



LATINO
LEADERSHIP
INSTITUTE

ANNUAL REPORT



2022

MESSAGE FROM THE CEO

In 2022, the LLI set course to think bigger and do more than ever before. As we launched two new programs to support cross-sector leaders and entrepreneurs at an even greater scale, we set our founding vision into full motion.

Through Ignite, we tripled the number of Latino professionals with access to transformative leadership development and peer-to-peer support that Latino trailblazers dreamed of as they paved the way for more to follow. *It's our time to lead.*

Through LEAP, we built an ecosystem of business founders, leaders, visionaries, and subject matter experts to ensure prosperity within Latino and BIPOC communities for generations to come. *It's our time to change outcomes.*

And through our expanded partnerships, community collaborations, and individual contributors, we are building a larger network investing in our work. *It's our time to leave a footprint.*

Each 2022 milestone is made possible because of the people in this expansive network. To be part of the LLI is to know that as a leader, you have a home to come back to, one that will support, challenge, and grow with you. *It's our time to drive change.*

Thank you to the LLI board, staff, founders, and partners for their ongoing support, time, and expertise.

With 2023 on the horizon, we are ready to continue thinking bigger and doing more.

It's our time.

With gratitude,

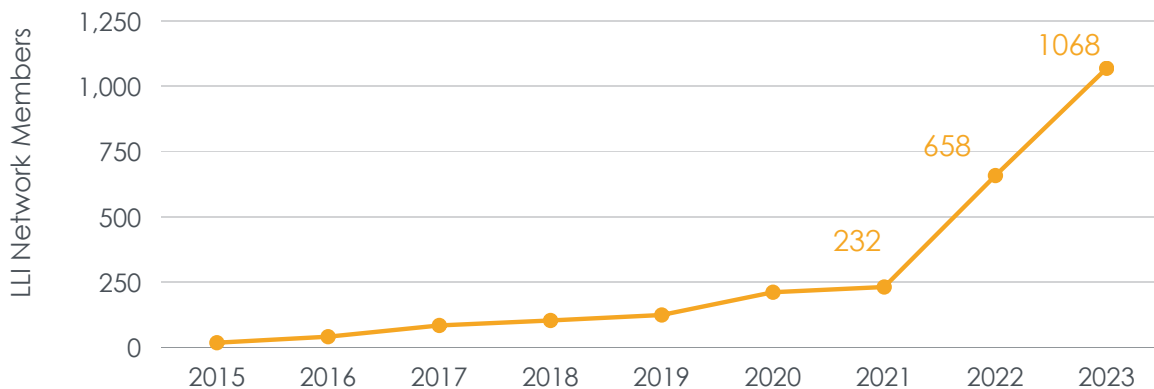
Joelle Martinez
President & CEO



OUR IMPACT

By the Numbers

LLI Network Growth



LLI NETWORK

In 2022, the LLI Network of cross-sector leaders nearly **tripled** in size compared to the previous year. In 2023, the LLI Network is projected to be over 1,000 leaders and entrepreneurs who will participate in LLI's programming.

275

Latino cross-sector professionals coached since the launch of Ignite in 2021

\$10M

Annual combined revenue generation from LEAP Cohort 1

IGNITE

Ignite's live virtual delivery model has increased access to high-quality Latino professional development by over 600% in less than a year. And the plans for expanded growth for next year will be even greater.

LEAP

The Latino Entrepreneur Access Program (LEAP) is the first Latino-led business accelerator based out of Colorado to focus on growth-stage Latino and BIPOC entrepreneurs.

LLI NETWORK

Building a Community of Leadership, Entrepreneurship & Change



The LLI understands the social and economic urgency of building a Latino pipeline to address the lack of progress made in diverse and reflective leadership and entrepreneurship.

In generations past, leaders of color were often the first, the only, or among the few at the highest levels of leadership and entrepreneurship. Today, the LLI is strategically addressing this problem, building a national network of Latino leaders through its current and new programming that will count more than 2,500 graduates by 2025.



In 2022, we hosted three major events with almost 500 cross-sector leaders in attendance. We continued to invest in this fast-growing and influential network through peer-to-peer support, recognition of accomplishments and outstanding leadership, and assembling an Alumni committee to strengthen further this powerful community of Latino and BIPOC leaders and entrepreneurs.



At the close of 2022, the board elected Tonette Salazar, LLI Fellowship Cohort 3, as the first board chair who is also a graduate of LLI's leadership programming.

IGNITE

LLI Launches National Latino Leadership Development Program



Latinos account for nearly 20% of the workforce but only 4% of all executive leadership positions.

One barrier they face is a lack of access to high-quality, culturally relevant professional development that will support them as Latino leaders in their career journey.

Ignite is a national Latino leadership development program designed to reflect the rich diversity of experiences within the Latino community while leveraging results-driven neuroleadership competencies. Ignite participants gain insights into leading with increased agility during times of change, while amplifying performance and productivity.

95.5%

of participants report that courses met or exceeded expectations



Beyond the technical support that Ignite offers, participants also have the opportunity to cultivate meaningful relationships with other Latino professionals who can relate to their unique leadership journey and support them along the way.

Ignite is available to individuals through public community engagements and to employees of organizations through company collaborations.

LEAP

Latino-Led Accelerator and Advisory Board Structured to Propel Business Growth

Latino business-owners are the fastest-growing demographic of entrepreneurs in the U.S., yet only 6% have expanded beyond sole-person firms.

The Latino Entrepreneur Access Program (LEAP) is designed to bridge this opportunity gap by mitigating or negating the effects of structural obstacles to business sustainability, growth, and expansion for Latino and BIPOC entrepreneurs. Through LEAP, they have direct access to culturally relevant expertise, tools, and resources to accelerate profitable revenue growth and workforce expansion.

In LEAP's inaugural cohort:

- 100% of entrepreneurs are Latino and BIPOC and come from diverse sectors, including technology, sustainable food systems, consulting, and construction project management
- 73% of paid advisory board members are Latino and BIPOC

LEAP is closing the economic and social capital opportunity gap in entrepreneurship:

- \$10M+ in annual combined revenue generation from LEAP Cohort 1
- 50+ ecosystem partners providing access to social, technical, and financial capital for Latino and BIPOC entrepreneurs, including business strategy, marketing, sales, operations, and finance



NETWORK PERSPECTIVE

LLI Network Members Share What LLI Has Meant to Them



"The LLI was a life-changing experience. When I first joined the LLI, I needed a spark to reinvigorate my personal connection to my heritage, the Latino community, and the issues that impact our community. The LLI filled those gaps and also helped me build a better understanding of who I am so I can make a more meaningful impact for others."

- Tony Salazar, Vice President of Engagement and Outreach, University of Colorado

LUMEN®

"I have participated in several leadership programs, but none as rewarding as Ignite. I learned that my Latinidad is a strength versus a weakness. I highly recommend Ignite to anyone seeking to take their leadership to the next level and see the strength in their Latinidad."

- Mark Delgado, Lead Relationship Manager – National Accounts, Lumen



"The LLI has been important in my entrepreneurial journey. Through the LLI, I have been able to surround myself with other entrepreneurs, business owners, and leaders who are making an impact in their communities."

- Marisol Solarte-Erlacher, Founder & CEO, Marisol Solarte-Erlacher, M.A., LPC and Associates, LEAP Entrepreneur

IN THE NEWS

LLI Continued to Tell Stories of Impact

"Latinos contribute about \$2.6 trillion to the GDP to the United States, and that's still coming from 45% of small business. If you remove that GDP, it could literally crush the economy today. That's how significant the contribution the Latino community is."

Denver7 - New program seeks to build Hispanic businesses

[Watch Here](#)



"Latinos remain invisible where it counts across all sectors and industries."

KKTV - Colorado-based Latino Leadership Institute talks new program to help Latinos in the workforce

[Watch Here](#)



"It's just going to be a domino effect of all of us finding our voice, finding more confidence. I am Mexican. I am Puerto Rican, and that's my superpower."

9News - Colorado program expands to help develop more Latino leaders

[Watch Here](#)

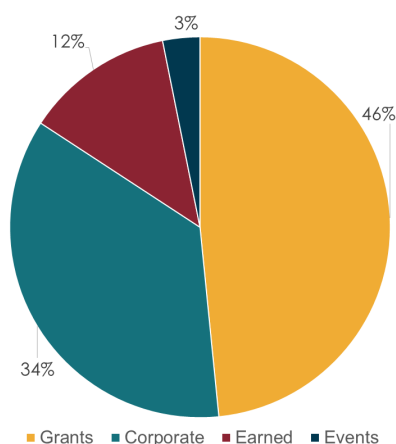


2022 FINANCIALS

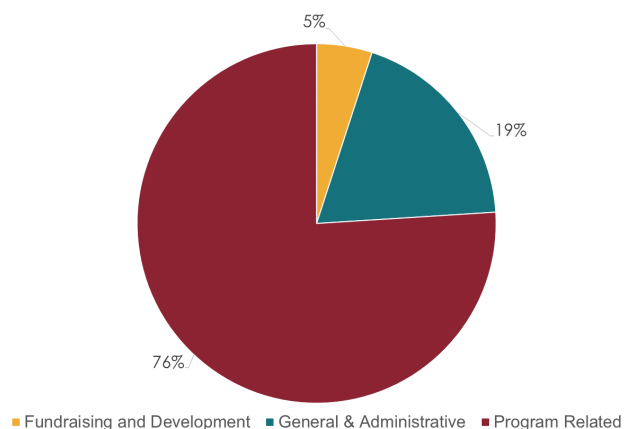
For the first seven years, the LLI was an entity at the University of Denver. In 2021, we formed our own 501(c)(3) to grow our reach and impact. Over the last two years, the LLI has increased our average annual revenue by over 45%. This growth is attributed to new national funders and partners joining our longstanding local partners who invest in our mission and work. The LLI has also added new corporate partners and individual donors over the last twelve months and we continue to see an increase in both interest and investment. Expanding our programming ensures that the LLI has a diversified revenue model, strengthening the organization's financial position.

Nearly 80% of all funds raised are leveraged for our programs which ultimately support the leaders and entrepreneurs in our network. This year, the LLI invested in the research and development of our leadership program, Ignite. Part of this investment was the creation of our Facilitator Training Institute, which certified five new facilitators who will deliver Ignite to both individuals and organizations. We also invested in the development of our entrepreneurship program, LEAP. The development and launch of our first LEAP Cohort which has already proven a great success. We also invested resources into our fast-growing network of leaders, entrepreneurs, subject matter experts, and partners. We will continue to leverage the financial support we receive to provide meaningful and effective programming to Latinos across the country.

Total Revenue: \$1,204,950



Total Expenditures: \$998,738



PARTNERS

\$100,000+

Coca-Cola

Kellogg Foundation

The Colorado Trust

The Gates Family Foundation

\$50,000+

Bellco Credit Union

Charles Schwab

Kenneth King Foundation

Molson Coors

U.S. Bank

Xcel Energy

\$20,000+

Anschutz Foundation

Beacon Foundation

Boettcher Foundation

Lumen

Ready Foods (The Abarca Family)

Sandi Lewis

University of Colorado

\$10,000+

Pinnacol Assurance

Verizon

Wells Fargo

\$5,000+

Comcast

Dell Technologies

FirstBank

Tim Marquez

Tonette and Tony Salazar

\$2,500+

Amazon

Creative Culinary Group

Denver Health

Diane and Rick Garcia

Hispanics in Philanthropy

We are able to continue our work because of your support, engagement, and investment. Together, we are changing the future of leadership.



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