

Practice of Equity Cohort Information Session



Practice of Equity Cohort - Information Session



Virtual Session
Wednesday, June 17, 2026
10:00 - 11:00 a.m.

The Practice of Equity Cohort is Back!

The Practice of Equity cohort cultivates deep learning, peer connection, and brave conversations that lead to practice-based shifts on two levels: individual leadership and organizational change. This work is two-fold. It's about how you show up as a leader and how your organizational practices shift. Both need to grow in tandem for meaningful change to happen.

Who's this for?

- Has your organization identified equity as important but not yet created the conditions to move it forward?
- Do you want a learning container to think, learn, and apply the work in real time?
- As equity work faces increasing challenges, are you being called to lead more intentionally in this moment?

Cohort Overview

The Practice of Equity cohort will run from October 2026 through June 2027. The cohort will host up to 15 organizations with two participants per organization. The two leaders will do their own learning as well as collectively work on an organizational action project. View the full cohort calendar [here](#).

What you will gain from this experience:

- **Expand Your Toolbox:** Develop a strategic toolkit of equity practices. The monthly teach-ins will provide you with a tool, resource, or practice to implement in your work.
- **Action Project:** Each organization will identify an area of work where they wish to advance strategies to strengthen equity and inclusion amid the socio-political landscape and real-world challenges.
- **Strategic Action Labs:** Strategic sessions are held every other month to support real-time problem-solving, strategy development, and discussion of active challenges in the capstone projects.
- **Racial Affinity Spaces:** As part of the cohort, participants will engage in racial affinity spaces. These are dedicated spaces for BIPOC participants and white-identifying participants to reflect, process, and deepen their understanding of how race and identity shape their leadership and decision-making. These spaces are critical to the work. They create the conditions for more honest reflection, stronger accountability, and more meaningful engagement when we engage in multiracial dialogue during full group sessions.
- **Peer Learning Visits:** Each organization will participate in a peer-learning visit to another organization in the cohort. These visits are designed to deepen learning by exposing participants to diverse approaches, strategies, and lived experiences related to racial equity practice. They offer a unique opportunity for cross-organizational relationship-building, reflection, and the exchange of tools and insights being implemented in real time.
- **Local Community of Practice:** Build authentic connections with peers by centering identity and lived experiences. Each session fosters an environment where participants feel seen, heard, and accountable to one another.

Questions? Email **Patrick McKenna** at pmckenna@connctf.org or call 203.753.1315.

We hope you'll join the info session and take advantage of this opportunity to invest in your leadership and your organization's ability to move this work forward. Please register below by June 16:

About the Practice of Equity Cohort Facilitators



Zoe Davidson (she/her) is an agent of change who seeks to challenge the nonprofit industrial complex to develop and implement equitable systems interventions. Zoe views anti-oppression work as an active practice, centered around proper accountability to the community. As a white woman working within white-dominant institutions, her responsibility is to collaborate in the dismantling of oppressive systems that result in disparities for and harm to our most marginalized communities—including BIPOC, LGBTQIA2S+, and disabled folks.



Amarilis Pérez Pullen (she/her) is the Founder and Principal of Raíces Coaching and Consulting, a certified executive coach, and a member of the International Coaching Federation (ICF). With two decades of experience across nonprofit leadership, social justice, and philanthropy, Amarilis's practice centers supporting Black, Brown, Indigenous, Latine, and People of Color in reclaiming their power, leading with purpose, and transforming systems. Her work sits at the intersection of racial equity, healing, and leadership development. Amarilis brings deep expertise in designing identity-centered learning spaces that support personal reflection, organizational practice, and culture change. She approaches leadership and organizational development through the lens of justice, equity, and collective power.