



PATH Academy Overview

2021 - 2022



The first PATH Academy year-long cohort launched in August 2021 after a selection committee comprised of one board member, one leadership staff and a consultant group, Racial Equity Partners, narrowed down the applicant list from 93 to 25. The first meeting in August set the structure for learning and sharing together with Jennifer Hark Dietz, PATH CEO and Joel Roberts, PATH Ventures CEO, sharing their leadership stories and what to expect in the year ahead. The fellows shared their history and their ambitions, with these shaping future sessions of the academy.

SEPTEMBER 2021

In September, our board mentors (Terry Bird, Shane Goldstein, Harreld Adams, Jane Blumenfeld and Sayed Ali) joined the fellows, and shared why they became involved in ending homelessness and how critical the **board of directors** are to meeting the organization's mission to end homelessness for individuals, families and communities. Weaving in a leadership story, Chief Program Officer, Tescia Uribe, shared her journey that resonated with all in attendance. In breakout sessions, board mentors met their mentees and began the foundation for a long-term supportive relationship.

OCTOBER 2021

In October, the academy fellows came together in person for a **training on media** and oral presentations from SKDK, a national PR firm well known for their work in advocacy, campaign strategy and crisis management. To demonstrate oral presentations, Sarah Kolish, Chief Administrative Officer and Jonathan Castillo, Chief Regional Officer, presented their leadership stories. Following the detailed training and presentations, the fellows met in their mentorship pods to reflect on the training and plan for future sessions.

NOVEMBER 2021

For November, the fellows received an overview of PATH's public policy work and learned how to be **successful advocates** at the local, state and federal level. They broke into small groups and brainstormed ways to make our systems more effective for our unhoused neighbors. There is much more to come, and the most powerful component is how, in just a few sessions, the fellows have shared the significant impact of their time together, the excitement for what is next and how quickly the PATH Academy has become the highlight of their work within the organization.

DECEMBER 2021

In December, we had the opportunity to hear from sector leaders including Jerry Jones with the National Alliance to End Homelessness (NAEH) and our founder, Claire West Orr. Both shared historical data as well as **emerging trends** throughout California and the United States. We learned about different housing models and discussed the importance of dynamic stakeholders including the faith community, business owners, educational institutions and more.

JANUARY 2022

December's session connected naturally to **Housing Development 101** in January, members learned the complexity embedded in building affordable and supportive housing and used their experience in the field to brainstorm solutions. Our PATH Ventures team walked the group through the process of housing development from beginning to end, which can take over 4 years before tenants move inside. As with many of the sessions, ideas for advocacy were identified as flaws in the system were highlighted.

FEBRUARY 2022

In February, Racial Equity Partners facilitated a training focused on how to **lead with an equity lens**. The cohort was able to role play, share workplace situations, talk through the importance of language and gain an understanding of the significance of their role in shaping PATH as an antiracist organization. Racial Equity Partners was previously contracted with PATH to lead the development of our PATH for All DEI Action plan and it was wonderful to have them educate and train our cohort.

MARCH 2022

We were able to come together in person in March, convening at our PATH San Diego Connections Housing site. Our Human Resources leadership team provided an overview of the full department, organization data on recruitment and retention and the cohort was able to role play through a variety of scenarios. Sharing a meal, focusing on team building and leadership roles, this session demonstrated how critical **in person connection** is to our work.

APRIL 2022

In April, the Academy members learned the **grant life cycle** from our strategic partnership and compliance team, walking through how grants are selected for application and what happens post award. The academy members went through the multistep process for implementation, demonstrating that before we serve our first participant so much work has already been done.

MAY 2022

For May, it was time to learn more about **non-profit finance** and learn how to read budgets, key items used for tracking and what goes into making sure our organization has a healthy cash flow and reserve account. Similar to a personal rainy day fund, our organization plans months and years ahead while also being ready for unpredictable situations.

JUNE 2022

In June, we were excited and sad to host a **graduation ceremony** with our board members joining to celebrate a significant achievement. Each mentorship pod presented what they had learned throughout the past year and what they will be taking away from their time together. It was a wonderful day to reflect on the first year of the PATH Academy and gain momentum for our next cohort.