



LEADERSHIP MAKES THE DIFFERENCE

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From economic opportunity and healthcare to neighborhood schools and traffic flow, **leadership is at the heart** of our most pressing challenges—and it's also the stuff of our daily lives. That's why, for 76 years, Coro has helped people become adept, effective leaders.

This year, Coro served 1,000+ participants: high school students, postgraduates, water system experts, experienced federal managers, and many more. We engaged with our network about Coro's vision for diversity, equity, and inclusion—and created a living document that will evolve as we question assumptions and continue the conversation about **leadership and belonging**.

What's the common thread linking our varied programs? Coro equips people from all backgrounds with **crucial skills, knowledge, and networks** to create positive change—leading from wherever they are.

We are delighted to share Coro's recent achievements. Generous support from you, our incredible network, ensures that every Coro participant emerges with newfound **curiosity, confidence, and connections**. One leader at a time, that's how we make change.

Thank you for helping to support and inspire emerging leaders!

With gratitude,



Laney Whitcanack
Chief Executive Officer & Coro Alumna



Marianna Pisano
Board Chair & Coro Alumna

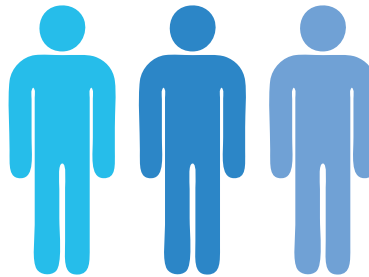


Coro's **mission** is to equip people with skills, knowledge, and networks to collaborate and accelerate positive change wherever they are.

LEADING FOR IMPACT IN 2018-19

1,046 participants engaged in Coro's programs and leadership labs.

96% increased essential leadership skills.



ENGAGED
PEOPLE



EMPOWERED
COMMUNITIES



STRONGER
DEMOCRACY

CORO'S PROGRAMS

Activating Civic Engagement

Empowering leaders to fuel positive change: the **Fellows Program in Public Affairs** • **Exploring Leadership Youth Program** • **San Francisco Districts 7 and 8 Community Action Youth Fellows** (in partnership with Supervisors Norman Yee and Rafael Mandelman, and the Department of Children, Youth, and Their Families), and **San Francisco District 11 Neighborhood Leadership Academy** (in partnership with the Neighborhood Empowerment Network and Supervisor Ahsha Safai).

Catalyzing Issue-Based Networks

Helping experts lead collaboratively on crucial issues: **Water Solutions Network** (in partnership with the S.D. Bechtel, Jr. Foundation), and **Human Trafficking Leadership Academy**, (in partnership with the National Human Trafficking Training and Technical Assistance Center).

Fueling Equity-Centered Leadership

Providing opportunities to diverse emerging leaders: **Women in Leadership**, **Nehemiah Emerging Leaders Program**, and **UC Women's Initiative for Professional Development**.

Strengthening Cultures of Collaboration

Bringing custom programs to partner institutions: **San Francisco Federal Executive Board Leadership Development Program**, **UC Berkeley Faculty Leadership Academy**, **UCSF Faculty Leadership Collaborative**, and **UC-Coro Systemwide Leadership Collaborative**.



FELLOWS PROGRAM IN PUBLIC AFFAIRS CLASS OF 2019

Fellows conducted **145+** interviews with sector leaders.



Completed **72** internship placements at organizations across the Bay Area.



Learned **50+** leadership tools for self-awareness, critical thinking, communication, and managing group process.

Engaged in **17** workshops on topics such as negotiations, understanding the state budget, and graphic facilitation.



Led and completed **4** focus weeks dedicated to public finance, communications, state government, and agriculture.



100% can more thoughtfully navigate complexity and ambiguity.

100% are more confident in being able to accomplish difficult projects.

Last year, **92%** of Fellows received financial aid. The Class of 2020 will receive 8% more in funding—and we've **eliminated the tuition requirement**, ensuring the program remains accessible and competitive.



"I did not expect that my Coro experience would be so centered around self-reflection ... I learned to be really disciplined about distinguishing my opinions and assumptions from what is observable and verifiable. **Coro has taught me how to replace indignation with curiosity** ... With these lessons, I feel empowered to dive into the messy and non-linear world of change-making."

— Jonah Bleckner,
Fellows Program Class of 2019

EMPOWERING YOUTH VOICES

In partnership with the San Francisco Department of Children, Youth and Their Families, we launched two new **Community Action Youth Fellowships** serving Districts 7 and 8. After deep dives into city government and community issues, young people emerged as newly engaged civic leaders.

Exploring Leadership, our esteemed summer youth program, delivers a transformative learning experience.

"Exploring Leadership has empowered me with the tools I need to truly make a difference in my community. It built a family out of strangers within weeks and taught us all to be courageous, collaborative, and compassionate with every move. **Coro has shown me the power that a small group of young people can have** and has started a fire in all of us to create change in our world."

— Sally Garretson, 2018 Exploring Leadership Youth Fellow



100% of our Youth Fellows receive stipends and tuition is free.



100% increased confidence in understanding professionalism in the workplace.

96% actively seek diverse perspectives and information.



83% regularly consider what is a fact, assumption, or opinion in making decisions.

46% will be the first in their family to attend college; more than **90%** are students of color.





COLLABORATING TO ADDRESS CRUCIAL ISSUES

Coro works in partnership with the S.D. Bechtel, Jr. Foundation to create a network of rising water leaders equipped to help move California toward a sustainable water future. This year, Water Solutions Network Cohort Two participants conducted a field study to learn more about the struggle for access to clean drinking water that affects 1 million people statewide. Together, they created a group project to inform California's ongoing **Human Right to Water** policy implementation.

100% of Cohort One grads agreed that the experience helped them cultivate a vibrant, professional network of water leaders.

100% agreed that the experience helped them cross boundaries and engage stakeholders from multiple sectors.

84% agreed that the network has made them hopeful for a future of sustainable and equitable water management in California.

96% reported that they are eager to participate in leveraging collective strength.

Coro helps experts lead collaboratively on many crucial issues. Our **Human Trafficking Leadership Academy** brings cross-sector leaders to the table to combat human trafficking—sharing expertise and creating change nationally.

"It has been an incredible privilege to learn from and grow with a group of peers into a harmonious and effective collective that is truly **poised to bring the kind of paradigm shift we need** in water, and in broader society. I'm incredibly grateful for the opportunity to have been part of the Water Solutions Network."

— Stephen Mejia-Carranza, Policy and Advocacy Manager, Friends of the LA River, Water Solutions Network Cohort One Alum

EQUITY-CENTERED LEADERSHIP

Issues of pay equity and women's leadership are at the forefront of national discussions, from corporate diversity initiatives to City Hall to the U.S. Women's National Soccer Team. Women in Leadership brings together cross-sector professionals from across the Bay Area.



100% of recent grads have achieved or are in conversation about a positive shift in job title, salary, or availability of opportunity.



76% received tuition assistance in Fall 2018. Coro provides scholarships to qualifying participants working in the nonprofit and public sectors.



"The biggest shift [one year after completing the program] has been in my confidence and losing the fear I carried about my future career successes. **I have so much more confidence now—in my competence, and in the Coro tools I use to advocate for myself and navigate the professional world.**"

— Lindsay Kelliher, 2018
Women in Leadership Alumna

Equity & Impact

A published longitudinal study of our Coro-UCSF Faculty Leadership Program found significant benefits: **93%** of grads are more confident leading in challenging times.

8% have attained a Chair level position or higher since program graduation—and

82% of those are women and people of color.

(Medical Education journal, Feb. 2019).

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“The Coro Fellows Program was life changing for me and set me on a 30-year career path that has been **enriching, informative, and constantly a source of learning.** I would like to give that opportunity to others who are continuing the work of catalyzing the public-private partnerships necessary in a democratic society.”

— Patricia Marino, Coro Alumna and Donor

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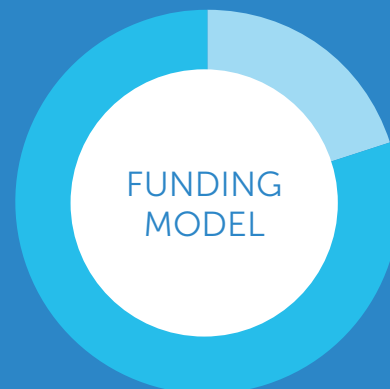
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Administration	11%
Development	6%
Programs	83%



Institutions	41%
Individuals	17%
Foundations	42%



Earned*	80%
Contributed	20%

*Earned revenue includes training contracts, project fees, Women in Leadership tuition, etc.

GET INVOLVED

Sustain Our Work.

We need you! Your tax-deductible donation supports rising leaders.

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.

Your organization can support an emerging leader by hosting a Coro intern.



"By the end of the campaign, Flor Lorenzo [Class of 2019] was **invaluable**. Her enthusiasm for our work, her high work ethic, and her ability to take criticism and learn from it all helped her and us in so many ways."

— Abe Evans, Fellows Program placement host, Shamann Walton for Supervisor 2018

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