**Agents of Change: Equity Academy 2025**

**Application**

**Due July 15, 2025**

**Program starts in September**

The Nonprofit Center of the Berkshires invites nonprofits to apply for a 6-session DEIB (Diversity, Equity, Inclusion & Belonging) training led by the Berkshire Equity Association. An additional culminating event includes a certificate presentation for all those who have completed the training. The program also includes up to 6 hours of individual coaching designed to help you achieve your organizational goals.

NPC is subsidizing a significant portion of the cost of the training through grants from **The Barr Foundation, Milltown Foundation, Greylock Federal Credit Union, Berkshire Bank and Guardian Life**. The fee per organization is $500 and includes 6 workshops, individual coaching and certificate celebration. The training series is limited to 3 participants from each organization with a maximum of 20 organizations in the cohort. Trainers include André Lynch, Michael Obasohan, and Sharron Frazier McClain. *Note: there may be scholarships for organizations experiencing financial hardship. Please call Liana for more information (413) 441-9542.*

**Selection Process Overview**

**Application period:**

June 1, 2025 – July 15, 2025

All applications will be reviewed by July 28

**Applicant Limits per Organization:**

Each organization may nominate up to three (3) individuals, who must represent different leadership levels within the organization:

* Senior Leadership/Decision-Maker: A senior leader responsible for major decisions
* Mid-Level Leadership/Manager: A manager or director with responsibility for team leadership/operational decisions
* Third Participant: Any staff member actively engaged in equity work or leadership development

**Commitment**

By submitting applicants, organizations acknowledge and agree that participants are expected to:

**Attend all six program sessions on the following dates:**

* September 15, 2025 (In person)
* October 20, 2025
* November 17, 2025
* January 12, 2026 (in person)
* February 23, 2026
* March 23, 2026 (in person)

**Participate in session times:**

* Morning session: 9am-12Noon
* Lunch Break: 12 – 12:30pm
* Afternoon session: 12:30-2pm

**Additionally:**

* Complete any assigned readings or exercises between sessions
* Engage in 30 minutes to one hour of coaching per month, scheduled separately to accommodate participants’ availability
* Work collaboratively with coaches and peers to achieve at least one organizational equity goal during the program
* Attend the final presentation of certificates ceremony on April 17 or April 25

**Required Information**

Please email completed application to liana@npcberkshires.org

Organization name:

Organization headquarters and areas of service:

Organization’s revenue in 2024 and forecast revenue for 2025:

Applicant name:

Applicant phone number:

Applicant email:

**Please answer the following questions as fully as possible.**

1. How do personal identities influence your organization’s culture and approach to decision-making?
2. In what ways is your organization currently incorporating principals of equity into its operations, programs, and/or decision-making practices?
3. How does your organization build and maintain trust with the communities you serve? Please share specific strategies or relationships.
4. What does meaningful impact look like to you (or your organization)? How do you know when it has been achieved?