



Reinventing Our Communities (ROC) Cohort Program

Building Community Capacity on
Racial Equity for Structural Change

2021 PROGRAM: Equitable Small Business Recovery

Program Description

The ROC Cohort Program is a ten-month, in-depth racial equity capacity building program for cross-sector community cohorts. Cohorts engage in racial equity training, community and economic development webinars, technical assistance, and a community of practice, leading to the development of an equity plan for addressing a community challenge through local solutions.

Guiding Principle

The ROC Cohort Program is built on the principle that real, structural change requires community capacity and commitment to center racial equity and develop local solutions.



Program Pillars

1

Capacity Building

Cohorts build community capacity to address key local challenges through racial equity-centered collaboration.

2

Community-Led

Program trainings are developed and designed in response to the community needs of participating cohorts.

3

Sustainable Systems Change

Each cohort develops a multiyear racial equity plan for addressing its community challenge through local solutions.

4

Peer Learning

Cohorts learn from and alongside other communities through structured and unstructured collaborations.



Program Components

General & Theoretical

Focus of Trainings

Community-Specific & Applied



Racial Equity Training

Sessions facilitated by leading racial equity trainers



Community and Economic Development Training

Small group trainings with leading small business support practitioners and researchers



Technical Assistance

Individualized technical assistance from small business support and growth experts



Equity Plan

A multiyear racial equity plan for small business recovery and growth developed by each cohort

Program Timeline

Cohort Members Represent

Community Foundation

Small Business Lender

Small Business Owner

Public Sector

Nonprofit

Research/Academic



In my role, I interact with a lot of different service agencies and government stakeholders. I've [now] been able to engage directly in [racial equity] conversations, and able to be a leader in those conversations."



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."