FEDERAL RESERVE BANK
PHILADELPHIA

Reinventing Our Communities

Cohort Program

Program Description

The ROC Cohort Program equips local leaders in rural, suburban, and urban communities with the skills and knowledge to build strong, inclusive regional economies. Cross-sector teams engage in equity and economic development training, coaching and advising, and peer learning. Each cohort develops their own equity plan to strengthen their local economy using community-led, data-driven strategies.

Program Pillars

1 Inclusive Regional Economies

Communities, program managers, partners, and trainers share a common mission to remove historical barriers that prevent communities from reaching their full economic potential.

2 Capacity Building

Cohorts build community capacity to address key community development challenges through equity–centered collaboration.

3 Collaborative and Community-Led

Program trainings are designed in response to the community needs of participating cohorts. Cohorts learn from and alongside other communities through peer learning opportunities.

4 Evidence-Based and Data-Driven

Program elements are rooted in a data-driven and evidence-based approach to collaborating, planning, and implementing different strategies that advance inclusive economic mobility.

5 Sustainable Systems Change

Cohorts build the community's capacity to deliver more equitable policies, partnerships, and resource outcomes.

Program Components

Asset Mapping

An interactive data exercise led by expert facilitators to identify and build on local community resources

Equity Training

Sessions facilitated by leading equity trainers to inform an implementation plan

Track-Specific Training

Small group trainings with leading industry research and practitioner experts

Coaching, Advising, and Mentorship

Individualized coaching and advising from equity and industry-specific experts

Multiyear Inclusive Development Plan

A cohort-informed implementation plan for inclusive growth in a region

> “[The programming] inspired ongoing collaborations among cohort members, encouraged the sharing of best practices from other cohorts across the country, and helped set the foundation for our cohort to organize around our simple principle, which is providing equitable small business recovery and capital, supporting diverse and minority business owners in Nevada.”

Cohort Perspectives

- Anchor Institution
- Nonprofit
- Public Sector
- College or University
- Private Sector
- Community Voice
- Funder or Financial Institution

> “We recognized that none of us had worked on something in such detail before [as our Equity Plan]. The technical assistance helped us make sure that our work is comprehensive and impactful.”