

# Corita Brown

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## Summary

- Bilingual consultant and coach with 18 years in the nonprofit sector.
- Highly skilled in designing and facilitating learning experiences that support leadership development, organizational development, team building, strategy development, planning, innovation and experimentation.
- Successful track record providing strategic consultation and coaching for diverse leaders and staff teams in the nonprofit, public sector, education and philanthropic realms.
- Extensive experience converting complex ideas and research into accessible learning tools, curriculum, articles and reports.

## Employment Experience

### **Coach and Consultant**

September 1996-October 2001, 2012-present

Provide strategic consulting, facilitation, coaching, training and curriculum development for nonprofit organizations, educational institutions and public sector agencies focused on aging, civic engagement, community development, education, higher ed, public health and youth development.

I have over 15 years experience supporting community change efforts in every region in the country where I have worked as a nonprofit director, board member, social entrepreneur, coach, consultant, researcher and writer. I also lived and worked outside of the United States for seven years. I have robust experience with organizational learning, participatory research, design thinking, leadership development, and team building. I am nationally recognized for my expertise supporting teams, organizations, networks and community groups to navigate racial generational divides. I also have extensive experience helping leaders and changemakers explore how different issues and identities intersect and inform each other, which can help break down the silos that divide and separate us. My work is grounded by a 25-year yoga practice, and deeply informed by my experience in the natural world and the three generations before me that taught me about social justice.

For more information about my work, check out [www.coritabrown.com](http://www.coritabrown.com)

### **Director of Innovation and Learning, Encore.org**

August 2016- June 2020

Lead efforts to accelerate intergenerational innovation in cities, national nonprofits and coalitions. Manage a remote team of staff and consultants to provide strategic consulting and coaching, design and facilitate learning experiences, and develop a wide range of communications -- from op-eds to white papers -- that support learning and innovation for nonprofit, community, philanthropic and public sector leaders.

As a result of my work,

- San Jose Mayor's team and staff from other city departments have integrated intergenerational strategies into city initiatives focused on equity and inclusion, civic participation, aging, and youth development.
- AVID, a national nonprofit that helps 7,000 schools shift to a more equitable, student-centered approach, expanded its near-peer mentor/tutor model to include older adult volunteers.

- FIRST 5 Santa Clara, a funder of early care and education, piloted an innovative model for engaging older adults at Family Resource Centers, then expanded it to all 26 centers across the county. Next stage: expansion to city-run community centers.
- Wrote articles published by Newsweek, Forbes and PBS's Next Avenue. Developed guides, toolkits and whitepapers for nonprofit and public sector leaders.

### **National Training Director, The Intergenerational Center at Temple University**

June 2014-June 2015

Responsible for the Center's capacity building portfolio. Identified and cultivated nonprofit and philanthropic partners; provided strategic consulting and coaching; developed learning tools and published in scholarly journals.

- Secured grant from W.K. Kellogg Foundation's racial equity portfolio to explore the interplay between racial and generational divides in organizations focused on racial equity, aging, youth development and intergenerational programming.
- Advised leadership of one of the largest nonprofits in Houston, TX (serves 500,000 people/year) on the integration of aging services and community development departments and design and implementation of intergenerational programming and policies.
- Designed and piloted innovative programs with refugee resettlement agency to engage teams of retired women to build relationships with and facilitate access to resources for women and girls from Burma, Bhutan and Iraq.
- Trained and coached staff members and leadership from national agency in Santiago, Chile to replicate evidenced-based intergenerational substance abuse prevention program.

### **Assistant Director, The Intergenerational Center at Temple University**

April 2009-June 2014

Managed a national community change network with 20 multigenerational, multiracial, cross-sector coalitions and eight community foundations. A cross-site evaluation documented multiple well-being outcomes for participants including increased school achievement, decreased isolation and increased sense of purpose. Network members implemented new, inclusive practices in leadership development resulting in increased multiracial and multigenerational representation in community planning, bridging leadership, advisory/decision making roles, organizing and advocacy efforts. Outcomes and learnings from the initiative were published in a peer-reviewed journal.

### **Coordinator, Adolescent Education Program. AIDS Center of Queens County**

Designed and implemented adolescent peer-based prevention program for LGBTQ+ youth.

### **Echoing Green Fellow**

Researched feasibility, cultivated donors, designed initiative, and developed curriculum for LGBTQ+ youth talkline in collaboration with The Hetrick Martin Institute.

### **Education**

BA Hampshire College

EdM in Organizational Psychology & Adult Education, Teachers College, Columbia University

PhD in Urban Studies, Temple University

### **Additional Training**

*Leadership the Works: Coaching for Transformation (2020)*

Certified Coach: ICF certified coaching program

*Interaction Institute for Social Change (2019)*

Fundamentals of Facilitation for Racial Justice Work

Stone Circles (2014)  
Deeper Practices for Transformative Social Change

Gestalt International Study Center (2010)  
Approaching Organizational Consulting and Coaching

Duke University Nonprofit Management Center (2009)  
Certificate in Nonprofit Management

### **Selected Publications**

Encore.org (2020) *Gen2Gen Cities: A guide to intergenerational strategies for public sector innovators seeking solutions to community challenges*. San Francisco, CA: Corita Brown.

Brown, C. and Thomas Breiffeld, S. (2019). OK Boomer is whitewashing today's generation gap. *Newsweek*.

Encore.org. (2019). *Second Acts Fellows: A new way to help youth-serving nonprofits leverage encore talent*. San Francisco, CA: Sandy M. Fernandez and Corita Brown.

Brown, C. & Henkin N. (2018) *Communities for all Ages: Reinforcing and Reimagining the Social Compact*. In P. Stafford, *The Global Age-friendly Community Movement: A Critical Appraisal*. Oxford, NY: Berghahn Books.

The Intergenerational Center at Temple University. (2015). *Leadership for All Ages: Generations Working Together to Strengthen Communities*. (Facilitator's manual and curriculum)  
Philadelphia, PA: Corita Brown & Nancy Henkin.

Brown, C., & Henkin, N. (2014). Building Communities for All Ages: Lessons Learned from an Intergenerational Community-building Initiative. *Journal of Community & Applied Social Psychology*, 24(1), 63-68.

### **Leadership and Service:**

- Reviewer, International Journal of Intergenerational Relations
- Peer Reviewer, Echoing Green Foundation and American Society on Aging
- Board Member, Fundraising chair, stone circles at The Stone House; Mebane, NC
- Zoning committee member, Garden Court Community Association Philadelphia, PA
- Mentor, Mighty Writers Philadelphia, PA
- Liaison to State Director: Barack Obama's Campaign for Change: Columbus, OH
- Translator and Consultant, CETLALIC (Centro Tlahuica de Lenguas e Intercambio Cultural), Cuernavaca, Mexico