



The Forbes Funds' ARC 2.0 cohort launches on January 12th! Secure your space now.

The Antiracism Cohort (ARC) is a group of leaders who come together to learn, grow, and take action against racism within their work and institution. Through a series of facilitated discussions, workshops, and activities, participants will engage in antiracism learning at the individual and organization level while learning current practices in antiracism and strategies for dismantling racist systems.

Participation includes both in-person and virtual class engagements, individual data assessment and tracking per organization, a curated curriculum on antiracism with continued access to resources, engagement with international antiracism specialists, special workshops, and a digital badge upon completion.

Sessions will include a combination of lectures, discussion of course materials, critical reflection on current readings, and more. We aim to ensure that the virtual and in-person classes occur in communicative spaces where participants can broach difficult topics and discuss individual and organizational challenges. New strategies will be co-created through both qualitative and quantitative exploration of anti-racist frameworks.

[Click here to get started now!](#)

ARC 2.0 is a learning cohort that builds on the best practices of diversity, equity, and inclusion training and optimizes these core practices into human-centered design exercises that aid in shifting organizational cultures systemically. Organizations will participate in weekly workshops, paired with reading assignments, signature cohort projects, and curated multi-sensory experiences - where participants learn in both a parallel and collaborative fashion. Together, partners will strengthen their individual, organizational, and societal triple bottom lines of connecting people, planet, and profit.

KEY PARTNERS

The Forbes Funds

- The Forbes Funds advances the well-being of the Southwestern Pennsylvania region by helping human service and community-based nonprofits build their management capacity and increase the impact of their mission work. TFF supports these nonprofits both as individual organizations and as a unified coalition of leaders, funders, and advocates working collaboratively throughout southwestern Pennsylvania.

Care Based Leadership

Jessica Spradley, PhD

- Dr. Jessica Spradley is the president and co-founder of Care Based Leadership, LLC. Care Based Leadership combines elements of restorative justice, cultural responsiveness, adaptive leadership, and multicultural education theories into practical training that rehumanizes the "other" by teaching how to care for rather than care about.

The Place to SOAR

Anita Russell

- The Place to SOAR is a social enterprise dedicated to cultivating change through daily growth, personal transformation, and accountability to unveil human potential. Founder Anita Russell uses an appreciative coaching and strength-based approach to capacity building; she empowers people to develop a deeper understanding of how to manage their gift of life.

The Heinz Endowments

- The Heinz Endowments is providing initial pilot funding and key thought partnership in design and execution of the cohort and the integration of art as an anti-racism tool to address systemic, as well as regional challenges.



GUIDING PRINCIPLES

Below are some key concepts that can help us build a better, more equitable society:

- Explore/apply anti-racist practices at the individual level, as well as within and across institutions.
- Employ emotional and historical experiences to engage in deep thinking.
- Utilize technology to audit organizations and support information sharing.
- Shift from linear, economy-only systems thinking to a circular economy that is human-centered and ecologically balanced, in line with the United Nations Sustainable Development Goals.
- Encourage cross-sector collaboration and sharing "just practices."
- Co-create ecosystems that foster collective genius.

CURRICULUM SCHEDULE

Week 1	January 12, 2024 (In Person) Anti-Racism Incubator Session 1
Week 2	January 19, 2024 (Zoom)
Week 3	January 26, 2024 (In Person) Anti-Racism Incubator Session 2
Week 4	February 2, 2024 (Zoom)
Week 5	February 9, 2024 (In Person) Anti-Racism Incubator Session 3
Week 6	February 16, 2024 (Zoom)
Week 7	February 23, 2024 (In Person) Anti-Racism Incubator Session 4
Week 8	March 1, 2024 (Zoom)
Week 9	March 8, 2024 (In Person) Anti-Racism Incubator Session 5
Week 10	March 15, 2024 (Zoom)
Week 11	March 22, 2024 (In Person) Anti-Racism Incubator Session 6
Week 12	March 29, 2024 - NO CLASS
Week 13	April 5, 2024 (In Person) Anti-Racism Incubator Session 7
Week 14	April 12, 2024 (Zoom)
Week 15	April 19, 2024 (In Person) Anti-Racism Incubator Session 8
Week 16	April 26, 2024 (Zoom)
Week 17	May 3, 2024 (In Person) Anti-Racism Incubator Session 9
Week 18	May 10, 2024 (Zoom)
Week 19	May 17, 2024 (In Person) Anti-Racism Incubator Session 10
Week 20	May 24, 2024 (Zoom)



Weekly Sessions take place on Fridays from 10:00 am -11:30 am.

Participants engage in the Antiracism Incubator Curriculum in person on odd weeks.

Participants participate in engagement activities, theme discussions, and implementation of the curriculum virtually during even weeks.

At the end of the curriculum, **participants will receive certificates and digital badges.** There will be multiple off-ramps for further support.

Syllabus and learning goals / outcomes coming soon!

CORE LEADERS



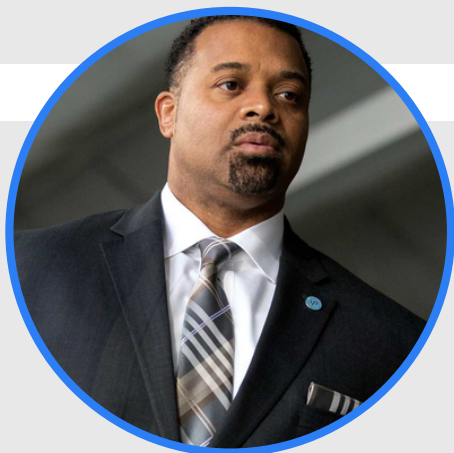
ANITA D. RUSSELL, MED, CPLC

Founder/CEO, The Place to SOAR
Personal Transformation Expert, Professional
Speaker, International Bestselling Author,
InflexionPoint Podcast Producer/Host,
Antiracism Activist



JESSICA SPRADLEY, PHD

President and co-founder of Care Based
Leadership, LLC. With almost 20 years of
experience working in the diversity, equity,
and inclusion field, she brings breath and
depth to the leadership, research and
training components of the organization.



FRED BROWN, MSW

Thought-leader in innovation,
capacity-building, and sustainable
social development. He serves as the
President & CEO of The Forbes Funds.



HANNAH KAROLAK, PHD

Chief program officer at The Forbes Funds.
Leads the learning & education
programming. Empowers nonprofit leaders
and works closely with organizations to
strengthen their strategic communication
and increase overall team capacity.

ARC 2.0 includes discussion partners and thought leaders from around the world. Partners of The Forbes Funds will lead these special workshops.

PARTICIPATION & REGISTRATION



Our team recommends that key decision-makers from participating organizations actively participate in this cohort. Therefore, registration is based on the organizations' size. Please see below.

Our program offers various engagement and participation levels. If you don't see an option that fits your needs, please contact The Forbes Funds, and we'll work together to find a solution.

Small Scale Organization or GNP Nonprofit Member	\$5,000	2 team members as cohort participants
Mid-scale Organization	\$7,500	Up to 4 team members as cohort participants
Large Organization/ Partner	\$10,000	6 team members as cohort participants and engagement with The Forbes Funds
Individual Leader or Consultant	\$3,000	1 cohort participant Leaders of nonprofit and/or private organizations that have annual budgets < \$300,000 OR Individual consultant/Leader

FREQUENTLY ASKED QUESTIONS



How many hours will I need to dedicate to participating in ARC?

Participants will spend 6 hours per month in class sessions (90 minutes weekly), and approx. 1-2 hours /week between sessions completing reading and other assignments. Finally, there will be cohort experiences and/or special workshops throughout the full class term.

How do I participate?

Participants can elect to join the cohort as an organization affiliate or an independent learner/consultant. Get started by [submitting an interest form](#).

How will my organization's data be used?

Cohort participants will work closely with Dr. Jessica Spradley to assess their organization's data and goals to establish a baseline from which growth will be tracked and informed. Aggregated or anonymized data from the cohort will be shared publicly to track the cohort's success.

What do I receive as a participant?

Once the cohort is complete, graduates of ARC 2.0 will receive a certificate of completion and a digital badge to showcase a commitment to DEI training and optimizing core practices into human-centered design exercises that aid in systemically shifting organizational cultures.

What kinds of scholarships are available? How do I apply?

Yes, a few scholarships will be made available. Please contact hannah@forbesfunds.org if you are interested in participating in ARC 2.0 and would like to apply.

How do I know if I am a small, mid or large-scale organization?

Registration is based on the industry and the size of participating organizations. Key decision makers from each organization should actively participate. Organizations may elect the registration type that best describes their scenario. We also allow for individual participation for consultants and/or independent leaders. Please see the previous page for information.