

AFRICAN
AMERICAN
LEADERSHIP
ACADEMY



AFRICAN AMERICAN LEADERSHIP ACADEMY

.....
Class of 2022 Program Year

ANNUAL REPORT

AFRICAN AMERICAN LEADERSHIP ACADEMY



Our Mission:

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


LEARN


IDENTIFY


GROW

Creating rich
and authentic
development
experiences.



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Letter from Co-Executive Directors – to Stakeholders

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. Our work is about going far and deep in building central Ohio’s African American leadership pipeline and recognizing we cannot do that 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 towards a higher level of efficacy and delivering our sponsors a high return on their investment. We are pleased to hear from our 2022 Fellows, through our Experience Survey, that we are exceeding their expectations.

The 2022 year represents our 18th and 19th classes, our first dual cohort model. We now have a total of over 300 Fellows! *Our Advisory Board has been key to our success. We thank them for their support. In addition, companies that champion the importance of bringing broader perspectives into the leadership circle continue to work beside the Academy. These companies—our sponsors—are invaluable partners to our mission. We continue to keep our eye on our north star—expanding the number of African American leaders in central Ohio. As we move forward together, imagine central Ohio’s leadership landscape in the coming years.*

*With Sincere Thanks,
Donna & Mo*

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

The African American Leadership Academy is designed to expand the number of African American 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, the Academy invites 20 individuals representing the business, entrepreneurial, government, education, and non-profit sectors of our community to participate in the Academy. These persons have demonstrated that they have even more potential for significant accomplishments in both their professions and community service. As of September 2021, 264 have graduated from the Academy. The 2022 Academy class increased the total number of Fellows in the community to 304!

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 gives the highest return on the investment of one's time and effort.



The **ACADEMY EXPERIENCE**

By design, the Academy's intensive strengths-based curriculum focuses on rigorous reflection and thoughtful development around efficacy, leadership agility, and leadership interaction. It 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, and (3) developing a personal agenda for growth and development through access to personal coaches and strategic connections.

NEW ACADEMY COMPONENTS

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

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





Class 2022 Experience Data

The Class Experience data tells the story of how the Academy benefited and impacted our Fellows personal and professional lives.

Efficacy Mindset:

100% of Fellows agreed or strongly agreed that their ability to acquire the knowledge, skills and tools needed to achieve a greater impact, influence, and contribution to their organization has grown as a result of the Academy.

Leadership Awareness:

As a result of participation in the Academy, 100% of Fellows agreed or strongly agreed they are more and highly aware of how to effectively identify and use their leadership strengths.

Strongly Agree and Agree = 100%

Leadership Agility:

100% of Fellows stated they are more aware of the importance of reflecting upon situations that do not produce their desired outcome (i.e., self-efficacy) as a result of AALA.

More or Highly Aware = 100%

Community Responsibility:

100% of Fellows agree and strongly agree that they are a more effective leader at work and/or in the broader Central Ohio community.

Academy Expectations:

100% of Class 2022 Fellows reported AALA exceeded their expectations.

Class Demographics

- **Age:** 20 - 29 (2), 30 - 39 (16), 40 - 49 (20), 50 - 59 (1)
- **Gender Identity:** 24 Female, 15 Male
- **Sector:** 12 corporate, 10 Non-profit, 7 Government, 4 Small Business/Entrepreneurs, 5 Education, and 1 Healthcare



AAALA Fellows & Alumni Success Stories

AAALA Fellows past and present continually make progress in their careers and throughout the Central Ohio community!

- **Tyneisha Harden (Class 18)**, Previously Assistant Vice President/Community Development Communications Manager, Fifth Third Bank to Currently, Emerging Developers Accelerator Program (EDAP) Director at Affordable Housing Trust for Columbus & Franklin County
- **Brandon Chapman (Class 18)**, Previously LGBTQ Health Initiative Program Manager, City of Columbus Public Health Department to Director of Community Outreach at Central Outreach Wellness Center
- **Leah Evans (Class 19)**, Previously Senior Vice President of Real Estate Development to President and CEO of Homeport

Community Accomplishments

- **Marchelle Moore (Class 5)**, Previously SVP, Chief Legal Officer & Corporate Secretary, Encova Insurance to currently, SVP, External Affairs, Chief Diversity Officer & President of the Encova Foundation of Ohio
- **Ervan Rogers (Class 8)**, Previously Chief Information Officer at the State of Ohio. Currently, Senior Vice President, Chief Information Officer at Designer Brands
- **Anthony Sharrett (Class 3)**, Previously, EVP, Chief Legal and Compliance Officer, Meta Financial Group, Inc. is now, President at Pathward

Meet our graduates!



CLASS
18

AFRICAN
AMERICAN
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CLASS
19

AFRICAN
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Landon Adams
*Director for Department
of Maturity*
New Salem Missionary
Baptist Church



Mallory Donaldson
Chief Program Officer
The Center for Healthy Families



Derek Anderson
Assistant Director
City of Columbus Public Utilities



Kanika Glover
*Juvenile Domestic Alternative
Intervention Coordinator*
Franklin County Court of
Common Pleas



Blossom Barrett
*Associate Director of Data
and Evaluation*
I Know I Can



Charles Hairston
Founder & Creative Director
Faseis



Charmian Todd Boyd
Financial Advisor
Merrill Lynch Wealth
Management, The Boyd Group



Tyneisha Harden
*Assistant Vice President/Community
Development Communications
Manager*
Fifth Third Bank



Brandon Chapman
*LGBTQ Health Initiative Program
Manager*
City of Columbus Public
Health Department



Christopher Hawley
Examiner
Financial Industry
Regulatory Authority



Voices of the
AALA 2022 Fellows

"Beyond what I imagined, so much better than all other programs I've participated in."

"I thought it (AALA) was perfect - love the classroom material, instructor and career coach!"



Ayana Hinton
*Assistant Professor of
Biology*
Denison University



Tiffany Olverson
*Manager - Revenue
Recovery/Facility Damage*
NiSource



Chris Jones
*Managing Partner &
CMO*
Warhol & WALL ST.



Tareya Palmer
Senior Director of Development
Planned Parenthood of
Greater Ohio



Adhanet Kifle
*Application Developer Lead/HCM
Services Lead*
Batelle



Emily Ragland
Director of Admissions
Capital University



Kristen King
Director of Accounting
NiSource



Brandon Riggins
Senior Project Executive
Messer Construction Co.



Jera Oliver
*Director of Development,
Office of Diversity and Inclusion*
Ohio State University



Ericka Wicks
*Vice President,
Community Manager*
JP Morgan Chase & Co.



Suzanne Coates Brown
Director, Client Partnerships
Alliance Data Systems



Stanley Gates
*Director of Community
Engagement*
Columbus City Council



Jessica Burton
Development Director
Orange Barrel Media



Melanie Hill
Director, Data Analysis
United Way of Central Ohio



Rhiannon Carnes
Executive Director
Ohio Women's Alliance



Terrance Hinton
Professor/Research Scientist
The Ohio State University



Leah Evans
President & CEO
Homeport



Chris Hunnicut
Housing Navigation Director
IMPACT Community Action



Tamella Fair
Associate Director
Franklin County Children Services



Ukeme Awakessien-Jeter
*Partner, Intellectual Property
Group*
Taft Law



Voices of the
AALA 2022 Fellows

"This was a transformational experience that supported me in ways I could not have articulated."

"Once I let my guard down and allowed myself to be a student, it (AALA) became a beautiful experience."



Julius Lancaster

*Lead Pastor & CEO
All Nations Worship Assembly/
Willbedone Multi Services Route
Boss*



Damia Smoot

*Consultant, Marketing
and Retirement Solutions,
Nationwide Insurance*



LaToya Rooker

*Director, Customer Applications and
Portfolio Management
American Electric Power*



Qiana Stewart

*Founder, CEO and
Clinical Therapist
A Transformational Wellness
& Consulting Group LLC*



James Ross III

*District Manager
One Medical*



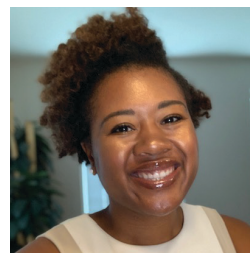
Chris Suel

*Assistant Director of Community
Affairs
Columbus Mayor's Office*



Leisan Smith

*Chief Equity Officer
Columbus School for Girls*



Niyah Walters

*In-House Counsel & Legal Analyst
City of Columbus*



Rob Smith

*Director of Production and Sourcing
Upwest*



Jaquan Yawn

*Client Service Delivery
Manager/Delivery Lead
Accenture*

ALUMNI & COMMUNITY **ENGAGEMENT**



Alumni & Community Leadership Panel:
Fellows of Classes 18 & 19 came together for the Alumni & Community Leadership Panel. The panel discussed the “Unwritten Rules of Leadership” from the perspective of community leaders, and through the lens of navigating leadership as an African American.

Panelists included:

- **Christie Angel - Class 1 Fellow**
President & CEO of YWCA
- **Oyauma Garrison**
President & CEO of Maryhaven
- **Elaine Bryant**
Chief of Police, Columbus Division of Police

Family Reunion – Every year AALA hosts a family reunion event for current fellows, alumni, and board members to connect or re-connect over games, food, music, and more.



AALA co-hosted with The Lincoln Theatre and RAMA Consulting “Community Conversations: Diversity, Equity, & Inclusion (DEI): Fad or the Future?”

COMMUNITY CONVERSATIONS

DIVERSITY, EQUITY, AND INCLUSION (DEI): FAD OR THE FUTURE?

FREE ADMISSION Thursday, March 24, 6 pm

THE LINCOLN BALLROOM 769 E. LONG ST.

LincolnTheatreColumbus.com

STATE AUTO
RAMA
LINCOLN THEATRE

Advisory Board

SPECIAL THANKS TO OUR ADVISORY BOARD
FOR YOUR COMMITMENT THROUGH SERVICE

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



Yvette McGee Brown
Board Chair
*Partner-in-Charge, Diversity,
Inclusion, & Advancement
Jones Day*



Doreen DeLaney Crawley
*EVP, Chief Operations Officer
Grange Insurance*



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



Kanika Glover
*JJCP/JDAI Program Director
Franklin County Court of Common Pleas*



Kim Campbell, Ph. D.
*Adjunct Faculty
Franklin University*



Stephanie Green
Vice Board Chair
*Senior Vice President,
Managing Director, Private Bank
Fifth Third Bank*



Bo Chilton
CEO
IMPACT Community Action



Tristan Hall
*Enterprise Vice President, Human
Resources & Deputy CHRO
Ohio Health*



Vinita Clements
*EVP, Chief Human Resources Officer
Nationwide*



Jeffrey Hammonds
*Vice President, Diversity, Equity & Inclusion
Bread Financial*



Dr. Melissa Crum
Founder & CEO
Mosaic Education Network



Kourtni Hatton
*Chief DEI Officer/
VP Community Engagement
United Way of Central Ohio*



Why we support AALA's mission...

"Community leaders seemed to only know a handful of Black leaders. It was important to expand the pool, to add different voices to the conversation."

- Yvette McGee Brown

"It is gratifying to review the names of individuals who have participated in the Academy and to know that they have achieved the goals that we desired for them - they are making tremendous contributions to our community."

- Janet Jackson (AALA Founder and Former CEO & President of United Way of Central Ohio)



Stephanie Hightower
President & CEO
Columbus Urban League



Dawn Tyler Lee
Founder & CEO
Forrest Street Consulting



Larry James
Partner
Crabbe, Brown & James, LLP



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



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



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
Vice President, Community Impact
Crane Group Company



Mo Wright
Co-Executive Director
President & CEO
RAMA Consulting



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



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.

- 5th Third **
- AEP
- Alliance Data
- Bath & Bodyworks
- Battelle
- Cardinal Health
- Columbus Partnership
- Crabbe Brown & James **
- Denison University
- Grange Insurance
- Lardon & Associates
- Mt. Carmel Health System
- Nationwide **
- NiSource
- Ohio Health
- PNC
- RAMA Consulting
- United Way of Central Ohio **

**** Denotes Founding Sponsors**

FINANCIALS

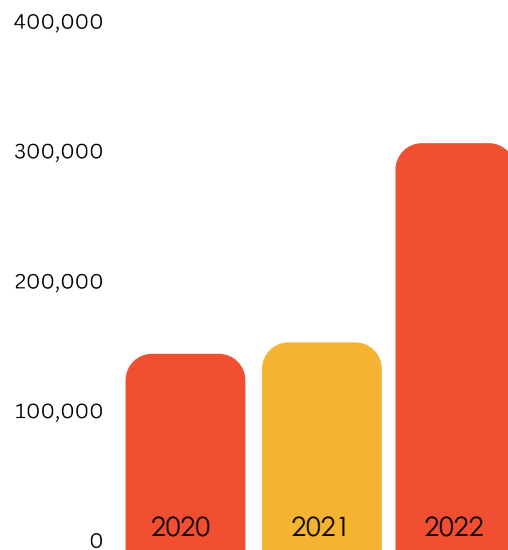
Snapshot

AALA received its first six figure sponsor gift!



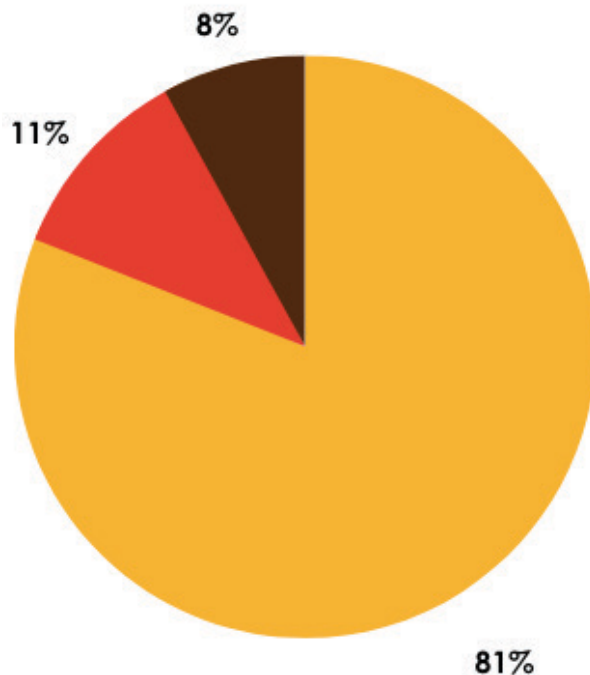
Sponsor Revenue Growth over the years

- AALA saw a growth in revenue from 2020 - 2023 from donor designations, board giving, private grants and corporate support
- Four new sponsors and garnered more support from existing sponsors
- Over \$180,000 in new funding for the Academy



Growth in revenue from 2020 – 2022

- 2020 - \$145,000
- 2021 - \$153,000
- 2022 - \$315,000



Expenses

AALA's Program Expenses

- Program Delivery – **81%**
- Program Supports – **11%**
- Operations & Communications – **8%**

Life by design:

"One of the greatest feelings in life is the conviction that you have lived the life you wanted to live—with the rough and the smooth, the good and the bad—but yours, shaped by your own choices, and not someone else's."

- Michael Ignatief

Not by default

"You have tremendous freedom to choose how to think, interpret, and react in any given situation. Through this choice, you have the power to create and change conditions."

- Adapted from Maya Angelou

African American Leadership Academy

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aalacademy.org