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**Coro Civic Leadership Academy
Supporting Tech and Community Partnerships in San Francisco
2019**

Background

San Francisco is a world class city and a center of innovation, its economic growth strengthened by a booming tech sector. But the city and region face an array of interconnected challenges that promise to escalate in response to rising income inequality, a housing crisis, homelessness, a changing climate, and a growing population (anticipated to reach 1 million in the city by 2040). These are challenges that impact everyone who lives and works in the city. Yet, a perception persists that tech companies and employees are uninvolved and under-invested in helping to solve San Francisco's challenges—even as many companies strive to attract and retain top talent and promote corporate social responsibility (CSR) strategies.

Coro's Civic Leadership Academy provides an experiential, real world learning model, harnessing tech innovation and Coro's deep knowledge of civic engagement to create a thriving, effective network of citizen leaders. Tech employees—and a majority of all millennials—report a high level of interest in working for companies that “walk the walk” when it comes to social responsibility, volunteerism, and philanthropy. Coro's Civic Leadership Academy increases opportunities for the tech sector to meaningfully engage with the broader community of stakeholders in the city, building collaborations to address pressing challenges. The Academy will increase morale and retention in the tech sector—and will bring tech's trademark innovation to help make the city a more resilient, vibrant, and welcoming home for everyone.

Program Impact

The Civic Leadership Academy is a civic network-building experience for cohorts of up to 24 emerging tech and civic leaders. Academy participation will equip participants with:

- **Trust:** To increase the level of trust, reciprocity, and mutual accountability among emerging tech leaders, community leaders, and city agencies and institutions.
- **Knowledge:** To grow participants' understanding of the city and community programs, processes, and services, deepening relationships between tech, city government, nonprofit stakeholders, and the broader community.
- **Skills:** To empower emerging tech leaders with tools and skills to work, lead, and collaborate across differences, both internally and externally.

- **Networks:** To cultivate a thriving network of emerging leaders able to work across companies and sector boundaries in order to catalyze positive change. The program provides opportunities to meet and learn from influential leaders and colleagues, and to expand professional networks.

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For the individual:

- **Increased** confidence in their leadership abilities and interpersonal skills.
- **Deepened** connection to their colleagues and community, and a better understanding of group dynamics.
- **Increased** understanding of city systems and stakeholders.
- **Increased** understanding of community challenges.
- **Increased** community stewardship, with a clear path to real-world involvement (boards, commissions, etc.)

For organizations, benefits include:

- **Employees** able to better understand their company and their sector as part of the SF ecosystem
- **Increased employee** connection and loyalty to their company and SF community
- **Enhanced and more positive company relationships** with broader SF community

Program Activities

The Academy builds upon Coro's 76-year track record of developing diverse leaders to work together across differences and accelerate positive change. The model includes:

- **Sessions & Focus Days:** Sessions focus on building skills in a team setting and focus days provide understanding of city departments, people, and processes.
- **Leader Interviews:** Participants interview neighborhood and municipal leaders to establish relationships and understanding. Coro's deep network of alumni working in high-level public service positions locally and regionally strengthens our pool of interview subjects.
- **Partnership Plan:** By the end of the program, all participants will have identified and explored a way to connect themselves or their company with a civic organization (public or nonprofit sector) in the neighborhood.

Session Structure & Content

Program goals are met through four full-day sessions and four evening sessions, which combine leadership training, issue exploration, team building, and partnership planning. Sessions are scheduled over a four-month period, which allows for real-world application and project work between sessions. Session content includes Coro leadership training, interviews, project work, issue exploration, and team building.

Full-day session themes may include:

- District/City overview
- Housing
- Transportation
- Public safety

Evening sessions themes may include:

- Legislative process
- Budgeting process
- Community organizing/engagement

All sessions are facilitated by Coro faculty with deep experience in culturally competent leadership development and facilitation. Coro trainers are guides on the side, vs. "sages on the stage", so all sessions require 100% participant engagement and involvement.

About Coro

Coro Northern California is a nonpartisan nonprofit organization focused on helping people work and lead across boundaries. Coro's mission is to equip people with skills, knowledge, and networks to collaborate and accelerate positive change wherever they are. Founded in San Francisco in 1942, Coro has an established track record of cultivating leaders through substantive leadership programs for professionals, postgraduates, and youth. In an increasingly complex world, Coro program participants are passionate catalysts for change. Our innovative, hands-on approach develops leadership skills through experiential learning, group interaction, and collaborative communication. With more than 11,000 program graduates across the country, the Coro network of changemakers spans sectors, backgrounds, political parties, and geographies.

Coro's noteworthy alumni include **Hon. Dianne Feinstein**, U.S. Senate; **Hon. Michael Bennett**, U.S. Senate (CO); **Hon. Tim Kaine**, U.S. Senate (VA); **Regina Jackson**, Executive Director, East Oakland Youth Development Center; **Hon. Malia Cohen**, Chair, State Board of Equalization; **Mina Kim**, Reporter, KQED; **Adriana Martinez**, Director of External Affairs, AT&T; and **Hon. Libby Schaaf**, Mayor, City of Oakland; Hon. Kevin Faulconer, Mayor, City of San Diego; among many other influential leaders across the country. Each day the network grows as Coro advances the skills, capacity and networks of diverse program participants.

Partners and Clients

In 2006, Coro created and launched a part-time leadership development program model. Over the past 13 years, we have partnered with many organizations and institutions across California to deliver customized, cohort-based, part-time leadership development experiences to hundreds of mid-career professionals (often called “emerging” or “rising” leaders in their respective institutions). Clients include: City and County of San Francisco, District 11, District 7, District 8; City of Fremont; City of Rohnert Park; University of California, Office of the President; UC Berkeley; UCSF; Point Blue; National Human Trafficking Training and Assistance Center; San Francisco Federal Executive Board, among others .