



BRIDGE Program

*Building Representation, Inclusion, Diversity,
and Governance Excellence*



Lead the change you want to see in Sonoma County!

Are you ready to step into a leadership role and make a lasting impact on your community? Do you want to use your talents to shape the future of local nonprofits? Los Cien's BRIDGE Program (Building Representation, Inclusion, Diversity, and Governance Excellence) is your gateway to becoming a changemaker!

WHO IS

LOS CIEN?

www.loscien.org 



About Us

Los Cien Sonoma County is a non-profit organization founded in 2009 with the mission of uniting and empowering Latinx voices in the North Bay. Emerging from humble beginnings when a group of leaders gathered in the backroom of Mary's Pizza Shack, Los Cien has grown into a driving force for equity, inclusion, and representation. Inspired by the vision of its founder, Dr. Herman J. Hernández, and the legacy of its Cuban namesake, Los Cien has fostered collaboration among diverse stakeholders to address systemic disparities affecting marginalized communities.

With a membership base of over 350 and a history of hosting more than 160 community events, Los Cien is dedicated to building belonging and celebrating the rich Latine culture in Sonoma County. Guided by the motto, "It is better to be at the table than on the menu," Los Cien continues to lead efforts that uplift, advocate, and create lasting change in the region.



MISSION

Los Cien advances belonging, trust and equity by engaging with our community, facilitating honest dialogue, and elevating Latinx pride and power in Sonoma County.



VISION

Our vision is of orgullo (pride) & equity for Latinos in Sonoma County!





Introduction



Los Cien Sonoma County is excited to announce the BRIDGE program (Building Representation, Inclusion, Diversity, and Governance Excellence), a transformative leadership initiative aimed at increasing diversity on nonprofit boards and government commissions in Sonoma County. The program equips community professionals from the Latino, and marginalized communities with the skills, knowledge, and networks needed to step into critical decision-making roles and drive systemic change in the community.

Applications open February 1, 2025!



Why This Matters

A recent study by Latinos LEAD highlights the severe underrepresentation of Latinos and other marginalized individuals on nonprofit boards in California. Sonoma County, home to over 3,000 nonprofits, is no exception. While the county's vibrant Latino community brings rich culture and expertise, this group remains largely absent from key decision-making roles. Addressing this disparity is essential for ensuring leadership reflects the communities it serves.

The BRIDGE Program is an investment in Sonoma County's future, providing the tools and opportunities for underrepresented individuals to lead nonprofits and commissions effectively. Los Cien aims to create a more equitable, inclusive, and vibrant community tomorrow by empowering diverse leaders today.

Objectives

- Equip participants with governance skills and mentorship connections.
- Reflect Sonoma County's demographics in nonprofit board representation.
- Foster a sense of belonging and recognition within nonprofit governance.



Program Structure

Join Our 12-Week Program!

- **5 in-person** Saturday sessions (8:30am - 2pm).
- **3 evening** networking mixers on weeknights.
- Small **cohort sizes (16-26)** for meaningful connections.
- **Interviews** will be conducted in February and March
- **Kicks off** April–June; dates TBD.

Who Should Apply?

The BRIDGE Program is designed for individuals who:

- Are new to board service (less than two years) or have never served on a board before.
- Are aspiring board members within the next two years.
- Prioritize diversity and equity in leadership.

• Priority will be given to:

- Latinx, BIPOC, and LGBTQIA+ individuals.
- Candidates representing a broad range of industries and sectors.

Lesson Overview

- **Nonprofit 101:** Build community, understand nonprofit sector history, and explore Latino representation.
- **Governance:** Learn board roles, committee structures, and effective practices.
- **Board Culture:** Foster diversity, equity, inclusion, and effective collaboration.
- **Sustainability:** Understand financial responsibilities and strategic planning.
- **Fundraising:** Explore donor development and programmatic fundraising.
- **Leadership:** Apply adaptive leadership principles to real-world challenges.
- **Principles of Diversity, Equity, and Inclusion:** Leverage diversity for inclusive decision-making.



Sonoma County
Latino Population

30%

Over
3,000

Nonprofits in
Sonoma County



*Latinx board members make up less than 10% of the nonprofit boards.



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www.loscien.org



Learn More

First, visit www.loscien.org, fill out our interest form, and subscribe to our newsletter. Then email magali@loscien.org to express your interest and be the first to know when **applications open on February 1, 2025.**

Let's build a more inclusive and representative Sonoma County -- join us today!



Email

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Subscribe

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Address

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