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**Community Memorial Foundation**

**Race/Equity Program | Coaching Application**

**Spring 2024**

Community Memorial Foundation has sponsored a series of educational workshops and other learning opportunities for its grantee partners focused on Race/Equity. Racial Equity is defined as the dismantling of a system of structures, policies and practices through which society’s resources are unequally distributed based on race.

In the spring of 2024, as part of this ongoing race/equity capacity building program, the Foundation is pleased to provide a group coaching opportunity for a cohort of eight of its grantee organizations. This coaching program is aimed at providing opportunities for organizations who are engaged in race/equity work with an opportunity to learn and share best practices and challenges.

Each organization selected will participate in a total of six individual coaching sessions over a period of 10 months with Soar Strategies. Additionally, the eight organizations in the coaching cohort will meet twice as a group over the 10-month period to learn from each other; explore organizational case studies; deepen their understanding of race equity work; and receive support and advice from the Soar Strategies team.

Timeline

* March 15th Applications Due
* March 30th Organizations selected
* April 17th Group Coaching Session (10:00 AM to Noon)
* April 1 to Oct. Organizations schedule coaching sessions with Soar Strategies
* Nov. 14th Group Coaching session (10:00 AM to Noon)

A second cohort of Race/Equity coaching will be offered to six additional Community Memorial Foundation grantees starting in July 2024.

**Frequently Asked Questions:**

* **My organization is at the beginning of our journey to become more race equitable. Is this program appropriate for us? OR My organization has been engaged in race equity work for some time, is this program appropriate for us?**

We encourage organizations at any stage in their race equity journey to consider applying for this coaching opportunity. The application is aimed at assessing where organizations are in their journey, so that the Foundation can construct a cohort of grantees with similar and complementary experiences and challenges.

* **Who from my organization should participate in this?**

Two to three people should participate in the coaching program per organization. Ideally, this would the person most dedicated to implementing racial equity work. The team should include someone from the senior leadership of the organization who has the authority to make changes regarding the organization’s racial equity work.

* **Are there any prerequisites to participating in the coaching program?**

Your organization should have participated in either the CMF-hosted Race Equity workshops sponsored in 2021 OR the Race Equity 101 session in 2022 or 2023.

* **What is the difference between this program and consulting?**

This is a group coaching experience rather than an individualized consulting opportunity. The intent is to gather a cohort of grantees in similar places in their Race Equity work and provide coaching and support so that they can take their efforts to the next level. The Foundation also intends to offer personalized consulting opportunities for Race Equity work in late 2024- early 2025. For more information about the differences between consulting and coaching, please see the following links:

[Key Differences Between Coaching And Consulting (And How To Decide What Your Business Needs) (forbes.com)](https://www.forbes.com/sites/forbescoachescouncil/2018/06/14/key-differences-between-coaching-and-consulting-and-how-to-decide-what-your-business-needs/?sh=6e64fdf43d71)

[Coaching vs. Consulting: Major Differences - upcoach](https://upcoach.com/guides/coaching-vs-consulting-major-differences/)

* **What if my organization is not selected to participate in this coaching opportunity, or it just isn’t the right time for us to apply?**

The Foundation intends to sponsor a second cohort of Race Equity Coaching for an additional six grantees in the summer. Applications will be available in June.

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**APPLICATION FORM**

**Contact Info**

**Name: Title: Email:**

**Organization:**

**Address:**

**City, State, Zip:**

**Narrative Questions:**

1. **Where is your organization in its racial equity journey? (1500 character limit)**
2. **Who will participate in the coaching cohort? Please describe names, roles at organizations, and roles in the racial equity journey in your response. We advise that at least 2 people (maximum 3) people participate, to ensure continuity of the learning. (1000 character limit)**
3. **Has your organization participated in the Foundation’s Racial Equity workshop series and/or peer learning circlesin 2021-2024? If so, which sessions did team members attend? (1000 character limit)**
4. **What do you hope to learn through this experience? (1000 character limit)**
5. **Any additional questions or comments about your organization you want to share as part of this application process? (1000 character limit)**

**Applications should be emailed to Tom Fuechtmann,** **tfuechtmann@cmfdn.org**

**by 5:00PM on March 15, 2024**