

Participants at Kresge's first FUEL convening.

THE KRESGE FOUNDATION **Fostering Urban Equitable Leadership (FUEL) Overview**



One of the many ways that The Kresge Foundation seeks to expand opportunity for people with low incomes in America's cities is by offering training and other operational and management assistance to grantees. The goal is to enhance the effectiveness of grantee organizations and their individual leaders to better solve local problems in the cities where nonprofit partners work. The Kresge Foundation launched a pilot grantee talent and leadership development program, called Fostering Urban Equitable Leadership (FUEL), in 2016 to help meet grantees' talent and leadership development needs, specifically by supporting the development of stronger senior teams, stronger mid-level talent and more diverse talent. Met with enthusiasm from grantees, Kresge launched a second round of the program in 2019.

For both rounds of the program, Kresge worked with Community Wealth Partners, a mission-driven consulting firm, to survey grantees to learn more about the talent and leadership development challenges they face. Kresge used the insights that grantees shared and worked with several talent and leadership development organizations to design customized services that addressed grantees' articulated needs. The selected providers offer best-in-class leadership and organizational development training and consulting services to the social sector. Each provider also heavily integrates a race and equity lens into its offerings with a goal of helping grantees improve their ability to pursue equity-minded talent and leadership development. Approximately 120 grantee organizations and almost 300 individuals participated in the program's first round.

Overall, Kresge invested more than \$1.3 million in the pilot program, which included:

- Grants to six service providers, ranging from \$125,000 to \$175,000.
- \$25,000 in unrestricted support for each service provider to use for strengthening its own talent and leadership development efforts.
- \$150,000 total in travel subsidies for those organizations participating in cohort-based experiences to help reduce barriers to participation.
- A contract with Community Wealth Partners for program management support.

In the short term, Kresge's goal is for the participating grantee organizations to become more diverse, connected and effective at creating impact in their communities. In addition, service provider organizations will strengthen their ability to achieve their missions and serve as leaders in the field of equity-informed leadership development training.

In the long-term, Kresge aims to see grantee organizations better equipped to achieve their missions and equitable outcomes in their communities.

Kresge also expects that the field of leadership development service providers will be more effective at fostering equity-informed outcomes.

We hope other funders, partners and grantees will join us in this journey, and we welcome the chance to learn from others working on these same issues.

FUEL Round 2 Service Providers and Offerings



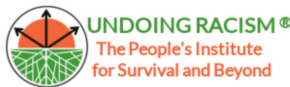
Crossroads Antiracism Organizing and Training

Training and education as powerful tools for organizing to dismantle racism.



Race Forward

Interactive training for those who wish to sharpen their skills and strategies to address structural racism and advance racial equity.



The People's Institute

Support for on-going anti-racist efforts in communities, organizations and institutions



Interaction Institute for Social Change

Three trainings available to build the collaborative capacity of individuals, organizations and networks to pursue social justice and racial equity:

- Facilitative Leadership for Social Change
- Fundamentals of Facilitation for Racial Justice Work
- Advancing Racial Justice in Organizations



The Management Center

Managing to Change the World – helps social justice leaders learn how to build and run more effective organizations, so they can get better results.

Rockwood Leadership Institute

Rockwood Leadership Institute

Art of Leadership provides powerful and effective training in leadership and collaboration to individuals, organizations and networks working for social change.



AchieveMission & Crossroads Antiracism

Tools and practices to facilitate a robust succession management process guided by clear equity-based measures and outcomes.



CompassPoint Nonprofit Services

Organizational equity leadership development program.



Management Assistance Group, ProInspire & Crossroads Antiracism

A learning community to operationalize equity throughout organizations, including a focus on cultural changes, structural changes, and shifts in strategy and programming.

