



ANNUAL REPORT

..... AFRICAN AMERICAN LEADERSHIP ACADEMY
CLASS OF 2024 PROGRAM YEAR





OUR MISSION

The **African American Leadership Academy (AALA)** is a community-based leadership development fellowship that expands both the number and effectiveness of African American leaders in central Ohio.



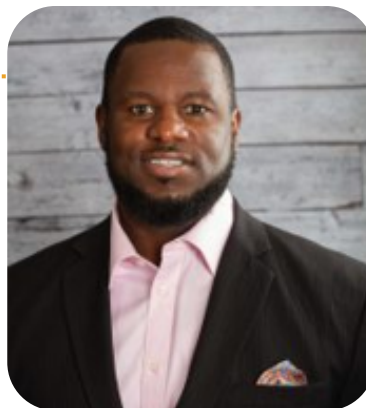
.....
Creating rich and authentic
development experiences

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A LETTER TO STAKEHOLDERS FROM CO-EXECUTIVE DIRECTORS



Dear Stakeholders,

A popular African proverb, *"If you want to go fast, go alone. If you want to go far, go together,"* speaks to the approach and impact of the African American Leadership Academy's work, which is about going far and deep in building central Ohio's leadership pipeline and recognizing we cannot do it alone. Our "together" mindset drives the kind of investment we make and community building we do to cultivate outcomes that lead us to our goal.

Building our community cultivates the culture required to be effective at navigating Fellows toward a higher level of efficacy and delivering our sponsors a high return on their investment. We are pleased to hear from our 2024 Fellows, through our Experience Survey, that we are exceeding their expectations.

The 2024 year represents our 22nd and 23rd classes, our third dual cohort model. We now have over 400 Fellows! Our Advisory Board has been key to our success. In addition, companies that champion the importance of bringing broader perspectives into the leadership circle continue to work with the Academy. These companies—our sponsors—are invaluable partners to our mission. We continue to keep an eye on our north star—expanding the number and effectiveness of our leaders in central Ohio while providing our community with a rich, differentiated learning opportunity that furthers equity for all people. As we move forward together, imagine central Ohio's leadership landscape in the coming years.

With sincere thanks,

Donna James & Mo Wright
Co-Executive Directors

Handwritten signatures of Donna James and Mo Wright in black ink.

What makes the Academy experience *unique and unlike any other program* in Columbus?



The African American Leadership Academy is designed to expand the number of exceptional leaders in central Ohio who excel in their professions and engage in community service. What makes AALA's leadership development approach unique and different is its mix of participants and its guiding focus that before you can become a leader, you first have to become who you are. Furthermore, the focus is anchored in the belief that doing well professionally and personally is a platform for doing more good in the community.



Each year, 40 individuals representing corporate, small-business, entrepreneurial, government, healthcare, education, arts & culture, and non-profit sectors of our community are invited to participate in the Academy. These individuals have demonstrated that they have even more potential for significant accomplishments in both their professions and community service. As of October 2024, over 400 professionals have graduated from the Academy.



By design, the Academy's strengths-based curriculum focuses on rigorous reflection and thoughtful development around efficacy, leadership agility, and leadership interaction. As defined within the Academy's curriculum, "efficacy" is one's own ability to produce a desired effect. Efficacy is a set of behaviors that give the highest return on the investment of one's time and effort. This curriculum is specifically designed to increase confidence and competence in political, social and relational arenas. It enables development of the right mindset for producing the highest return on an investment of time and effort for Academy professionals.

LEARN IDENTIFY GROW

THE ACADEMY EXPERIENCE



AFRICAN AMERICAN LEADERSHIP ACADEMY
Tiffany Barfield
Class 22

AFRICAN AMERICAN LEADERSHIP ACADEMY
Tanya McClanahan
Class 22

THE ACADEMY EXPERIENCE

The goal of the Academy Experience is for each Fellow to develop a clearer sense of personal and professional strengths, more confidence to effectively pursue their passions, and an increased commitment to shaping our community. Our curriculum and mission is rooted in working on the individual as a distinctive leader.



THE ACADEMY'S INTENSIVE CORE CURRICULUM INVOLVES:

1. Exploring, discovering, and developing each participant's distinctive style of leading.
2. Identifying and developing the skill of negotiating race in work, civic, and social settings.
3. Developing a personal agenda for growth and development through access to personal coaches and strategic connections.

ACADEMY COMPONENTS

Opening Retreat: All 40 Fellows started their Academy journey with an overnight retreat. During the retreat, Fellows engage in a StrengthsFinder and DiSC workshop, team building with their counterparts, and engagement activities.

Korn Ferry Leadership U for Humanity: For the third year, AALA offered a new component through the Korn Ferry Leadership U for Humanity platform. With this new platform, Fellows receive one-on-one executive coaching, leadership and personal assessments, and professional development resources.



MEET OUR CLASS OF 2024 GRADUATES



Chakeyla Anderson

Vice President, Environmental Health and Safety

Advanced Drainage Systems, Inc.



Kimberly Carter

System Director of Learning

OhioHealth



Tiffany Barfield

Director, Learning and Performance

Nationwide



Tres Carter

Director, Creative Engagement

COSI



Jamie Blunt

Founder, CEO

Brown Girls Mentoring



Natasha Coleman

Special Projects Manager - Minority Business Development Division

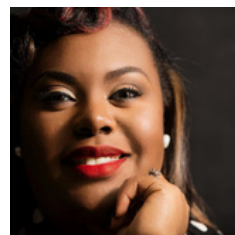
Ohio Department of Development



Jatu Boikai

Nurse Manager, Maternity Services

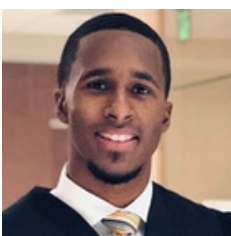
Mount Carmel Health System



LaToya Dowdell-Burger

HR Chief

Groveport Madison Local School District



Chandler Bridges

Project Manager

Battelle Memorial



Lusanne Green

Executive Director

Ohio Community Corrections Association

MEET OUR CLASS OF 2024 GRADUATES



Reyna Hughes
*Diversity, Equity and Inclusion
Program Manager*

United Way of Central Ohio



Tanya McClanahan
Director of Inclusion & Analysis

Franklin County Children Services



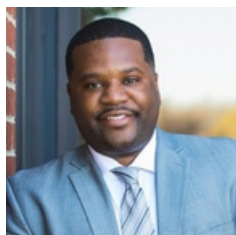
Demetures James
*Manager Meter to
Cash/Revenue Recovery*

NiSource



Marion Meadows
Director of County Program

I Know I Can



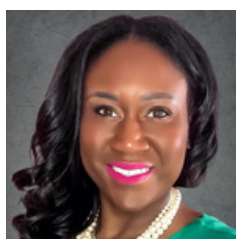
Charles Jefferson
Director of Workforce and Education

The Academy for Urban Scholars



Chontae Pennyman
*Vice President, Digital
Controls Manager*

JP Morgan Chase



Giselle Lindsay
Grants Coordinator

Ohio Commission on Minority Health



Monica Womack
*Chief, Minority Business
Development*

State of Ohio



Shun Mays
Sr. National, Field Team

Bread Financial

MEET OUR CLASS OF 2024 GRADUATES



Shaquille Alexander
City Treasurer

City of Whitehall



Morgan Glasser
Project Manager

Financial Alliance for Racial Equity



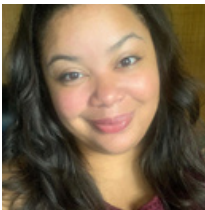
Jerome Buckner
President

Buckner & Sons Masonry



Domineice Hoelyfield
*Lead Consultant for the Inclusion
and Culture team*

Nationwide Children's Hospital



Kioshana LaCount Burrell
Associate Director

The Ohio State University



Anton Johnson
Chief Operating Officer

Lower Lights Christian Health Center



Tamara Burrell
IT Risk & Compliance Manager

Advanced Drainage Systems



Dr. Jermaine Kennedy
Chief Program Officer

Boys and Girls Club of Central Ohio



Kelli Davis
*Vice President/Court
Administration Secretary*

Worthington Board of Education



Terrence Lawrence
*Director, Weiler Scholars Program |
Holistic Student Experience*

Columbus State Community College



Linda Ginn
Manager

Nationwide Financial



Edwin Lee
*AAAS Science & Technology
Policy Fellow*

The National Science Foundation

MEET OUR CLASS OF 2024 GRADUATES



Dr. Joanne Lunceford

Deputy Director

City of Columbus Office of
Violence Prevention



Amber Stevenson

Manager, Complaints Management

Bread Financial



Tawana Mims

*Senior Manager, Diversity, Equity
& Inclusion*

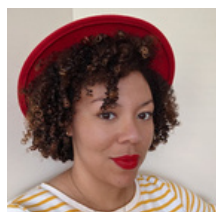
Bath & Body Works



Shannon Taylor

*Assistant Director of Development
& Public Relations*

I Know I Can



Yolanda Owens

Pathways and Partnerships Strategist

The Ohio State University



India Wilson

Head Principal

Reynoldsburg City Schools



Jennifer Parker

Marketing Manager

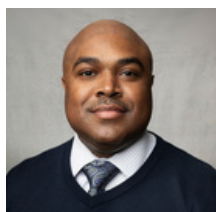
Victoria's Secret & Co



Kennetha Peebles

Physician Practice Manager

Ohio Health - Dublin Methodist
Family Medicine



Tony Ransom

Chief Operating Officer

Child Development Council
of Franklin County



CLASS 2024 JOURNEY



Class 2024 Kickoff Reception (December 2023)

New class fellows are joined by alumni, board members, sponsor representatives, and community members to celebrate the beginning of the Academy experience. Fellows have an opportunity to connect with their cohort and network with the AALA community.



Opening Retreat (January 2024)



Board Engagement Session (March 2024)

The Class of 2024 Fellows came together to network and build relationships with board members. Fellows also engage with colleagues as board members share insight on their career trajectories and offer insight and advice for professional and personal development.



Power of Choice Class Sessions (February – July 2024)

Fellows participated in four “Power of Choice” training sessions led by expert facilitator Audra Bohannon of Bohannon Advisory. Each session focused on a unique curriculum designed to strengthen the Academy’s core goals—developing leadership agility, effectiveness, and strong interpersonal skills.



Final Presentations (September 2024)

All Fellows complete a final presentation using the Five C’s; Clarity, Challenges, Career, Connections, and Community. Fellows are encouraged to be creative and thoughtful as they gather self-learning, observations, and vision to present to the group in a safe and encouraging environment.

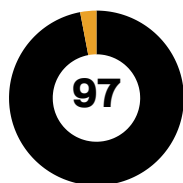


Graduation (October 2024)

All 38 of the Class 2024 Fellows completed the Academy and successfully graduated from the program. Both XXII and XXIII cohorts selected a member to share their unique experiences in the program.

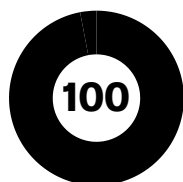
CLASS 2024 EXPERIENCE DATA & DEMOGRAPHICS

At the conclusion of each program year, all AALA Fellows complete a Class Experience Survey. The survey allows Fellows to share their insight and feedback on whether the Academy **1) met its objectives, 2) delivered the value intended for Fellows, and 3) met Fellows' expectations.** Survey results tell the story of how the experience benefited and impacted their personal and professional lives.



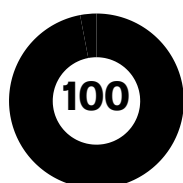
Efficacy Mindset: 97% of Fellows Agreed and Strongly Agreed

As a result of the Academy, my ability to acquire the knowledge, skills and tools needed to achieve a greater impact, influence, and contribution to my organization has grown.



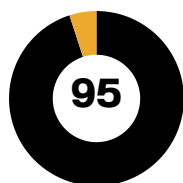
Leadership Awareness: 100% of Fellows Agreed and Strongly Agreed

As a result of my participation in the Academy, I am more aware of how to effectively identify and use my leadership strengths.



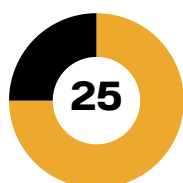
Leadership Agility: 100%

As a result of AALA, I am more aware of the importance of reflecting upon situations that do not produce my desired outcome (i.e., self-efficacy) than prior to my participation in the Academy



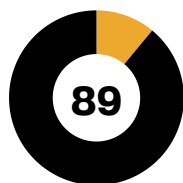
Community Responsibility: 95%

I am a more effective leader at work and/or in the broader Central Ohio community, as a result of AALA.



Promotions, Economic Mobility, & Leadership Roles: 25%

I have received a job promotion or assumed a NEW leadership role during my time in the program.



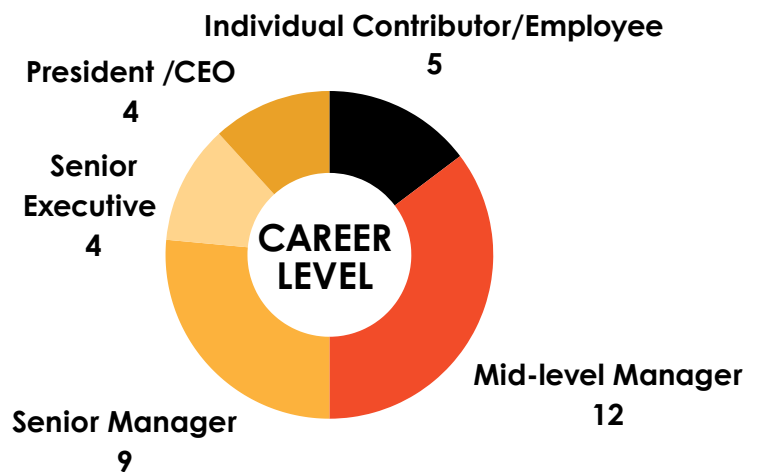
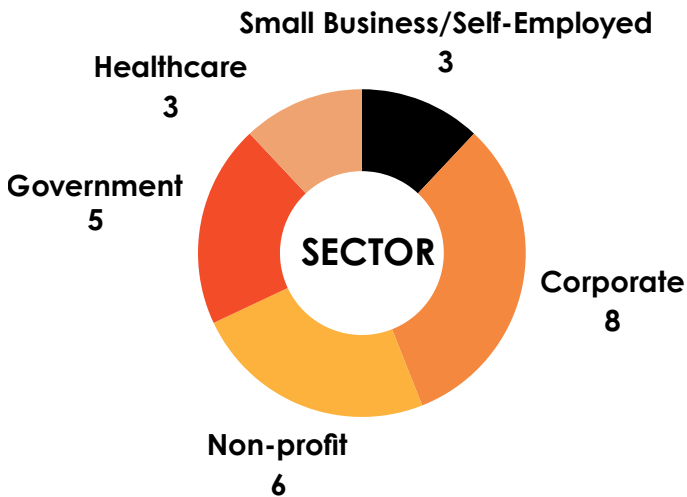
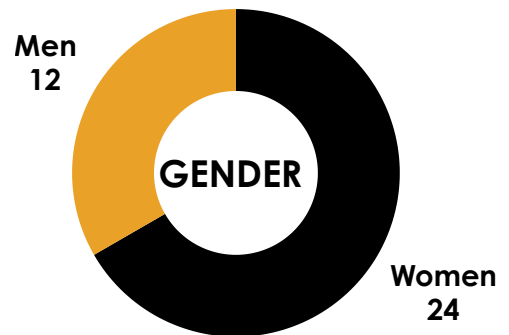
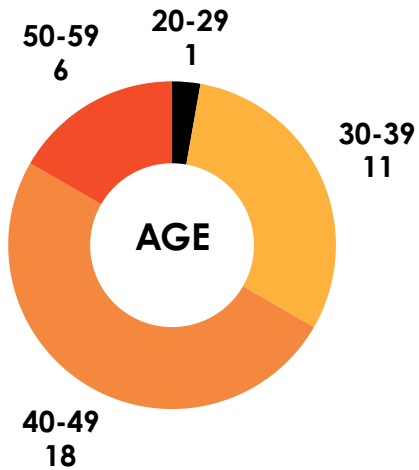
Academy Expectations: 89%

The Academy experience exceeded my expectations.

CLASS 2024 EXPERIENCE DATA & DEMOGRAPHICS

Tiffany Barfield

Jatu Boikai



VOICES OF THE CLASS 2024 FELLOWS



"Through AALA, I've learned that true leadership lives beyond comfort in the risks that lead to transformation and growth."

"This experience shaped not just my leadership, but my legacy."

"AALA showed me that the unknown is not something to fear, but the very place where transformation takes root."

"The Academy has been a mirror and a compass -- teaching me to reflect deeply, ask boldly, and position myself with intention for the path ahead."

"It's hard to put into words just how incredible the people I've met through this program are. I'm deeply grateful for the lasting relationships I've gained, and feel honored to now call this group my village."

CLASS 2024 GRADUATION SPEAKERS

At the conclusion of the class experience, Fellows nominate and vote one individual to be a cohort speaker and another Fellow to serve on AALA's Advisory Board



Cohort XXII Speaker
Tres Carter
Director of Creative Engagement
COSI



Cohort XXIII Speaker
Anton Johnson
Chief Operating Officer
Lower Lights Health

ALUMNI & COMMUNITY ENGAGEMENT

Alumni & Community Leadership Panel:

Fellows of cohorts XXII & XXIII came together for the Alumni and Community Leadership Panel. The panel discussed unwritten rules of leadership from the perspective of community leaders as well as through the lens of navigating leadership as an African American. Our 2024 panelists included:

- A. Carlotta King**
General Council & Corporate Security
at Diamond Hill
- B. Luke Fedlam, Partner**
Porter Wright Morris & Arthur LLP
- C. Joy Bivens**
Deputy County Administrator of Health
and Human Service, Franklin County
Board of Commissioners
- D. Mark Hatcher**
Managing Partner at BakerHostetler



A.



B.



C.



D.



MEET OUR ADVISORY BOARD

SPECIAL THANKS TO OUR
ADVISORY BOARD FOR YOUR
COMMITMENT AND DEDICATION
TO THE ACADEMY THROUGH
YOUR ACTS OF SERVICE AND
MEANINGFUL ENGAGEMENT.

An engaged Advisory Board serves in multiple capacities for the Academy's success, such as informal mentors to current and alumni Fellows. Advisory Board members help to build connections and relationships between AALA and their organizations to further opportunities for community impact.

Advisory Board 2024



Sandra Brummitt *Vice President, Chief Procurement and Corporate Services Officer*

NiSource



Kanika Glover
JJCPJI/JDAI Program Director

Franklin County Court of Common Pleas



Kim Campbell, Ph. D.
Adjunct Faculty

Franklin University



Tristan Hall, Vice-Chair
Systems Vice President

OhioHealth



Vinita Clements
EVP, Chief Human Resources Officer

Nationwide



Jeffrey Hammonds
Vice President, Diversity, Equity & Inclusion

Bread Financial



Bo Chilton, Chair
CEO

IMPACT Community Action



Kourtnei Hatton
Chief DEI Officer/VP Community Engagement

United Way of Central Ohio



Craig Conley
Chief Revenue Officer

Tranztec



Stephanie Hightower
President & CEO

Columbus Urban League



Doreen DeLaney Crawley
EVP, Chief Operations Officer

Grange Insurance



Devray Kirkland
Chief Diversity Officer - VP, Diversity & Inclusion CardinalHealth



Rick Lawrence
AVP, Staff Sales
Nationwide Insurance



Storm Woods
Vice President, Diversity, Equity & Inclusion
Battelle



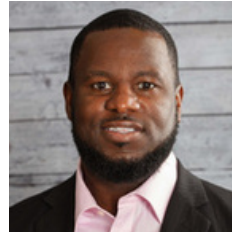
Nichole Barnes Marshall
Global Head of Inclusion & Diversity
Pinterest



Donna James
Co-Executive Director
Managing Director
Lardon & Associates



Elon Simms
Chief of Staff
Office of the Mayor of Columbus



Mo Wright
Co-Executive Director
President & CEO
RAMA Consulting



Qiana Stewart
Founder, CEO, and Clinical Therapist
Fostering Hope; A Transformational Wellness & Consulting Group, LLC



Dawn Tyler Lee
Founder & CEO
Forrest Street Consulting



Almar Walter
Vice President of Diversity, Equity, and Inclusion/Chief Diversity Officer
Columbus State Community College (CSCC)

ACADEMY SPONSORS

The African American Leadership Academy is grateful to the organizations below for supporting its mission. This financial support enables Central Ohio to anticipate and construct the bench of diverse leadership that is needed to be –and remain– a “best at” community. By partnering with the Academy, our sponsors bring more innovative and highly performing leadership teams to all sectors of our community. Thanks to our generous sponsors, the Academy experience comes at no cost to our Fellows to ensure money is not a barrier to involvement and participation in the program.

- 5th Third **
- Advanced Drainage Systems, Inc
- AEP
- Amundsen Davis
- Bread Financial
- Bath & Bodyworks
- Battelle
- Cardinal Health
- Columbia Gas of Ohio
- Columbus City Council
- Columbus State Community College (CSCC)
- Crane Group
- Denison University
- Grange Insurance
- Lardon & Associates
- Nationwide Children’s Hospital**
- NiSource
- Ohio Health
- PNC
- RAMA Consulting
- United Way of Central Ohio



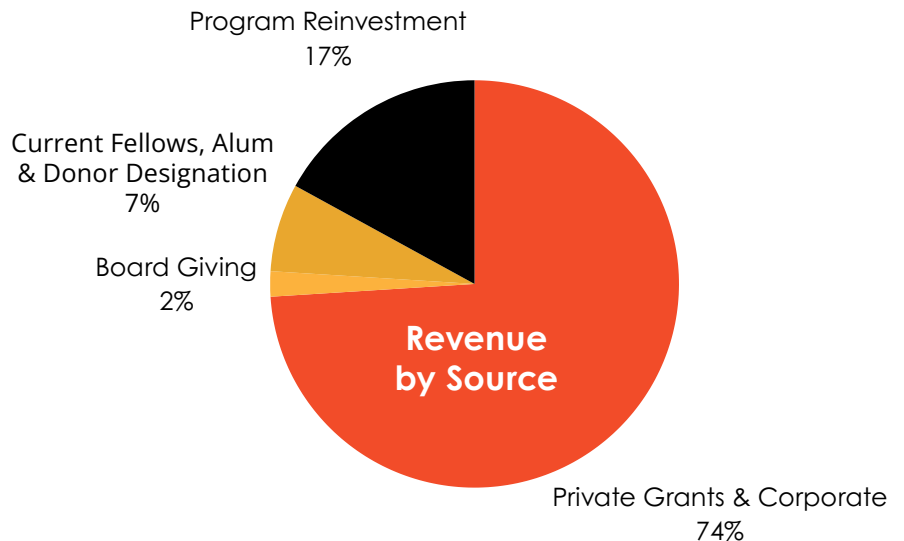
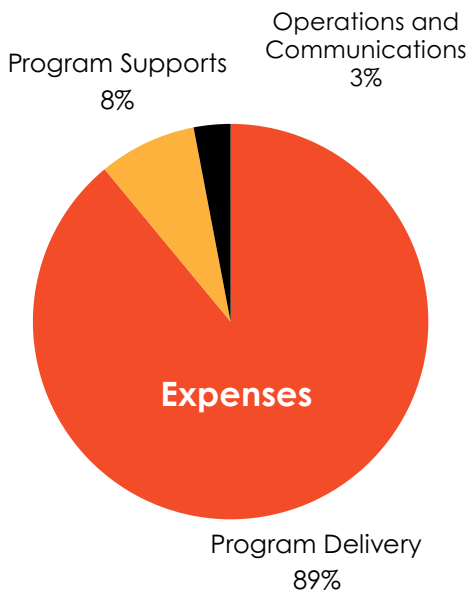
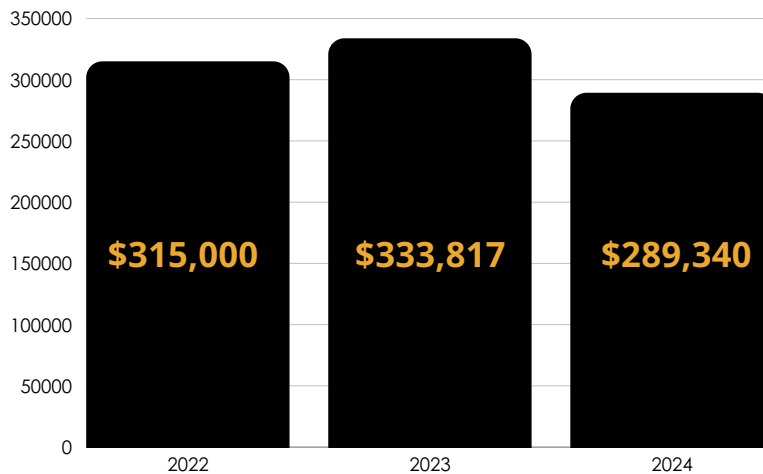
FINANCIAL REPORT

Highlighting partnerships and sponsorships for the 2024 program year.

The Academy is able to provide high-quality leadership development at no direct cost to our Fellows through the generous financial donations of sponsor organizations and individuals.

The 2024 program year was made possible by those organizations and individuals who have financially committed to continuing the mission and the work of AALA.

Program Revenue





AFRICAN AMERICAN LEADERSHIP ACADEMY

897 E 11th Ave. | Columbus, OH 43211
aalacademy.org