

2022-2023 Annual Report

We Train Leaders

At Coro, we train leaders who **vibrate with a sense of responsibility**. Coro leaders are motivated to shape the spirit and integrity of their communities, their companies, and their country. Learning to lead comes not from books, podcasts, or lectures but from *practicing* how to intentionally engage with others.

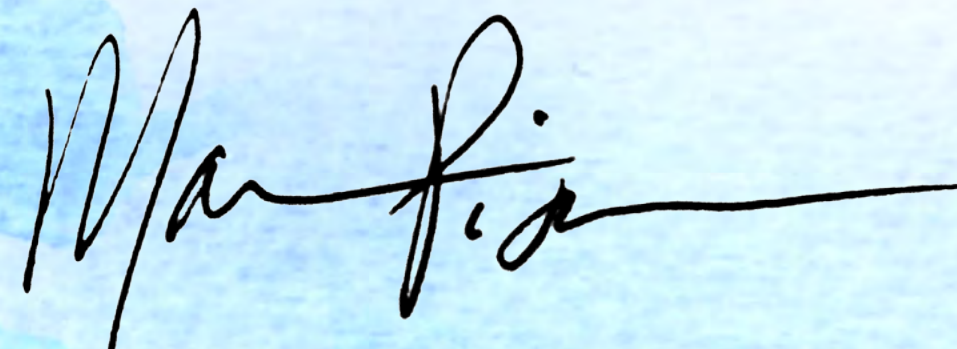
Every day, **Coro helps leaders reflect inward, connect outward, and move forward** on their commitment to making the world a better place—*together*.

Thank you for supporting this vital work!

With gratitude,



Laney Whitcanack
Chief Executive Officer & Coro Alumna



Marianna Pisano
Board Chair & Coro Alumna

Our programs focus on **6 key leadership practices**: self-awareness, critical thinking, communication, inclusion, collaboration, and influence. Check out this [handy visual guide](#).

Leading For Impact

In 2022-23, our leadership programs and workshops

served 1,071 people.

More than

90% of alums

show tangible increases in essential leadership practices.



“The Fellows Program gave me the tools and support to become the leader I hoped to be ... **put me in any sector — nonprofit, business, or government — and I will shine**. I stand ready to shape my community with spirit and integrity for positive change.”

— **Santiago Vazquez-Garcia**
Fellows Program in Public Affairs,
Class of 2023

Coro’s **mission** is to train, support, and connect leaders to **foster a thriving democracy** and **tackle society’s biggest challenges together**.

Train

Civic Leadership Programs



The Coro Fellows Class of 2023.

FELLOWS PROGRAM IN PUBLIC AFFAIRS

Our esteemed flagship program is the gold standard for rising civic leaders. [Fellows in Public Affairs](#) accelerate their trajectories and join a national alumni network.

Here's what the most recent class of Coro Fellows learned:

50+

CORO TOOLS focused on self-awareness, critical thinking, communication, and managing group processes.

49

PROFESSIONAL PLACEMENTS across government, nonprofit, business, political campaign, and labor.

100+

LEADER INTERVIEWS.

4

FOCUS WEEKS devoted to state government, healthcare, media, and agriculture.

Dozens

OF WORKSHOPS on topics ranging from negotiations to understanding the state budget to identity.

1

INTENSIVE LOGIC STUDY of Treasure Island.

PROGRAM IMPACT: Fellows Program in Public Affairs

100%

improved or developed key leadership practices.

100%

feel better equipped to collaborate and accelerate positive change.

89%

intentionally structure teamwork to balance process and outcomes.



“The Fellows Program has been an incredible gift and I am so grateful for it. I have learned and been challenged more than I expected, and I feel like a new person stepping out of this experience compared to who I was stepping in. **It is tough, but I have gained so much experience, understanding, and connection** that I don't know if I could have found elsewhere.”

— **Aliyah Rasheed**
Fellows Program in Public Affairs,
Class of 2023



Women in Leadership 5th Anniversary Celebration: Julie Castro Abrams, Founder and CEO, How Women Lead; Laney Whitcanack, CEO of Coro; Brandi Howard, CEO & President, East Bay Community Foundation; Janice Li, BART Board of Directors; and Claudia Paredes, Coro's Senior Director of Training.

WOMEN IN LEADERSHIP

This year, we celebrated the 5th Anniversary of our revamped [Women in Leadership](#) program. More than 320 alums are working and leading across the region, and 150+ alums and supporters joined us for a panel discussion with standout Bay Area leaders.

PROGRAM IMPACT: Women in Leadership

100%

have directly applied Coro skills in their professional lives.

86%

have experienced a tangible positive shift in job title or availability of opportunity.

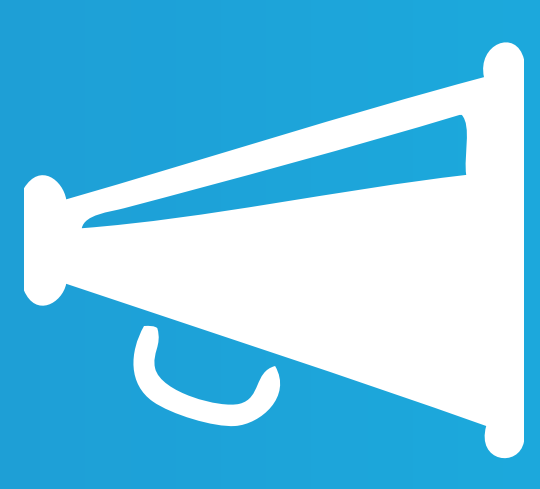
84%

say the program helped them enter into negotiations at work.



“Women in Leadership enabled me to reconnect with a community of women change-makers, after 2+ long years working mostly from home during the pandemic. It was inspiring to be in a group of so many innovative, passionate thought leaders, and I am so thankful to have this network **I am leaving this training feeling connected, motivated, inspired, and confident in my value and my vision.**”

— **Kelly Malinowski**
Bay Area Air Quality Management District,
Women in Leadership alumna



6 Women in Leadership Alums Now Serve in Local Office



Connie Chan
San Francisco Board
of Supervisors



Aliya Chisti
San Francisco
Community
College Board



Maika Llorens Gulati
San Rafael City
Council



Janice Li
BART Board



Lainie Motamedi
San Francisco
School Board



Dyana Delfin-Polk
Trustee of the Peralta
Community College
District



Lead Bay Area Fellows.

LEAD BAY AREA

Lead Bay Area brings together mid-level and early-executive leaders working to contribute to a stronger, more equitable Bay Area. Fellows gain skills needed to succeed in complex, multi-stakeholder environments. Alums work for organizations ranging from Caltrans to Google to the Glide Foundation to the San Francisco Unified School District.

PROGRAM IMPACT: Lead Bay Area

100%

expanded their awareness of issues affecting the Bay Area and are more energized to get involved.

100%

expanded their professional network of people interested in improving organizations, communities, and society.

94%

grew in their capacity to exercise leadership across multiple contexts.

4

ISSUE AREA DAYS focused on democracy, affordability and access, homelessness/homelessness, and climate resiliency.



“Lead Bay Area connected me to leaders in the Bay Area who are doing incredible work in their respective fields. **These relationships will undoubtedly have long lasting positive effects on my capacity to exercise leadership and effect change** in the low-income Bay Area communities I serve.”

— **Joel Valencia**
Evergreen Collective,
Lead Bay Area alum



Coro Youth Fellows at our Spring Gathering.

YOUTH CIVIC LEADERSHIP

We’re making sure tomorrow’s leaders get the skills and practice they need to collaborate and create positive change.

Exploring Leadership offers Youth Fellows from across the Bay Area a transformative summer learning experience and professional internship.

District Youth Leadership Academies deliver neighborhood-based civic training, in partnership with the San Francisco Department of Children, Youth and Their Families.

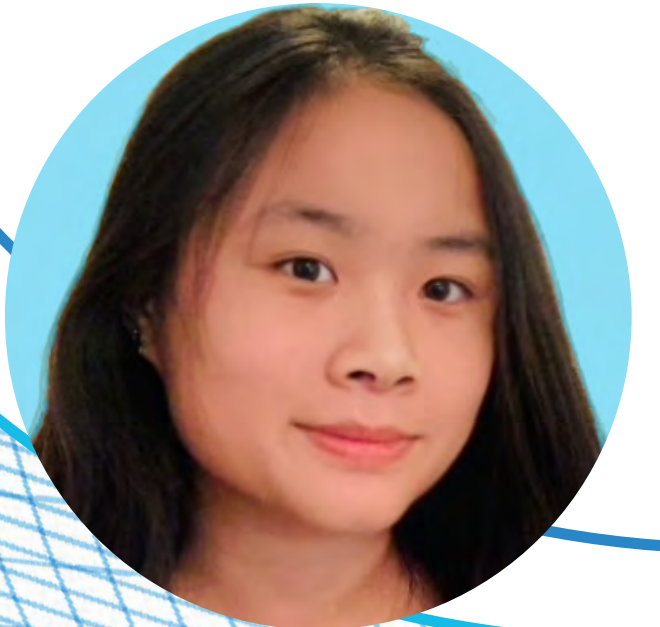
"This program opened the door to new ways of communicating, understanding, and thinking. It has shown me that there is more than one way to be a leader."

— Rafael Morales
Youth Fellow



"Coro has empowered me to be more experienced and comfortable in professional settings. I can voice my thoughts and opinions more eloquently and professionally now."

— Serena Luk
Youth Fellow



PROGRAM IMPACT: Youth Fellows

100%

actively seek and consider diverse perspectives and information.

100%

are more skilled at collaborating in and with teams.

93%

regularly moderate their behavior based on their self-awareness.

93%

more actively value relationships and seek to build them.



Partnerships with [Summer Search](#), [Generation Thrive](#) ([Golden State Warriors](#) and [Kaiser Permanente](#)), [Project Glimmer](#), and San Francisco [Mayor London Breed's Opportunities for All](#) program brought Coro leadership training to even more rising leaders across the region and beyond.

Tackling Big Challenges



WATER SOLUTIONS NETWORK

Water Solutions Network was founded five years ago on concerns about the extreme water challenges facing California. Now, it's a thriving network of **150 cross-sector leaders** working in water and land stewardship in California and neighboring watersheds. A new **Visioning Document** reflects on progress and shines a light on the work to come.

PARTNERSHIP FOR THE BAY'S FUTURE

PARTNERSHIP FOR THE BAY'S FUTURE FELLOWSHIP

We launched a new housing fellowship in partnership with The San Francisco Foundation, Enterprise Community Partners, and Informing Change. The **Partnership for the Bay's Future Fellowship** equips affordable housing professionals to lead and influence policy-making in jurisdictions across the region.

HUMAN TRAFFICKING LEADERSHIP ACADEMY

Bringing cross-sector and survivor leaders to the table to combat human trafficking — sharing expertise and creating change, nationally. A partnership with the National Human Trafficking Training and Technical Assistance Center.

WORKFORCE LEADERSHIP NETWORK

In partnership with Coro Southern California and the JPMorgan Chase Foundation, we created a **statewide network dedicated to preparing workforce professionals** to support and serve vulnerable workers, act from a systems perspective, and promote sustainable job creation.



Strengthening Institutions



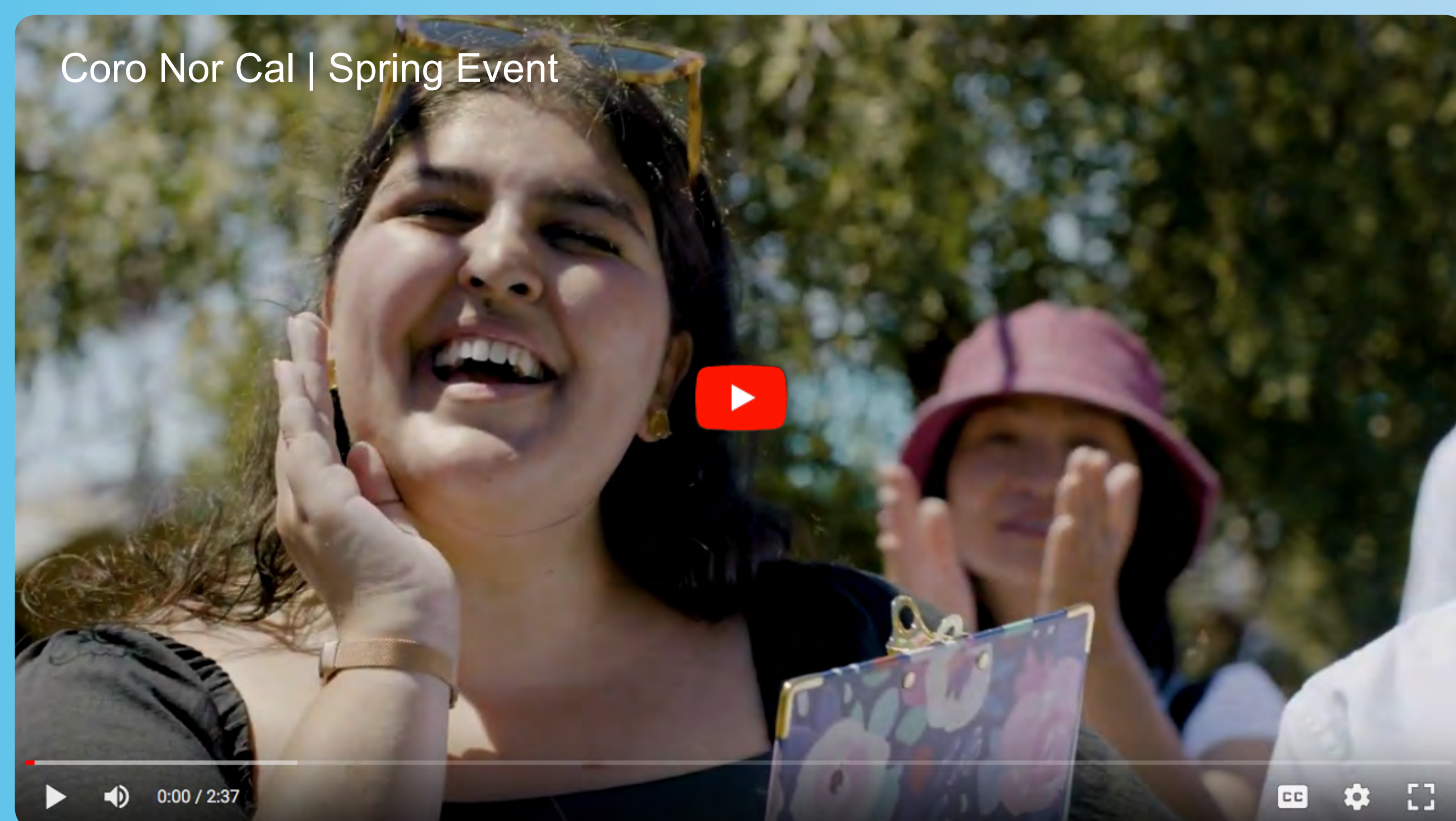
We're thrilled to partner with many organizations working to drive impact in the region.

Partnerships with the **University of California** and the **Federal Executive Board** strengthen the capacity and leadership pipeline of vital public institutions. With **Generation Thrive**, our **Bridging the Bay** and **Generation Thrive Leadership** programs train executives and rising leaders in key youth-serving nonprofits.

The **Coro-University of California Women's Initiative** now boasts more than 970 graduates. The retention rate for staff and faculty who completed the program this year is over **91%**, and nearly **one-third** have received promotions.

Support & Connect

Convening Coro Leaders



This year, more than 300 Coro leaders attended a joyous **Spring Gathering** to reconnect and raise scholarship funds for the Fellows Future Fund. And we expanded our annual Fellows Program Alumni Night to include all Coro program grads—our first all-program **Coro Alumni Night** was packed with 150+ alums, representing nine programs and four decades.

THE CORO NETWORK: Expanding Opportunities

When **Tina Park**, an alum of the Fellows Program, joined **Partnership on AI** as Head of Inclusive Research and Design, she pushed to hire a Coro Fellow as a field placement host. The Fellow who took on that field placement, **Albert Tanjaya**, ultimately joined the organization as a full-time Program and Research Associate.

"Trying to bring everyone to the table and have rigorous but respectful debate is foreign to a lot of people — but Coro people get it," Tina says. "Albert has been an amazing contributor to the organization. We're a small, fast-growing nonprofit with a startup vibe, and the fact that he can ping between research, policy conversations, and more — that's a Coro advantage. Throw Coro alums into any work challenge and we'll figure it out and have something intelligent to say."

Now, in addition to Tina and Albert, **Felecia Webb**, an alum of Coro Leadership New York, has joined Partnership on AI. Tina finds this convergence of three Coro alums in a 30-person organization unsurprising: **"Being in a multi-stakeholder, public service-oriented nonprofit working to lead positive change across sectors is the embodiment of what Coro prepares us for.** It makes sense that we're attracted to this organization, and that all we learned at Coro applies to our work."



Tina Park



Albert Tanjaya



Felecia Webb



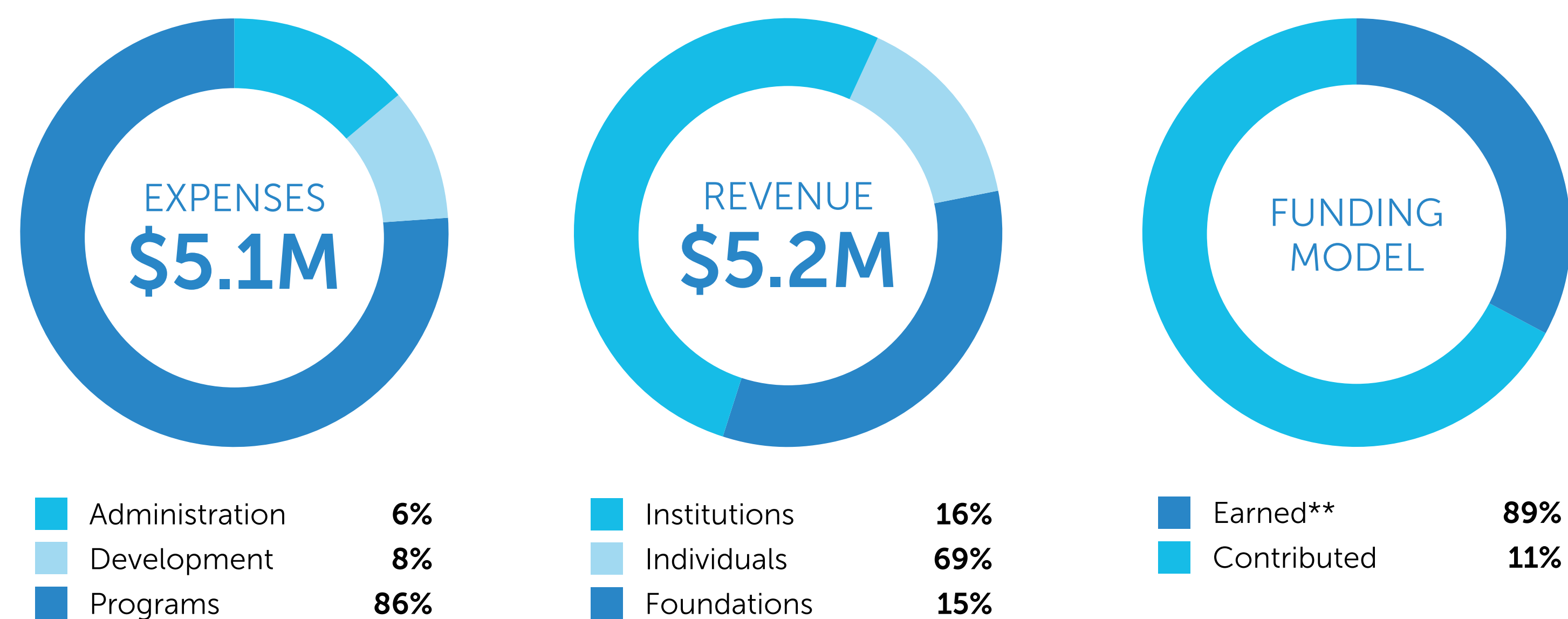
Connecting Our Community

More than **660 alums** are active on **Coro Connect**, our thriving online resource exclusively for Coro alums to share career, volunteer, and mentorship opportunities.



Financials

Financials 2022-2023*



*Pre-audit numbers.
**Earned revenue includes training contracts, project fees, Women in Leadership tuition, etc.

Thank You



Coro staff at our Spring Gathering.

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STAFF 2022-23

Erika O. Carlsen, * Managing Director, Civic Leadership
 Biney Kaur Dev, Program Manager
 Bella Dickson, Program & Administrative Coordinator
 Angelica Dowell, Network Manager, Water Solutions Network
 Debbie Franco, Managing Director, Water Solutions Network
 Lauren Haworth, * Senior Director of Finance & Operations
 MJ Jones, Emerging Leadership Facilitator
 Shaya Kara, * Director of Alumni & Donor Engagement
 Angel Lau, * Recruitment & Revenue Manager
 Alexis Llamas, Director of Youth Programs
 Angela Pang, Director of Program Management
 Claudia Paredes, Senior Director of Training
 Dharmishta Rood, Fellows Program Director
 Rosa Terrazas, * Senior Director of External Affairs
 Genanne Walsh, * Senior Director of Revenue & Grants
 Laney Whitcanack, * Chief Executive Officer
 Clifford Yee, Managing Director, Networks
 Courtney Young-Law, Chief Programs Officer

BOARD 2022-23

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HONORARY BOARD MEMBER

Betty Schafer*

* Indicates Coro Alumni.

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2022-23 COMMUNITY PARTNERS

Our community partners collectively spend thousands of hours each year supporting and mentoring Coro participants.

3.14 Communications
 A-Plan Coaching
 ACLU of Northern California
 AFSCME Council 57
 Alameda County Homeless Action Center
 Alameda County Public Health Department
 Alameda Labor Council
 Alliance for Community Development
 ALL IN Alameda County
 Apple Education
 AT&T
 Bay Area Community Land Trust
 Bay Area Council
 Bay Area Housing Finance Authority
 Bay Area Rapid Transit (BART)
 BAY-Peace
 Beneficial State Foundation
 Berrysa Gap Vineyards
 Blue Shield of California
 Bridgespan Group
 Brightline Defense Fund
 Broadway Angels
 BSR
 Business for Social Responsibility
 CA Fwd
 California Association of Public Hospitals and Health Systems (CAPH)
 California Budget & Policy Center
 California Business Roundtable

[\(show entire list on website\)](#)

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Public Funding

San Francisco Department of Children, Youth and Their Families

\$50,000+

First Republic Foundation
Inner Spark Foundation
JPMorgan Chase Foundation
Laural Foundation
Pam Jones and Steve Herskovitz
The San Francisco Foundation

\$25,000+

Benedict and Linnea Hur
Betty and Jack Schafer
Dodge & Cox
Mary Obelnicki and Craig Silverstein

\$10,000+

Anonymous
Aimee Brown
Amanda Perrot
David Coulter and Susan Weeks Coulter
Kristen McGuire
Marianna Pisano and Patrick Ford
Marilyn Snider
The PG&E Corporation Foundation
Vera Moore
Warburg Pincus
Anna Van Denna

[\(show entire list on website\)](#)

Make A Difference

Donate



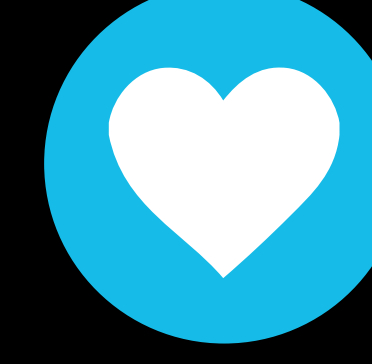
Your tax-deductible donations are an investment in future leaders.

Connect



Join the conversation on Coro Connect.

Volunteer



Give the gift of time: share your expertise, host a Fellow, and more.

STAY CONNECTED!

First Name

Last Name

Email

SIGN UP



[2022-2023 ANNUAL REPORT](#)

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Purpose

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Leadership Approach
History
Financials

Programs

Individuals
Organizations
Apply
Host

Network

Alumni
Team
Partners
Get Involved
Events
Coro Connect
Join Our Team

Stories

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