Children's Opportunity Alliance Assessments and Insights

About the Client:

The Alliance is a Maryland-based early childhood collaborative committed to advancing racial equity and social justice (RESJ) across systems that impact young children and families.

The Challenge:

The Alliance sought to strengthen its internal alignment and board effectiveness while operationalizing equity across its governance and partnerships.



Our Approach:

- We began with a Learning Needs Assessment to identify areas for growth and capacity building.
- Through an RESJ assessment, we conducted interviews and board policy reviews to identify barriers and opportunities across leadership, people, and practice.
- We facilitated board training sessions and coaching, and co-developed inclusive governance tools—including clearly defined roles and responsibilities, Inclusive Leadership Competencies, and a decision-making framework—to strengthen Board accountability.

The Outcomes

- ☑ Increased trust, psychological safety, and collaboration among board members
- ☑ Adoption of inclusive meeting structures and practices
- ☑ Improved board culture, attendance, and engagement
- ☑ Clear, actionable strategies to strengthen board governance
- ☑ Greater Board alignment in mission and equity-centered decision-making

> **The assessment and findings expanded my understanding that, at both the organizational and partnership levels, while we are doing good work, we must be intentional and strategic about prioritizing trust-building so that we—inside the organization and with external partners—can address systemic barriers, needs, and gaps more effectively and efficiently.**

Interested in exploring? Book a free 30-minute consultation.

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