



2017-2018
ANNUAL REPORT



Leadership is Everything

What words come to your mind when you think of effective leadership? Communication. Collaboration. Integrity. Self-awareness. *Transformation*. These are the words that come to ours.

For 75 years, Coro has helped emerging leaders develop their skills and work across difference—creating positive change in our workplaces, schools, and communities. Coro serves hundreds of emerging leaders every year, from high school students to staffs of established organizations. In a time when it's all too easy to isolate in echo chambers, Coro does the hard work of teaching inquiry, inclusion, and critical thinking—essential skills for 21st century leadership.

We could not do this vital work without the generous support of our donors and our network. We're delighted to share Coro's recent achievements. Thank you for helping to empower and inspire the leaders of tomorrow!

With gratitude,



Laney Whitcanack
Chief Executive Officer & Coro Alumna



Marianna Pisano
Board Chair & Coro Alumna



Above: Coro alumni, staff, and board members at our 75th Anniversary Celebration.

In 2017-18, **498** participants engaged in **16** Coro leadership programs and seminars. **96%** of our grads reported increased leadership skills.

Coro's **mission** is to equip people with skills, knowledge, and networks to collaborate and accelerate positive change wherever they are.

Activating Civic Engagement

A thriving democracy requires people who can work and lead across differences. Coro's civic engagement programs empower tomorrow's leaders to fuel positive change.



"I use the skills I learned in Coro every day to bring people together, gather information to make hard decisions, and help move our city and community forward."

Hon. Libby Schaaf, Mayor of Oakland and Coro Alumna

At left: Mayor Schaaf with 2018 Exploring Leadership Youth Fellows.

Fellows Program in Public Affairs

Founded in San Francisco during World War II, in response to the need for real-world training for emerging civic leaders, the Fellows Program in Public Affairs uses the Bay Area as a classroom to train the next generation of changemakers.

- **92%** better understand how to bring people together and inspire high-performing teams.

Exploring Leadership

Thriving for 20 years, Coro's intensive six-week summer program for high school students helps youth become active citizens and assume leadership roles in their schools, communities, and families.

- **95%** increased collaboration skills, and actively seek and consider diverse perspectives and information.

Neighborhood-based Programs

Empowering citizens to effect change from the ground up.

- **San Francisco District 7 Community Action Youth Fellows**, in partnership with the Department of Children, Youth, and Their Families and Supervisor Norman Yee.
- **San Francisco District 11 Neighborhood Leadership Academy**, in partnership with the Neighborhood Empowerment Network and Supervisor Ahsha Safaí.



"Coro is more than just nine months of work experience and lessons and interviews—so much more. It's a life-changing, bewildering roller coaster that teaches you how to be the best contributor to a healthy and vibrant society and democracy."

Claire Chiara, Fellows Program in Public Affairs, Class of 2018

Catalyzing Issue-Based Networks

Coro's new programs help experts break out of traditional silos and lead collaboratively on crucial issues—with wide-ranging impact.



Above: Water Solutions Network on a field visit to the Silicon Valley Advanced Water Purification Center, exploring water technology, access, and equity.

Water Solutions Network—Tackling California's Toughest Challenge

Empowering statewide water leaders by advancing cross-sector collaboration among people focused on the future of water management in California. A partnership with Water Education for Latino Leaders (WELL), DIG IN, and the S.D. Bechtel, Jr. Foundation.

Human Trafficking Leadership Academy—Sowing the Seeds of Change

Bringing cross-sector leaders and experts to the table to address the challenges of human trafficking. A partnership with the Office on Trafficking In Persons, the Office on Women's Health, and the National Human Trafficking Training and Technical Assistance Center.

What happens when a team of six survivor leaders and six anti-trafficking service providers come together to collaborate? Hard work and powerful, inspiring change.

Our first class of the **Human Trafficking Leadership Academy** presented their project findings to representatives from the U.S. Department of Health & Human Services, the Department of State, and the Department of Justice. The Academy's report was so well received, they were invited back to meet with 14 additional federal agencies. Their recommendations about survivor-informed practices have now been **disseminated nationally—to 35,000 people and organizations** working to combat trafficking and help survivors heal.

Fueling Equity-Centered Leadership

Leadership can be practiced by anyone, anywhere, anytime, and in any role. Providing opportunities and networks to diverse emerging leaders is fundamental to a strong, thriving society.

Women in Leadership

Supporting the leadership development of women working in the private, nonprofit, and government sectors across the Bay Area. The program establishes a pipeline for professional advancement and creates a cross-sector network of women who support each other's career growth.

- **95%** say the program has positively impacted their future potential.
- **58%** of recent grads have already experienced or are in conversation about a tangible positive shift in job title, salary, or availability of opportunity.

"Through the Women in Leadership Program, I was inspired, motivated, and empowered to move beyond my comfort zone and ultimately into a new job."

Nina Iyengar, Staff Attorney at Legal Advocates for Children & Youth at Law Foundation of Silicon Valley and Women in Leadership Alumna



Nehemiah Emerging Leaders Program

Leadership training customized to the specific challenges faced by culturally diverse leaders in Sacramento. Fellows put their talents to work in the public and private sectors, acting as catalysts for positive change.

UC Women's Initiative for Professional Development

Cultivating a vibrant professional network of women leaders that spans the UC system.

The program was awarded a prestigious **2018 Brandon Hall Group Excellence Award, in the category Best Advance in Women's Leadership Development.** We are honored to share this award with our UC Systemwide partners.

"My Coro year was incredible and transformative.... It helped me become more comfortable in that uncomfortable place. And that's where the real work happens."

Hon. Malia Cohen, President of the San Francisco Board of Supervisors and Coro Alumna



Strengthening Cultures of Collaboration

Bringing custom part-time programs to institutions and organizations working to build a collaborative culture and grow the capacity of emerging leaders.

UC-Coro Systemwide Leadership Collaborative

Serves senior leaders across all 10 University of California institutions, as well as Lawrence Berkeley National Laboratory, and Agriculture and Natural Resources.

- **94%** of participants increased their skills and confidence to initiate positive change.

San Francisco Federal Executive Board

Supports leadership development for mid-career professionals from 13 federal agencies across the Bay Area.

Coro-UCSF Partnership

Trains UCSF faculty across the schools of medicine, dentistry, nursing, and optometry to collaborate and move into leadership roles.

- Since 2006, Coro has trained almost 200 UCSF faculty. **93%** are more confident to lead in challenging times.

UC Davis Health-Coro Leadership Academy

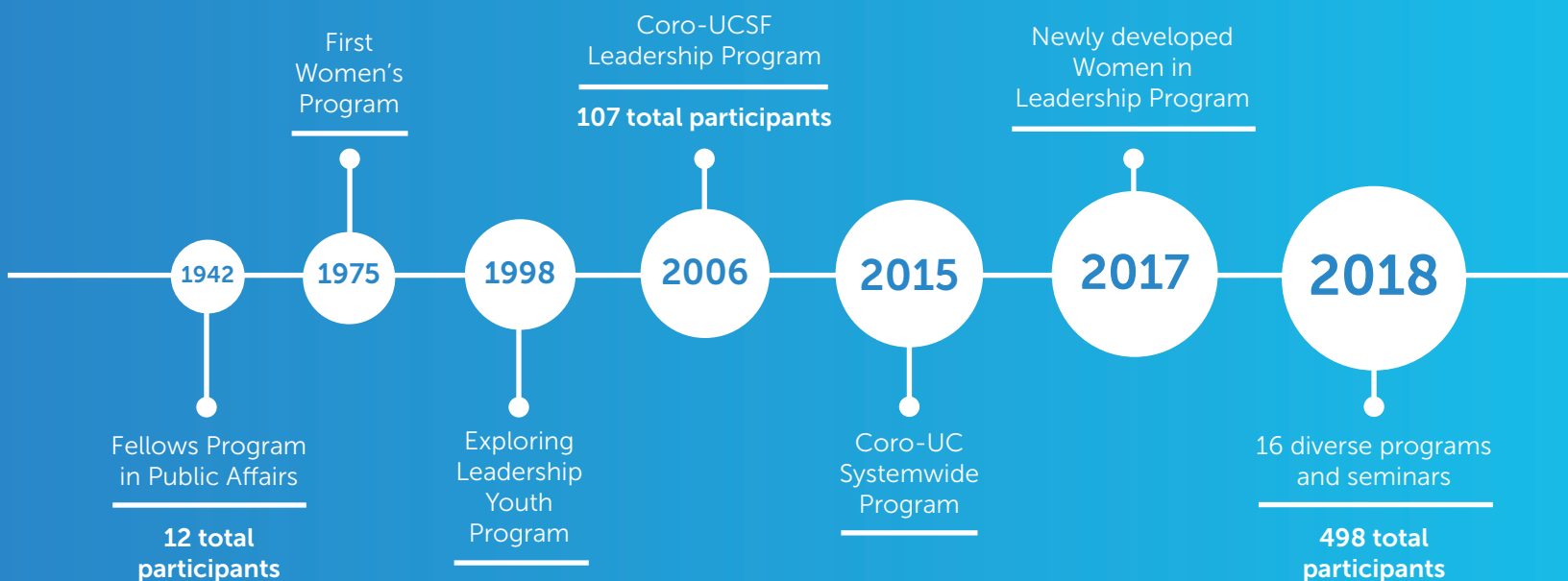
Equips emerging leaders with skills to lead teams, establish buy-in, and navigate crucial conversations.

"The Coro program destroys any notion that solid leadership is somehow an innate skill. For anyone willing to learn, this program offers personal development and confidence building based on proven methodology. The effectiveness of the tools learned were cumulative in nature for participants over the course of a year. The effectiveness of Coro graduates will be cumulative in nature for UC over the course of decades."

**Eric Kvigne, UC-Coro
Systemwide Leadership
Collaborative Alumnus**



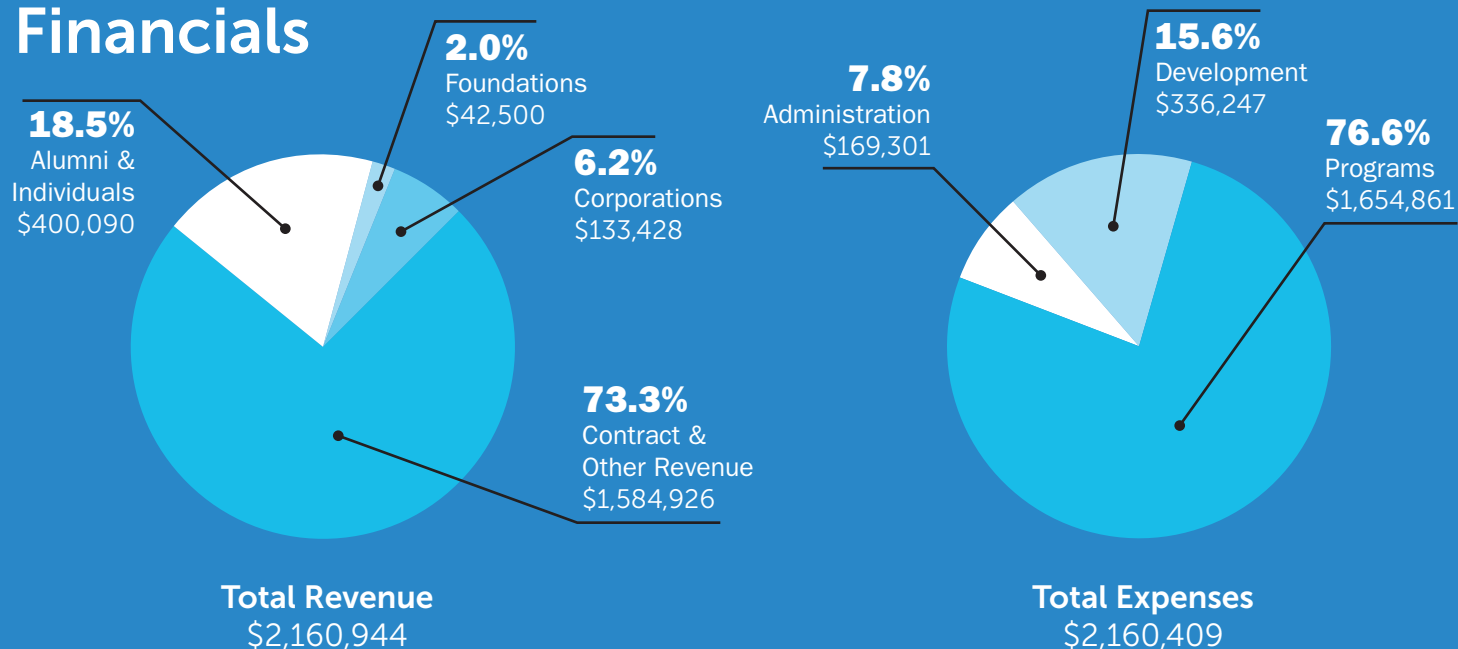
75 Years of Leadership



Help Coro Grow for the Next 75

- **Sustain Our Work:** Become a Coro donor or volunteer. We need you!
- **Nominate a Young Leader:** Know a promising soon-to-be or recent college graduate? Spread the word about the Fellows Program in Public Affairs.
- **Host a Fellow:** Talk to us about how you or your organization can support an emerging leader by hosting a Coro intern.

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Our Donors

We are deeply grateful to our supporters.

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Photography:
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Above: Fellows Program in Public Affairs, Class of 2018.



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"Coro has the effect of changing people's lives ... I can't describe who I was when I went in, but I do know I wasn't the same person when I left. You discover the power in yourself to do things you never thought you could do."

**Betty Schafer, Coro Alumna and
Honorary Board Member**

