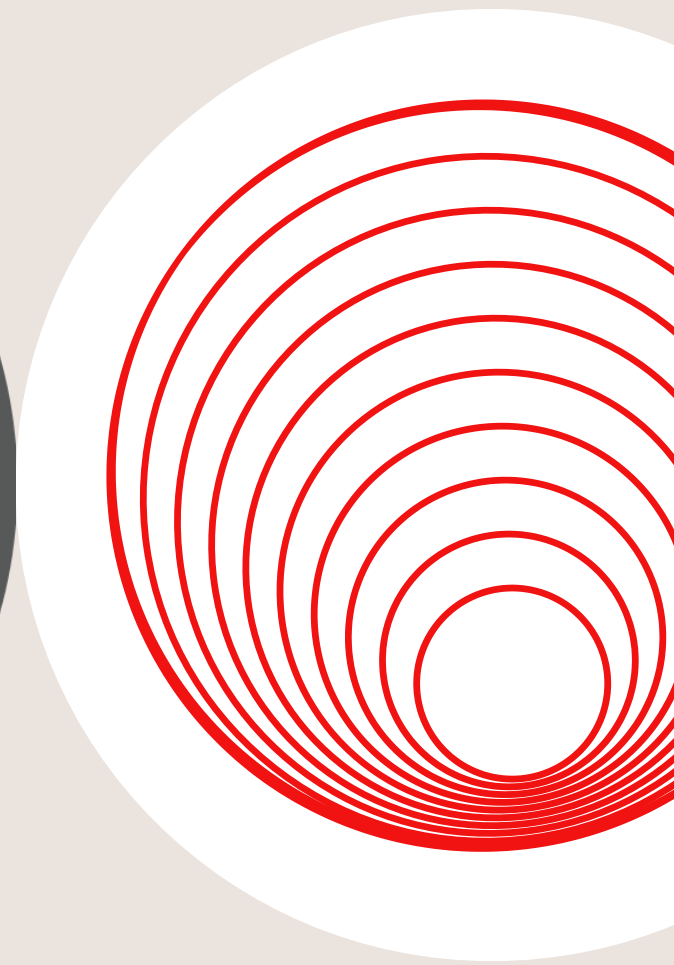
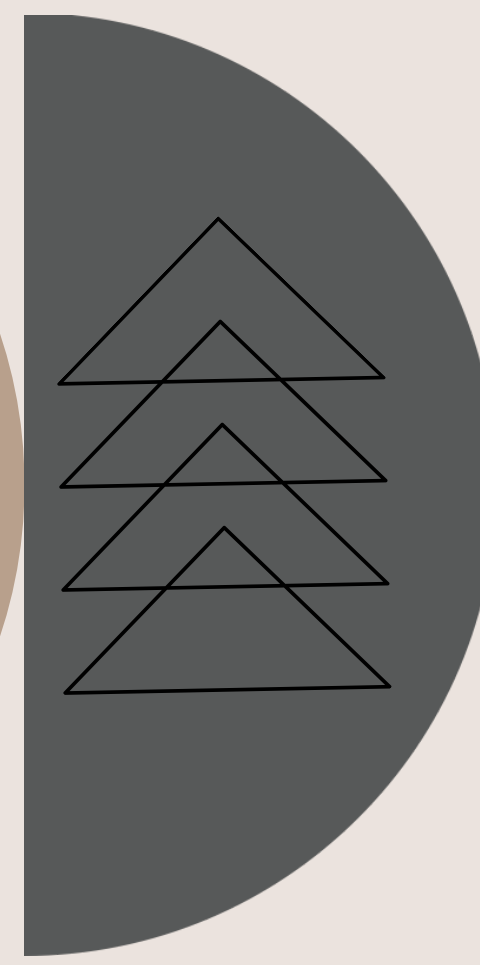
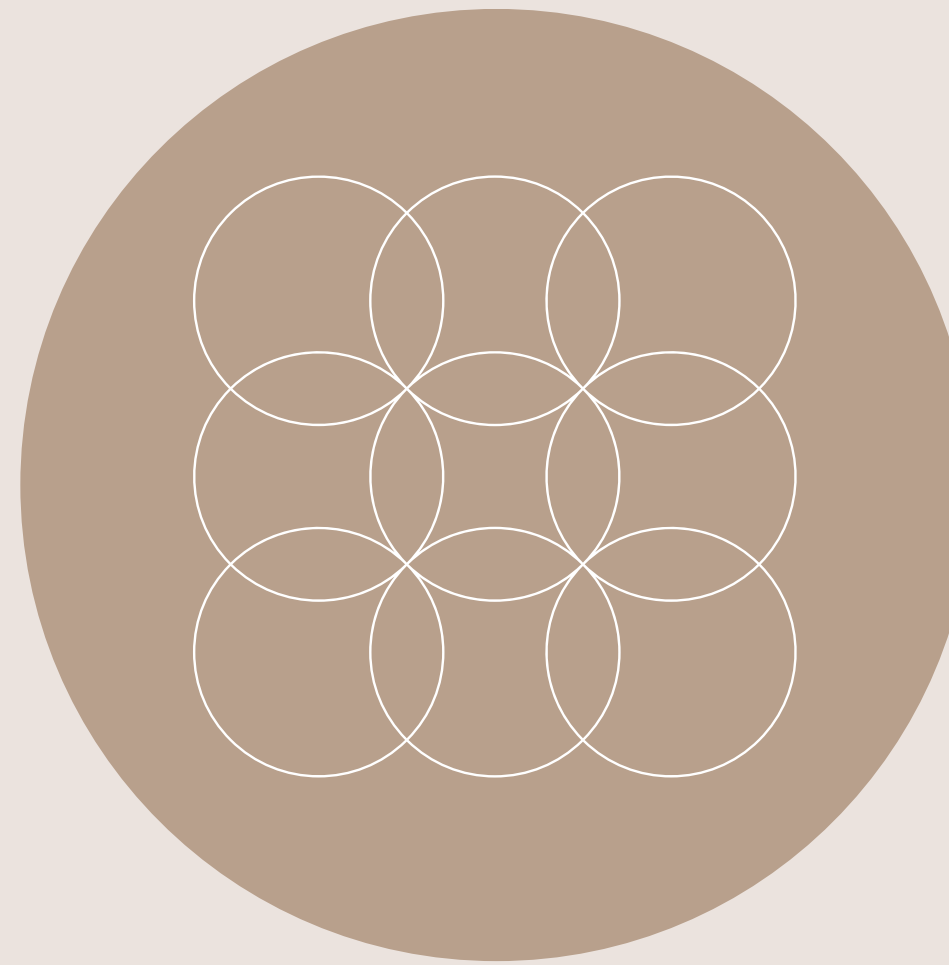




“I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.”

— Maya Angelou





Engineering Inclusive Excellence
with Heart-Centered Leadership



Our Mission

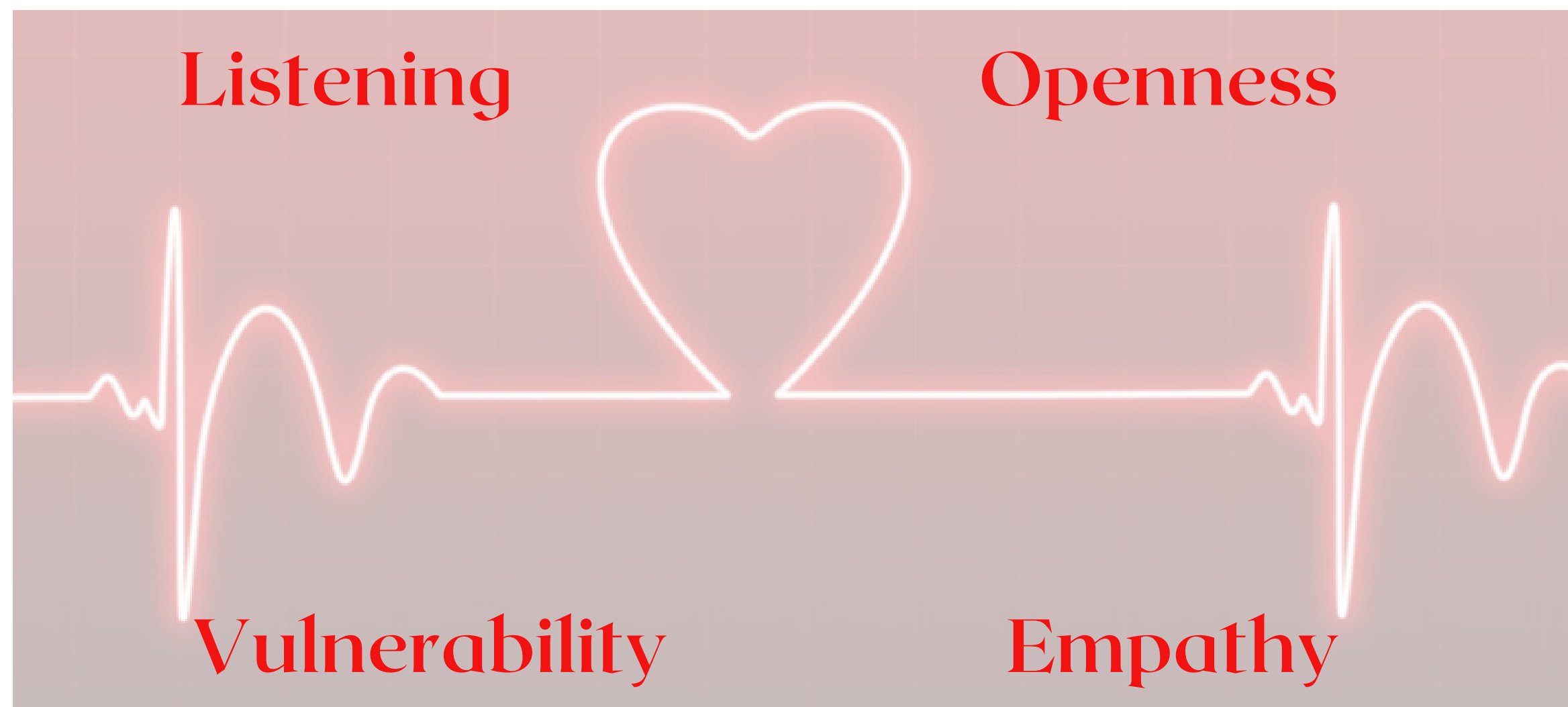
Castro Collaborative guides and supports your organization, institution, and board in Engineering Inclusive Excellence with Heart-Centered Leadership.



Our Vision

We view **Heart-Centered Leadership** as a commitment to **Listening, Openness, Vulnerability, Empathy.**

We envision a world where **L.O.V.E.** is at the center of all human interactions.



Who We Serve

Castro Collaborative focuses on supporting local and national organizational leaders and boards in the nonprofit, education, healthcare, government, finance, media and entertainment industries who are working to co-create thriving learning and workplaces.



Our Process

We thoughtfully partner and collaborate with dedicated leaders and boards who are deeply passionate, committed and ready to co-create an environment where everyone feels seen, heard and valued.



Our Framework

Our foundational
L.O.V.E.

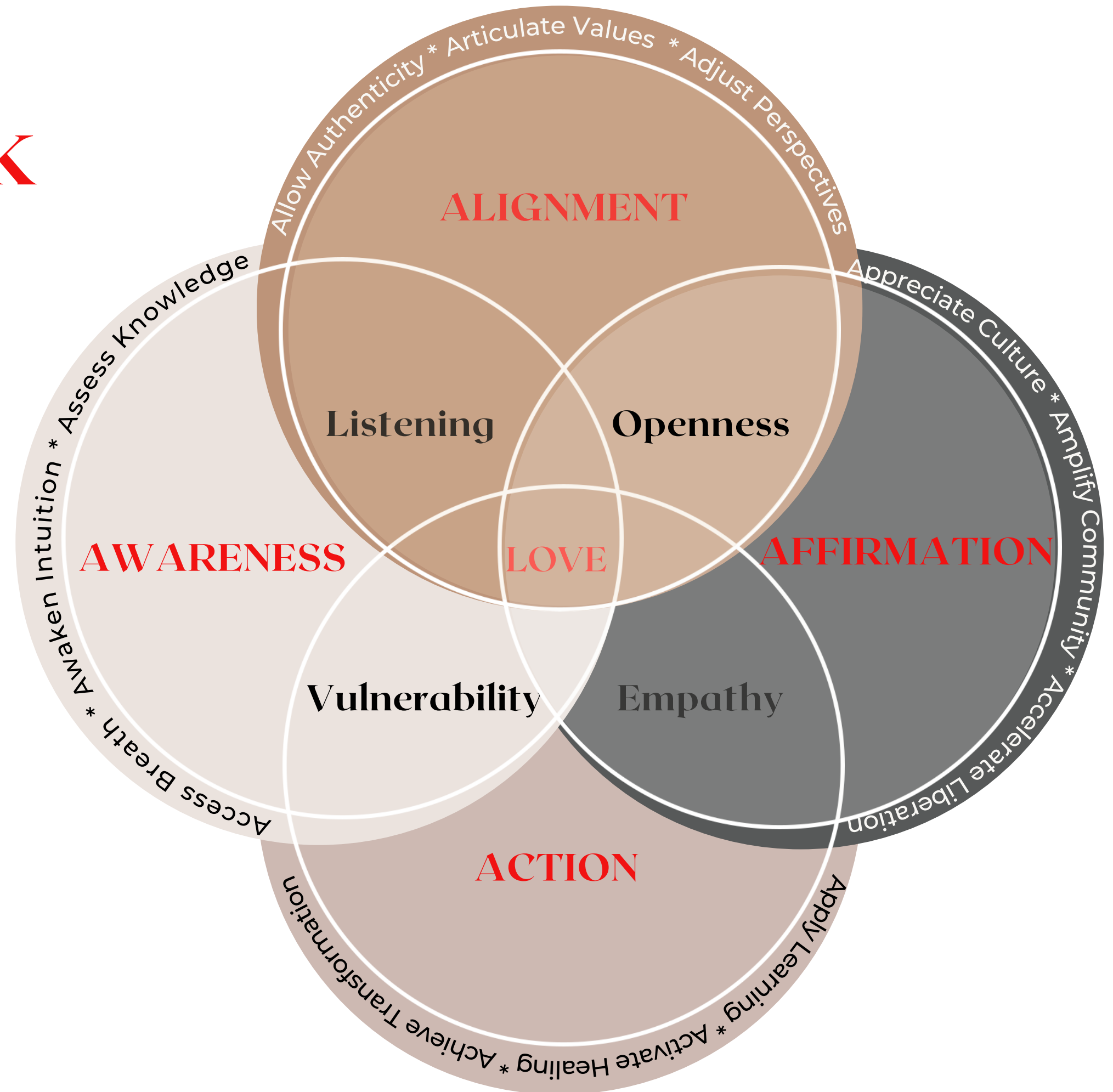
framework allows for
intentional, deep and
sustainable impact and
transformation through

AWARENESS

ALIGNMENT

AFFIRMATION

ACTION





Framework



- **AWARENESS-** The Awareness Phase consists of foundational surveys, assessments and trainings addressing topics such as Wellbeing, Belonging, Communication, Power Dynamics, Conflict Resolution, Personal and Social Identities, Implicit and Unconscious Bias, Calling In/Out/On, Apologies, Microaggressions and Microaffirmations.
- **ALIGNMENT-** The Alignment Phase consists of next level trainings practicing team and relationship building skills which deepen connections, values and trust within and across identities through Storytelling, Dialogue, Perspective Taking, Empathy and Compassion.
- **AFFIRMATION-** The Affirmation Phase consists of advanced trainings for Administrators, Leaders, Educators, Social Impact and Change Makers on topics such as Emotional Safety, Cultural Humility, Hiring, Retention, Culturally Responsive Feedback and Facilitating Dialogues.
- **ACTION-** The Action Phase consists of applying skills to engage with colleagues, supervisors, young people, and community; developing tools to collect data to demonstrate and model growth, transformation and healing; and Engineering Inclusive Excellence with **Heart-Centered Leadership** that cultivates and promotes **L.O.V.E.**

Engineering Inclusive Excellence with **Heart-Centered** Leadership

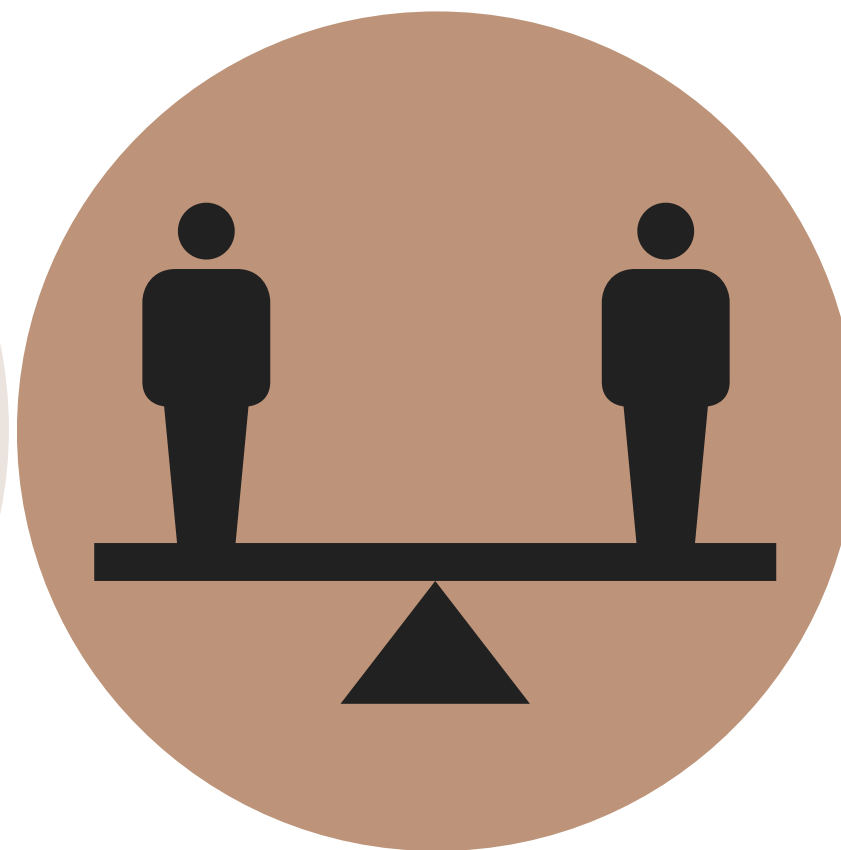


JUSTICE



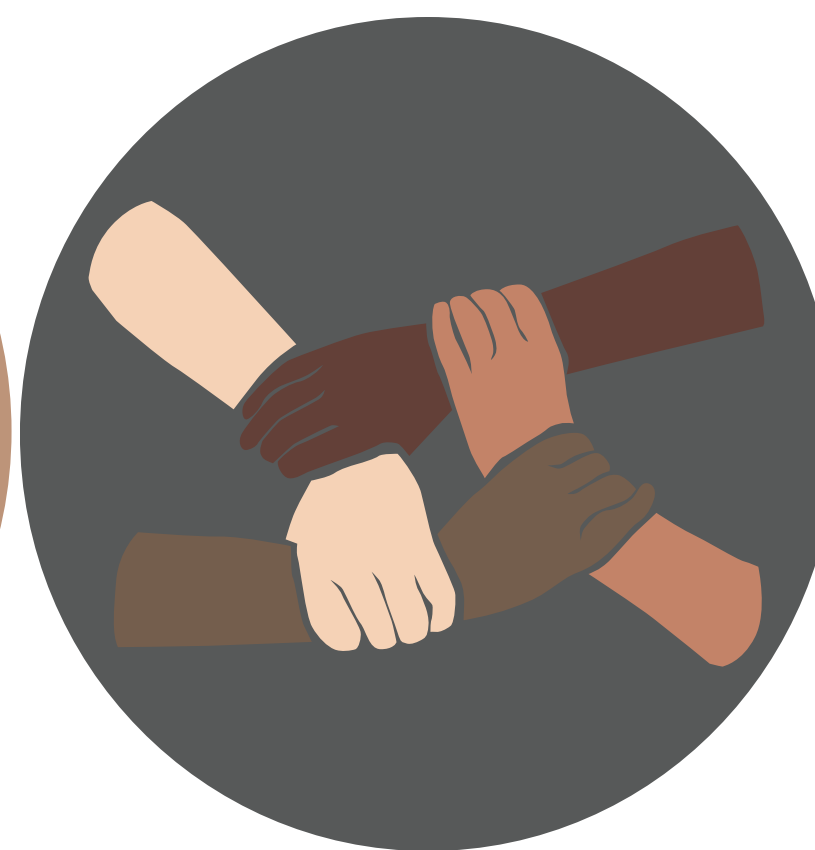
Dismantling barriers to resources and opportunities in society so that all individuals and communities can live a full and dignified life.

EQUITY



Allocating resources to ensure everyone has access to the same opportunities. Equity recognizes that advantages and barriers exists.

DIVERSITY



All the beautiful differences between us that are based on the advantages or barriers to opportunities we all experience as human beings.

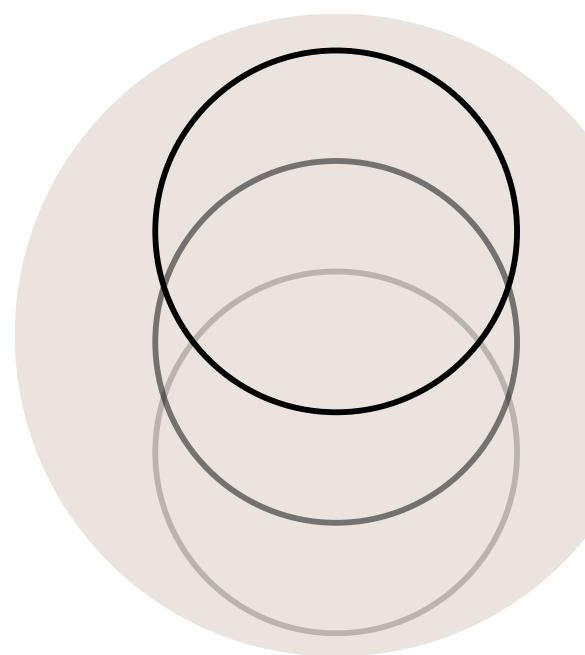
INCLUSION



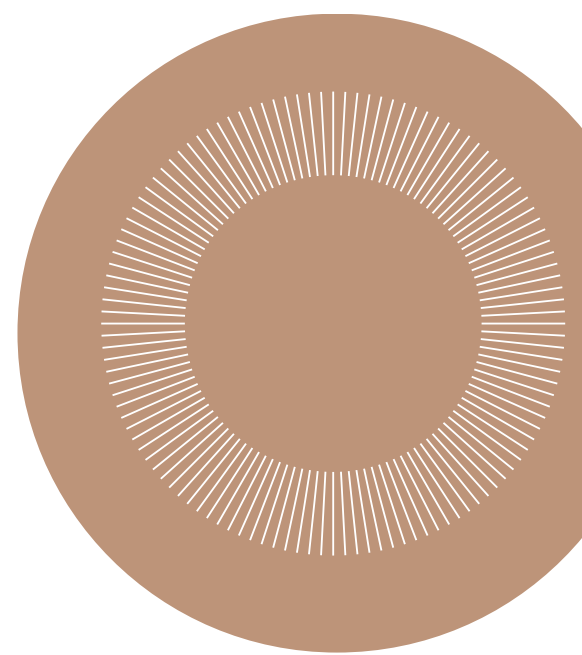
Fostering a sense of belonging by centering, valuing, and amplifying the voices, perspectives, and cultures of those who experience more barriers based on their identities.

Our Services

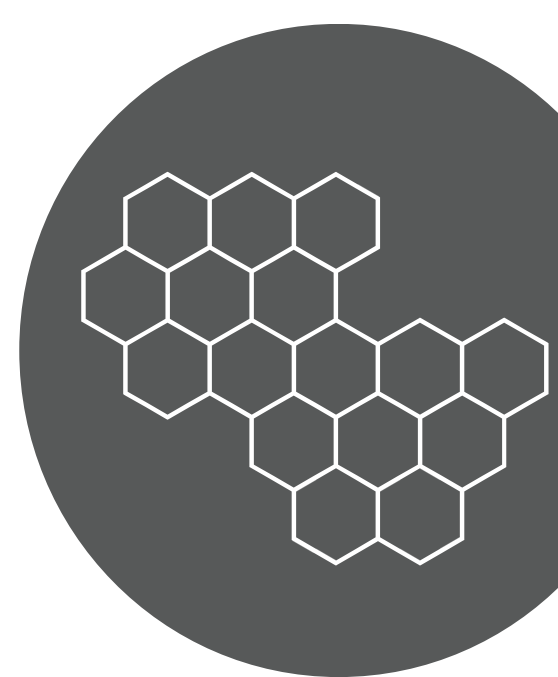
Our services are an opportunity for our team and your organization to co-create transformative programs that advance justice, wellbeing and belonging, have a lens towards equity, and invite inclusive and brave spaces that celebrate your team and community's unique and diverse backgrounds, perspectives, experiences and cultures.



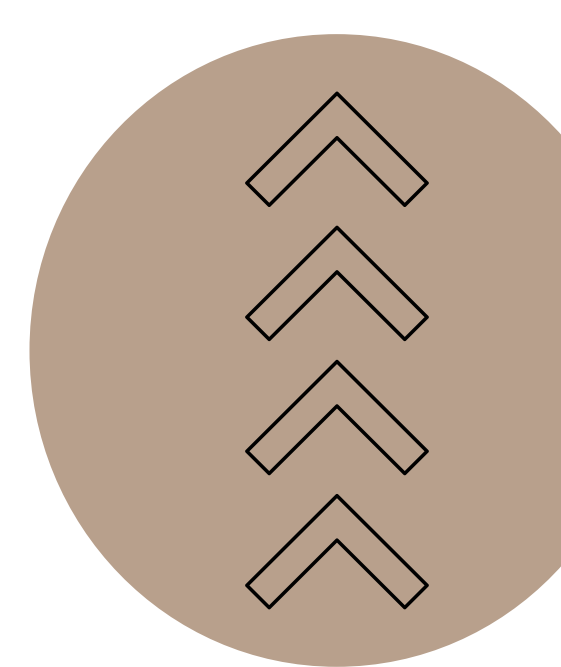
**Collaborative
Partnerships**



**Community
Listening Circles &
Healing Retreats**

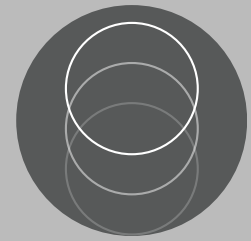


**Board & Leadership
Trainings &
Company Retreats**



**C-Suite & Executive
Leadership
Coaching**

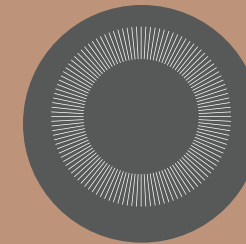
Services Highlights



Collaborative Partnerships

We approach our work in a holistic way, and we go beyond simply "checking off a box" when it comes to creating systemic change within an organization. Our proprietary four-phase framework walks your team through

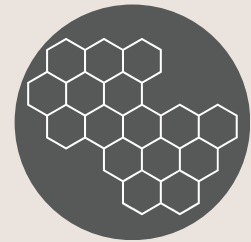
Awareness, Alignment, Affirmation and Action steps. This facilitates and develops brave spaces to practice communication skills, emotional intelligence and cultural humility to explore and understand team dynamics to build skills to engage in challenging yet crucial conversations. Our Collaborative Partnership continues with ongoing and sustainable training and support.



Community Listening Circles & Healing Retreats

We heal in community, and oppression and shame thrive in isolation. Our Community Listening Circles and Healing Retreats provide an opportunity to connect, share and feel seen, heard and valued. We encourage participants to treat themselves and one another with compassion and empathy, and to hold one another's stories in the spirit of confidentiality. We honor everyone's unique path to healing by co-creating an inclusive space. And with the epidemic of loneliness and mental health issues, we are on a mission to heal ourselves, and our local and global communities.

Services Highlights



Board & Leadership Trainings and Company Retreats

Your leaders are an invaluable asset and critical to your organization's success. Through individual assessment, behavioral awareness, consulting and coaching, we give your Board and Leadership team the knowledge, resources, tools, strategy, and direction needed to manage the aspects that influence overall organizational thriving. Our intention is that Inclusivity is embedded within your company's mission, vision, core values, operations, and most importantly, your company culture. We cannot lead others where we're not willing to go and courageously journey to!



Executive Leadership/C-Suite Consulting & Coaching

This high-touch offering was created to provide ongoing support, knowledge, help and guidance for administrators, CEOs, founders, presidents and their high-level teams implementing inclusive, wellbeing and belonging initiatives within their organizations. We will co-create a space that lovingly holds you and your team leaders accountable for intentionally implementing systemic changes that are challenging to navigate, while providing a brave and safer space to engage in this transformative and necessary work.

Meet our Executive Leadership Team



Angélica Castro,
M.A., PCC, MCC



Jessie Cooley, M. Ed.



Yaldira G. Félix
Castro, MSW



Anastasia Morton, B.A.



Kristine Rose, B.A.



Our decades of experience as executive leadership consultants, coaches and educators integrated with our personal backgrounds provide organizations the knowledge and skills to revolutionize workplace cultures, transform learning spaces and infuse communities with authentic inclusivity. We synthesize experiential learning with immersive project-based critical thinking while using dialogue as an ingredient for breaking down barriers, building trust, and modeling application tools.

Founder and Head of Transformation (R)EVOLutionary LOVE Coach

Angélica Castro, M.A., PCC, MCC

Pronouns: She, They

I have over 25 years of experience working collaboratively with organizations and institutions as a Social Justice Educator, community engagement specialist, certified leadership consultant and coach, community mediator, intergroup dialogue facilitator and meditation and yoga practitioner. With my Bachelor of Science in Community Health and Theater, and my Master of Arts in Educational Psychology and Social Justice Education, I have trained board of directors, administrators, healthcare providers, educators, leadership teams and various communities on how to co-create inclusive systems, processes and environments that promote wellbeing and connection. My courageous commitment and powerful intention are to spread Love, Light and Liberation by facilitating transformation, revolutionizing organizations, and offering listening circles and healing spaces so we can all feel seen, heard and valued.



Non-Profit and Board Development

Jessie Cooley, M.Ed
Pronouns: She, Her

I have over twenty years of experience in K-12 and higher education, youth development, and non-profit organizational leadership. I am passionate about creating learning spaces and programs that connect us, challenge us, and help us heal from trauma and build a more just world. I believe we have the power to make transformative change when we center our work and our energy on social justice, cultural humility, creativity, and joy.



Community Partnerships, Youth Engagement, Educational Leadership

Anastasia “Stasia” Morton

Pronouns: She, Her

I manage many roles with grit and grace. I am an educator, creative director, facilitator, curriculum developer, fundraiser, and event planner. I am passionate about education that empowers young people and have created hundreds of Youth Dialogue Summits on topics like Well-being, Leadership, Classroom Management, Access, and JEDI. I am enthusiastically driven to see individuals succeed in creating an atmosphere that propels them to see the best in themselves and excel in whatever future they choose.





Change and Project Management

Kristine Rose, B.A.
Pronouns: She, Her

I am a Change Management Professional who believes in the power of vision and strategic alignment. I have co-facilitated intimate intergroup dialogues and trainings in the areas of emotionally intelligent leadership, microaggressions and microaffirmations and giving and receiving culturally responsive feedback. My interests lie in understanding privilege and power dynamics and becoming an accomplice in dismantling everyday practices that make others feel excluded and devalued, so that they can thrive!



Leadership and Crisis Management

Yaldira G. Félix Castro, MSW

Pronouns: She, Them

I have 20+ years of experience as a school administrator, counseling K-12 and Higher Ed students, staff and faculty, as well as coaching and training Black, Indigenous People of Color (BIPOC), bilingual and multicultural groups and individuals. I am a clinical social worker who believes in the power of words and positive manifestations. My journey began in the field of education where I learned how imperative it is to have strong models who look like me, actively listen and treat others with empathy, compassion and love.



Compelling Data in the workplace:



- Inclusive cultures positively affect retention. 40% of respondents with a strong sense of belonging rarely think about looking for a job elsewhere. ([Deloitte 2022](#))
- 67% of job seekers consider workplace diversity an important factor when considering employment opportunities. ([Glassdoor](#))
- Organizational diversity leads to higher profit margins. The most diverse companies outperform their less diverse peers by 36% in profitability. ([McKinsey 2023](#))
- Diverse management has been shown to increase revenue by 19%.. ([Builtin](#))
- 57% of consumers are more loyal to brands that commit to addressing social inequities in their actions. ([Deloitte 2022](#)).
- Lack of support around changed work environment, lack of social interactions with coworkers and team building opportunities to maintain relationships and commitment to organization, lead to very high turnover as a result. ([Relias 2021](#))
- Only 23% of C-Suites are made up of women. ([Women in Workplace](#))
- 66% of nonprofit executives expressed dissatisfaction with their boards' ethnic and racial diversity, only 38% felt their board represented the communities they serve. ([Leading with Intent 2022](#))
- 78% of nonprofit board members and 83% of nonprofit board chairs are white. ([Leading with Intent 2022](#))



Our Impact



AMHERST AREA CHAMBER OF COMMERCE

MULTIYEAR CONSULTING PARTNERSHIP & TRAINING SERIES

- Equity and Inclusion Task Force Strategic Planning and Coaching
- Ongoing Community Listening and Healing Circles
- 100% Board of Directors and Business Ambassador Engagement

BIG BROTHERS BIG SISTERS OF HAMPSHIRE COUNTY

SOCIAL JUSTICE MENTORING COURSE & TRAINING SERIES

- In Collaboration with UMass Amherst Office of Community Engagement and Service Learning
- 100% Executive Leadership and Staff Engagement

GREENFIELD SAVINGS BANK

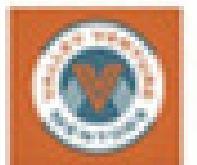
EXECUTIVE LEADERSHIP COACHING & TRAINING SERIES

- Increased Awareness of Team Dynamics, Conflict Resolution, Unconscious Bias, Racial Justice and Gender Identity
- 100% Board of Directors and Employee Engagement





Partnerships



Inspired Partner Testimonial



"Angélica Castro and her team, Castro Collaborative are the most positive people I've ever known. I have collaborated with them on numerous projects over many years and, whether coaching or consulting, they consistently inspire growth and transformation. As a person and a professional, I can say wholeheartedly that I, myself, would not be who I am today, nor would I have achieved what I have achieved without Angélica's collegueship. Whatever you are working to accomplish, one of your greatest assets will be having Angélica Castro and Castro Collaborative in your corner!"

Dr. Patricia Romney
President, Romney Associates, Inc.





Inspired Partner Testimonial

"When I hear the words "Revolutionary Love," Angélica Castro and her team, Castro Collaborative pop into my mind. She embodies love and compassion in every fiber of her being. She is a role model for going after her own growth, healing, and transformation, which then inspires and allows others to do the same. In spaces, she emanates a calm, loving wisdom that allows people to open up and explore ideas and places they never imagined they would be able to. Whether as coaches, trainers, or speakers, Angélica and Castro Collaborative are the compassionate cheerleaders you want behind you and your team. They create magic, connection and community everywhere they go!"



Molly Keehn, Ed.D.
Co-Creator of CoJourn





ARE YOU READY TO CO-CREATE CHANGE?

We are ready to partner and COLLABORATE with you!

Next Steps:

- Step 1: Book a Discovery Consulting Session**
- Step 2: Review Questions, Proposal, and Investment**
- Step 3: Solidify Partnership and Sign Contract**
- Step 4: Schedule Assessment and Training Dates**
- Step 5: Facilitate Agreed Upon Engagement**
- Step 6: Complete Post Survey and Next Steps**

We know you are ready to build upon the strengths of your team and explore intentional ways to transform the climate and revolutionize the culture of your organization! Email us to discuss our partnership.

angelica@castrocollaborative.com





“It is not our differences that divide us. It is our inability to recognize, accept, and celebrate those differences.”

— Audre Lorde

