work



Front line staff say they will chose to create more equity at work



Of leaders will integrate self-care into their practice

100%

Percent of leaders say they will hold themselves more accountable for educational equity after our leadership & management workshop

Biggest takeaway: How much reworking and reflecting I need to do in order to address my internal bias, how much I do not understand about experiences that exist outside of my own, and how much learning and unlearning is an ongoing process.

NEW IN 2024

BEACONS: A Conscious Leadership for Equity™ Community

Creating bold leaders using our tested leadership development framework



Brave: Make Conscious Leadership for Equity™ -- power moves



Love: Turn difficult conversations to transformative moments



Openness: Leverage your Strengthsfinder® talents to make equity moves



Deliberate: Build 4 essential anchors for team cohesion

Conscious People for Equity™ E-Course

Broadening access to equity leadership development through on-demand learning

Content of the course focuses on Conscious Leadership for Equity™

- Module 1: Harnessing Conscious Leadership for Equity™
- Module 2: Leading Change with Purpose
- Module 3: Embracing Conscious Leadership + Healing & Reconciliation

Those who complete the course, and participate in the assessments earn a certificate and LinkedIn Badge.



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NEW IN 2024

AFFINITY LEADERSHIP HEALING CIRCLES

Living our values through culturally relevant and reflective healing circles



3/26

Women Identified

8/27

White Co-Conspirators
for Equity

4/30

Arab American and
Arab Ancestry

9/24

Latine/x and
Latine/x Ancestry

5/28

Two Healing Circles:
Asian American Pacific
Islander Ancestry AND
Jewish American Ancestry

10/29

Immigrant Identified
(UN day)

6/25

LGBTQ Identified

11/26

Indigenous Peoples &
Ancestry

7/30

Two Healing Circles:
Persons with Disabilities
AND
Muslim American
Identified

12/17

Solidarity - Everyone
(UN Human Rights Day)



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