

# Together Toward Equity Fellowship | Phase 1 Memo

As part of the Fellowship, Fellows have the unique opportunity to spend critical time introspecting and learning what it means to be a leader working toward achieving equity. This memo represents a summary of data from the second cohort of Fellows who participated in this evaluation and completed the self-assessments conducted in Spring 2025. Fellow quotes are provided to illustrate salient examples of the themes revealed during Phase 1 of the Fellowship.

## Self Assessment

**100%** of Fellows agree or strongly agree

- Completing the Everything DiSC was a **worthwhile use of their time.**
- The Everything DiSC provided insights that have **helped them identify areas to grow** to support my leadership development.
- Overall, Fellows gained a **better understanding of their own leadership approach** through The Identity Matrix and The Everything DiSC activities.
- Fellows reported **feeling more grounded** in how they see themselves in their work.

*"The assessments have been a valuable tool in shaping my leadership development and **enhancing my work...**"*

*"The exercises helped me **be more intentional and confident** in my work."*



## Coaching

**100%** of Fellows agree or strongly agree

- Fellows shared a **positive connection to their coaches** and had high expectations for coaching to support their leadership development.
- The coaching pairing process and **timing of coaching sessions were ideal.**
- Overall, coaching sessions helped Fellows **navigate through challenging conversations** by offering support and strategic guidance. Fellows spoke highly of their coaches and were particularly grateful for how coaches guided Fellows through professional and personal growth journeys.

*"My coaching sessions **made me feel confident** enough to schedule the meeting and have the conversation with them..."*

*"We've discussed **strategies for addressing...** we've explored **how my identity influences my leadership style** and **interactions with my team.**"*

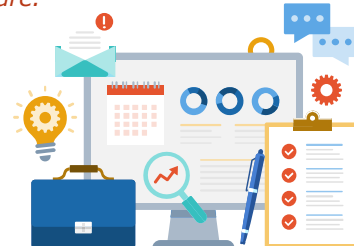


## Scenario Planning

**100%** of Fellows agree or strongly agree

- Scenario planning helped Fellows understand **how to plan for uncertainty**.
- Fellows reported several benefits of using scenario planning to help **create a plan of action**.
- Overall, Fellows enjoyed the Scenario Planning activity because it **encouraged a resilient mindset** and offered strategies to address potential challenges when thinking about planning and funding for their community-based organizations (CBOs).

*"Scenario Planning has been **incredibly helpful in thinking about funding** for my nonprofit. I now have tools to anticipate challenges, explore different funding strategies, and plan more effectively for the future."*



## Leadership & Equity

**100%** of Fellows agree or strongly agree

- The leadership and equity sessions helped Fellows better **define equity in leadership** and its impacts on their own leadership.
- The leadership and equity sessions helped Fellows **understand and speak to health equity** in relation to their current work or projects.
- Overall, Fellows found the Big Picture Tool to be helpful because it provided **different tools** to help shape their Fellowship projects (e.g., Fellows visually mapped out their ideas and completed critical brainstorming processes).

"The **project scoping and big picture tool** have been **instrumental in structuring my approach**. They've helped define clear objectives, identify key stakeholders, and ensure that all moving parts align with the overall vision.

Using these tools has allowed me to **break down complex tasks into manageable steps** while ensuring that every decision supports the broader goals."



## General Experiences

**100%** of Fellows agree or strongly agree

- The Fellowship allowed Fellows to **deeply process and better understand** themselves, their identity, and how their self-perception and awareness influence their leadership.
- The in-person sessions and engagement opportunities build **dependent linkages** for the cohort.
- During Phase 1, Fellows enjoyed activities, reflection questions, and check-ins. Fellows learned more about themselves as leaders and reported benefiting from an **increase in self-awareness**. Fellows also enjoyed meeting in person and found the TTE team to be incredibly supportive.

"**This Fellowship experience has been special...** If anything, **I'd love more face-to-face opportunities** to connect with the cohort."

"This Fellowship has been **a safe space for growth, connection, and real conversations** [and] has already had **a lasting impact**."

