



Community  
Foundation  
Boulder County



BOULDER CHAMBER  
FOUNDATION

LEADERSHIP  
FELLOWS  
BOULDER  
COUNTY

# IMPACT REPORT

2023  
2024





# PROGRAM OVERVIEW

## PROGRAM GOALS

The goal of the Leadership Fellows program is to co-create an inclusive, equitable, and fun environment where fellows will commit to the process of transforming and elevating themselves and the collective as leaders, utilizing the tools and support of the Boulder Chamber and Community Foundation to make a positive and lasting impact in Boulder County by stepping into a leadership role within six months to one year of completing the program.

**1** Intentionally create a collaborative community that is committed to building a robust network with local leaders.

**2** Provide fellows with the tools for self-reflection and growth while highlighting the individual expertise of the fellows.

**3** Encourage fellows interpersonal growth by pursuing challenging conversations and topics impacting Boulder County.



# PROGRAM MISSION

## **COMMUNITY FOUNDATION BOULDER COUNTY**

The mission of The Community Foundation is to improve the quality of life in Boulder County, now and forever, and to build a culture of giving.

## **BOULDER CHAMBER**

The mission of the Boulder Chamber is to support and promote business success and regional economic vitality, advocate for business, economic and community interests, create opportunities for peer interaction, and implement services that benefit its members.

## **BOULDER CHAMBER FOUNDATION**

To support the ongoing mission-based workforce development, continuing education, civic engagement, cultural diversity, workforce mobility, housing access, homelessness measures, and other community-focused efforts of the Boulder Chamber.

## **LEADERSHIP FELLOWS BOULDER COUNTY**

Jointly, these two organizations aim to build a pipeline of inclusive and transformational leaders who are informed, involved, networked, and ready to step into leadership positions across sectors in Boulder County.



# LEADERSHIP FELLOWS DEMOGRAPHICS



**19%**

Some College

**56%**

Bachelor's Degree

**25%**

Graduate Degree

**EDUCATION**

**13%**

Male

**81%**

Female

**6%**

Nonbinary

**GENDER IDENTITY**

**6%**

Veteran

**94%**

Not a Veteran

**50%**

Family Member

**VETERAN STATUS**

**4%**

Bisexual/Pansexual

**8%**

Gay/Lesbian

**81%**

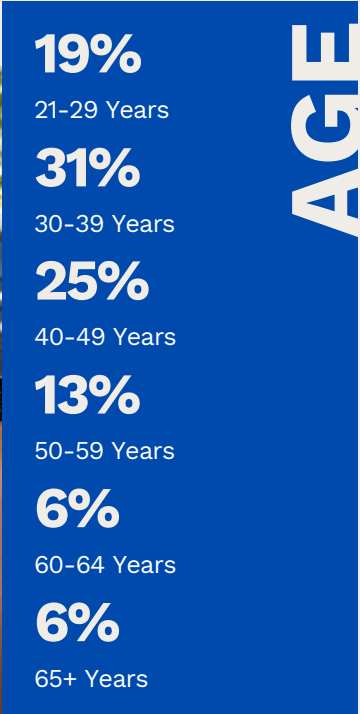
Heterosexual

**8%**

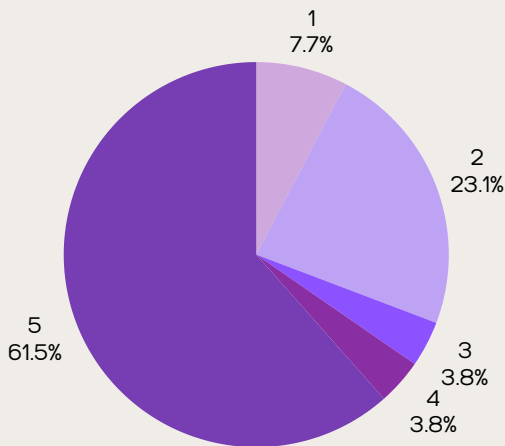
Prefer Not To Say

**SEXUAL ORIENTATION**

# LEADERSHIP FELLOWS DEMOGRAPHICS

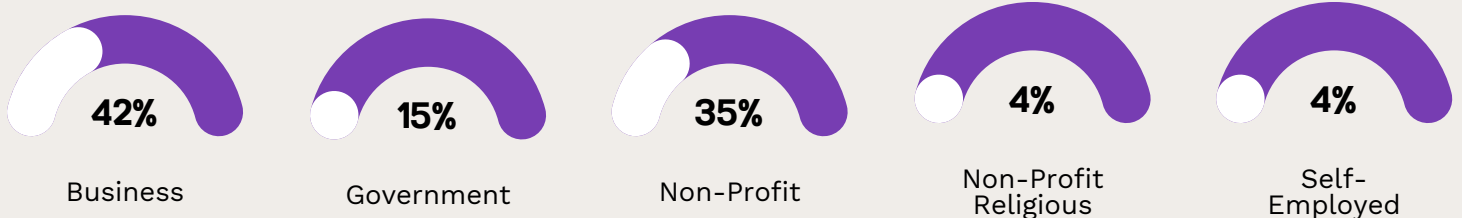


## RACE AND ETHNICITY



- (1) Black/African-American/Caribbean/African
- (2) Hispanic or Latino/a (Any Race)
- (3) Indigenous/Native American/Native Alaskan
- (4) Multi-Racial/Multi-Ethnic/Mixed Heritage
- (5) White/Caucasian/European

## ORGANIZATION TYPE







# PROGRAM FRAMEWORK

## DIVERSITY, EQUITY, AND INCLUSION

- DEI: Inclusive Leadership and strategies for inclusive leadership
- Exploring the equality spectrum and establishing a shared lexicon
- Businesses building a more equitable, sustainable, and prosperous Colorado
- Critical needs overview

## TRANSFORMATIONAL & INCLUSIVE LEADERSHIP

### Fellows will:

- Be responsible for their personal growth and own contributions.
- Be committed to an equitable community with opportunities for all.
- Treat people as individuals and respect their needs and desires.
- Cultivate understanding and respect for multiple perspectives in the community.
- Acknowledge community dynamics through an equitable lens.
- Give voice to all stakeholders in the community and/or organization.



# 2023-2024 PROGRAM AT A GLANCE

## Session 1: Orientation

- Speakers: John Tayer and Tatiana Hernandez
- Get to know one another and identify key issues in Boulder County

## Session 2: Elements of Inclusive & Effective Leadership

- Speakers: Junie Joseph, Nikhil Mankekar, Perla Delgado, Carey Mason
- Hear from leaders from diverse backgrounds and discuss inclusive leadership principles

## Session 3: Local Government Policy and Partnerships

- Speakers: Aaron Brockett, Chris Leh, Meosha Brooks, JD Mangat
- Meet with elected officials to gain an understanding of the Boulder County political landscape

## Session 4: Boulder County Economic Vitality

- Speakers: Matt Wiggins, Angelique Espenosa, Jill Mendoza, Carla Colin, Julian Jacquin
- Connect with key players in the economic sector with an introduction to the Boulder County economic landscape

## Session 5: Arts & Culture Expression and Activism

- Speakers: Deborah Malden, Kevin Rich, Jesse Gilday
- Familiarize fellows with the importance and impact of art in Boulder County and discuss different art avenues such as music, theatre, dance, and sculpture

## Session 6: Critical Basic Needs Human

- Speakers: Eliberto Mendoza, Anne Tapp, Katie Warning, Kelly North, Hayden Dansky, Michael Dougherty, Mike Chard
- Connect fellows with resources addressing the most critical needs in Boulder County and engage with Motus theatre to spark dialogue around difficult topics

**“I loved having MOTUS present. It was the most impactful session of the program this year.”**





# 2023-2024 PROGRAM AT A GLANCE

## Session 7: Community Health & Wellness

- Speakers: Simon Smith, Jennifer Leosz, Jorge de Santiago, Christie Burkhart, Allison Billings, Carlisle Quinn
- Discuss the intersectionality between physical, mental, and emotional health and the impact on different communities



## Session 8: Education and a Changing Workforce

- Speakers: Beryl Durazo, Kelly Strong, Jody Bennett
- Toured the CIM building to understand advancement options outside of a 4-year college degree and discussed the education-to-workforce pipeline

## Session 9: Housing Access and Affordability; Transportation

- Speakers: Shoshana Fanizza, Darcy Kitching, Steven Woodrow, Danica Powell, Marta Loachamin, Christy Wiseman
- Toured the Meals on Wheels building to understand the need in Boulder County and discussed transportation and housing legislation



## Session 10: Environmental Sustainability and Conservation

- Speakers: Berenice Garcia Tellez, Marina LaGrave, Pedro Silva
- Toured Olin Farms' regenerative farming practices and planted a flower garden; discussed water rights and different communities engaging with the outdoors

## Session 11: Graduation; Taking Action & Your Leadership Role

- Speakers: Jill Katzenberger, Harriet Ingham, John Tayer, Tatiana Hernandez, Scott Beard Jr., JD, Emma Marion
- Reflected on individual growth over the last 11 months and discussed the next steps in their leadership journeys.



## AFTER GRADUATION Leadership Fellows Graduates...

Join Nonprofit Boards

Earn Job Promotions  
Within A Year

Join Government Boards  
or Commissions

81%

32%

26%



The Leadership Fellows Program was a transformative experience that greatly influenced my professional and personal growth. Through its mentorship and leadership training, I gained the confidence, skills and connections needed to actively seek out new opportunities to deepen my engagement with the community. The program's emphasis on effective leadership inspired me to pursue new opportunities with enthusiasm and purpose, including a seat on two boards, and a new job, marking significant milestones in my career journey. The program equipped me with valuable tools but also instilled a lasting motivation to continue making a positive impact.

**Program Graduate** | Leadership Fellows



# 2025 PROGRAM

# SYLLABUS

## January: Orientation

### Session Goals:

- Familiarize participants with the program, its expectations, and scheduling.
- Foster relationships within the cohort and encourage self-reflection.
- Lay the groundwork for discussions on the pressing issues confronting Boulder County.

## February: Inclusive Leadership & Board Governance

### Session Goal:

- Gain an understanding of board governance and the process of joining a board.
- Enhance discussions from orientation to clearly define both leadership and inclusive leadership principles.

## March: Arts & Culture

### Session Goals:

- Develop an understanding of the various types of art and opportunities available in Boulder County.
- Recognize the significant contribution of arts and culture to the vibrancy and well-being of a community.

## April: PreK-12 Education

### Session Goals:

- Dive into discussions on the educational landscape in Boulder County for students PreK to 12th Grade, familiarizing fellows with educational resources.

## May: Economic Vitality, Workforce, and Higher Education

### Session Goals:

- Explore Boulder County's higher education programs and apprenticeships to understand the dynamics of the workforce pipeline.
- Familiarize fellows with the array of data sources and research resources available in Boulder County, essential for evaluating the economic health of the region

## June: Health & Housing

### Session Goals:

- Have a foundational landscape of affordable housing and understand the relationship between health and access to housing
- Identify key players in the health and housing industries and familiarize fellows with associated resources



A photograph of two women standing at a podium. The woman in the foreground has blonde hair and glasses, looking towards the camera. The woman behind her has long brown hair and is smiling. A microphone is positioned in front of them. The background features a colorful abstract mural and a sign that partially reads "Lead" and "ello".

# 2025 PROGRAM SYLLABUS

cont.

## **July: Environment & Transportation**

### Session Goals:

- Understanding transportation infrastructure in Boulder County and the impact transportation has on the environment.
- Recognizing ways to make our lives and communities more sustainable and supporting resources.

## **August: Local Government**

### Session Goals:

- Introduce participants to the landscape of municipal organizations and governing powers in Boulder County.
- Facilitate meetings with local representatives of our community to learn how to effectively engage with them.

**“I learned so much, networked, and learned about Boulder County issues!”**



Community  
Foundation  
Boulder County



BOULDER CHAMBER  
**FOUNDATION**

## Contact Us

### **Boulder Chamber**

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### **Community Foundation Boulder County**

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