



Blue Cross NC is making an intentional investment in building the capacity of organizations led by or serving historically underrepresented communities and people of color.

BlueCrossNC.com/StrengthenNC 

PROJECTED PROGRAM OVERVIEW AND SCHEDULE

COHORT CONNECTIONS & TRAINING OPPORTUNITIES

Host quarterly, virtual, peer learning cohort convenings. Use a combination of facilitated discussion, breakout reflection rooms and open space to encourage learning from one another's experiences.

Estimated Time Commitment: 3 hours per quarter; 12 hours per year

SCHOLARSHIP OPPORTUNITIES

We will offer each organization the scholarship funding to attend external training and development programs. We will have a preferred list of external trainings developed and vetted after needs of the cohort have been identified, but in the spirit of codesign, scholarships will not be limited to this list. External trainings may come in the form of a deeper dive on an area that we will already be addressing within the cohort trainings, or these could be utilized to address any gaps in the nonprofit's needs that the cohort opportunities may not be able to effectively cover.

Estimated Time Commitment: Will be determined by the type of training/program that the nonprofit selects

RACIAL EQUITY

The Racial Equity Institute's (REI's) two-day Phase 1 training is designed to improve participants' capacity to understand racism in its institutional and structural forms. With shared language and a clearer understanding of how institutions and systems are producing unjust and inequitable outcomes, participants should leave the training better equipped to begin to work toward a more inclusive environment. Following REI Phase 1 training, participants will engage in at least one debrief session via roundtable discussion. These sessions will seek to determine what the participants learned, how they were impacted by the session, and how (or if) the training will help them to implement and/or upgrade equitable programs and services within their organizations moving forward. Diversity, equity and inclusion requires a continuous process of improvement, and this phase will provide ongoing dialogue following the roundtable depending on the nonprofit's needs.

Estimated Time Commitment: Two full business days in Q1 2022 for REI Phase 1 Training (Staff), two full business days in Q2 2022 for REI Phase 1 Training (Board), two hours for Q1 2022 Roundtable Discussion, two hours for Q2 2022 Roundtable Discussion. Additional Racial Equity support will be provided upon request from the nonprofit.

PEER MENTORING

We will strategically pair nonprofit leaders with Blue Cross NC leaders to provide individual support and mentorship via quarterly one-on-one meetings in 2022 and 2023. In collaboration with internal thought leaders, we will identify peer mentors after the needs have been identified from the cohort. Depending on the partner, we may be able to support nonprofit staff beyond the executive director.

Estimated Time Commitment: 1 hour per quarter; 4 hours per year in 2022 and 2023

FACILITATED CONSULTING & TECHNICAL ASSISTANCE

Each unique organization faces unique challenges. Allowing flexibility in engaging expert consultants to work with organizations will share power and enable each organization to receive what they determine they need. If organizations need different skill sets from those offered by the facilitators listed above, we will work with our network to source appropriate, diverse consultants to provide technical assistance that meets their needs.

Common consultant needs:*

- Financial Management
- Fund Development Strategy
- Marketing & Communications
- Strategic Planning
- Program Design and Evaluation

**Common consultant needs were identified through the Triangle Capacity Building Network's past two years of funding requests (~200 requests) for capacity building by organizations led by people of color.*

Estimated Time Commitment: Will be determined by the consulting engagement that the nonprofit needs

PRO BONO

In partnership with the Blue Cross NC Foundation, the Community and Diversity Engagement (CDE) team engages the Taproot Foundation to host Pro Bono volunteer events. Taproot is a leader in skills-based volunteerism, working with organizations across the country to harness the power of corporate employees' skill sets to provide critical capacity support to nonprofit organizations. Pro Bono offerings are slated for 2022 and 2023 in multiple formats including Speed Consulting, Pro Bono Day and long-term projects.

Estimated Time Commitment: Through a variety of offerings, estimated time commitments could range from a half-day engagement to multi-week offerings.

UNRESTRICTED FUNDING

Blue Cross NC will provide unrestricted funding to each organization. Funds will be provided in Q1 of 2022 and Q1 of 2023.*

TENTATIVE SCHEDULE (All dates subject to change)

Q1 2022

- o **Strengthen NC Kickoff:** Kickoff meeting! Get to know your cohort and general program overview (January 27)
- o **Racial Equity:** REI Phase 1 session (February 21 and 22) and REI Phase 1 Debrief Roundtable (March 8)
- o **Cohort Connection #1:** Building Relationships, Understanding Interests and Needs, Shaping this Space Together (March 16)
- o **Peer Mentorship:** Introduction meeting (March 31)
- o **Pro Bono:** Scoping of Pro Bono project
- o **Unrestricted Funding Year 1**

Q2 2022

- o **Cohort Connection #2:** Getting the Most out of Capacity Building, Relationship Building Continued, Sharing Early Learnings (April 28)
- o **Racial Equity:** REI Phase 1 training for NPO board members (April 18 and 19), REI Phase 1 roundtable for board members (May 3)
- o **Peer Mentorship:** Mentorship pairs meet on their own for a one-hour session (June 20–30)
- o **Pro Bono:** Finalizing scope, preparing for Pro Bono project
- o **Facilitated Consulting:** Individual interviews with organizations on technical assistance (TA) needs

Q3 2022

- o **Cohort Connection #3:** Leveraging Peers, Networks and Community to Strengthen Your Work (July 28)
- o **Racial Equity:** Optional individual consulting
- o **Peer Mentorship:** Mentorship pairs meet on their own for a one-hour session (September 19–30)
- o **Pro Bono:** Completing Pro Bono projects
- o **Facilitated Consulting:** Individual interviews with organizations on TA needs

Q4 2022

- o **Cohort Connection #4:** Learning session chosen by NPOs via menu from consultant (October 27)
- o **Racial Equity:** REI Phase 1 roundtable with NPO board members, optional individual consulting
- o **Peer Mentorship:** Check-in with Mentors and Mentees (December 8)
- o **Facilitated Consulting:** Finalizing consultant choice

Q1 2023

- o **Cohort Connection #5:** Reflections and Learnings from Year 1, Kicking off Year 2 (January 26)
- o **Racial Equity:** Optional individual consulting, possibly offer another round of REI Phase 1 dependent on cohort needs
- o **Peer Mentorship:** Year 2 Introduction meeting (March 30)
- o **Facilitated Consulting:** Begin TA work
- o **Pro Bono:** Scoping of Pro Bono project (if applicable)
- o **Unrestricted Funding Year 2**

Q2 2023

- o **Cohort Connection #6:** Peer Support Session: Leading Adaptive Change, Opportunities, Challenges and How TA is Supporting this Change (April 27)
- o **Racial Equity:** Optional individual consulting, possibly offer another round of REI Phase 1 dependent on cohort needs or Phase 2
- o **Peer Mentorship:** Mentorship pairs meet on their own for a one-hour session (June 19–30)
- o **Facilitated Consulting:** Continue TA work
- o **Pro Bono:** Finalizing scope, preparing for Pro Bono project (if applicable)

Q3 2023

- o **Cohort Connection #7:** Learning session chosen by NPOs via menu from consultant (July 27)
- o **Racial Equity:** Optional individual consulting, possibly offer another round of REI Phase 1 dependent on cohort needs or Phase 2
- o **Peer Mentorship:** Mentorship pairs meet on their own for a one-hour session (September 18–29)
- o **Facilitated Consulting:** Continue TA work
- o **Pro Bono:** Completing Pro Bono projects (if applicable)

Q4 2023

- o **Cohort Connection #8:** Final Cohort Connection; Reflections and Learnings, What's next? (October 26)
- o **Racial Equity:** Roundtable sessions – how to continue this work
- o **Facilitated Consulting:** Wrapping up (dependent on SOW)
- o **Closing Celebration:** End of program celebration and evaluation; Final Mentor-Mentee check-in (December 7)