

4 Build Diverse & Effective Leaders



Strategic Objectives	March 2023 Update
4.1 Develop a talent pipeline of diverse and highly qualified candidates for leadership roles that reflect the community and the children we serve.	This quarter we filled one senior position and 57% of the candidates were from diverse backgrounds. The 33% reflected are candidates interviewed this year for the role.
4.2 Invest in the professional development of our staff to deepen their leadership capacity.	This quarter, we built internal leadership capacity with training and development opportunities. We wrapped up McKinsey’s A2E Lead with participants from the GA Alliance and BGCs around the state. This was an opportunity for our staff to connect and grow with peers in the field. We also had a cohort of 15 people leaders attend Manager’s Bootcamp with very positive feedback. Lastly, we started a new LEAD cohort with 10 members and their mentees. We continue to see our LEAD graduates apply and get FT positions within BGCMA.
4.3 Develop a board of directors and county boards that are inclusive, reflect the communities we serve and are effective in supporting our strategic priorities.	The Board Development Committee has been actively pursuing a diverse list of candidates for the Class of 2023. The pipeline as of March 2023 includes 14 candidates, 8 of whom are from racially diverse backgrounds. If all 14 candidates are confirmed in May of 2022, 40% of the Board will be from racially diverse backgrounds. In the first quarter of 2023, county boards welcomed 28 new board members across ten counties, 10 of whom are from racially diverse backgrounds. 50% of County Board leadership (Chair or Vice-Chair) are from racially diverse backgrounds.