

NOTLEY

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SOCIAL

IMPACT

REPORT

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Letter From Our Founders

January 24, 2023

At Notley, we envision a world in which the integration of purpose and profit brings about lasting, systemic change. When we take an integrative approach to problem-solving, solutions snap into focus.

There are people in every community with innovative, scalable and sustainable ideas — and our mission is to find ways to be the wind at their backs.

In other words, we're growing a network of changemakers.

For the first time, Notley has staff members on the front lines in four cities, making our community a force against long standing issues. We saw the launch of Rising Tide and Moontower Ball – initiatives that serve to support changemakers holistically and comprehensively.

We hope to continue to tend this network with care – bringing on dedicated community advocates, impact-minded leaders, entrepreneurs and involved staff across industries and sectors. We're thrilled to have another year of community building under our belt. Thank you for joining us!



Dan and Lisa Graham
Notley Founders

How Notley Creates Impact

Notley is a catalyst for social innovation with a mission to scale and support businesses, nonprofits, individuals and programs making positive change.

Combining For-Profit and Nonprofit Models

We use proceeds from our investment portfolio to directly support our philanthropic initiatives and fuel our community work. Support from our for-profit and nonprofit partners across the nation allows us to propel our work even further.

Unleashing Relentless Changemakers

By focusing on the changemaker, we remain cause-impartial, committing to the issues that are most pertinent at the moment. We believe inclusive, impact-focused communities of people have a higher probability of creating more sustainable, scalable and innovative change.

What Is a Changemaker?

Changemakers are innovative, purpose-driven leaders addressing issues impacting their communities. Changemakers are not limited to nonprofit founders and philanthropists - changemakers can come from any industry, and any sector: for-profit or nonprofit.

Changemaker cause areas include:



Civil Rights



DEIB



Education



Health



Entrepreneurship



Arts



Community Building



+ More!

How Does Notley Support Changemakers?

We act as the convener, bringing partners from nonprofits and for-profits together with the community to address problems from every angle.



Funding



Connections



Strategic Guidance



National Exposure

2022 Highlights

Expanding in New Cities

Notley supports changemakers using a place-based model. We are eager to connect with changemakers across the nation, not just in our home city of Austin. Our goal in expanding to new cities is to bring changemakers tackling similar problems together and provide opportunities for shared learning.

In 2022, we hired Market Directors in Austin, San Antonio, Columbus and Denver to connect with nonprofit and for-profit leaders who are moving the needle on issues impacting our community.



Austin, Texas

Austin is our hometown. As Austin has grown, Notley has grown alongside it. We are proud to have supported changemakers in the Austin community since 2013. Our Austin-based team is continually incubating and launching new initiatives, as well as partnering with other organizations and leaders to address issues impacting their community.

Austin changemakers who received support from Notley in 2022 include: Nancy Pollard ([Friends of the Children](#)), Kaitlin Mauro ([4ATX Foundation](#)), Preston James ([DivInc](#)), Emily Ramshaw ([The 19th News](#)), Matt Stephenson ([Code2College](#)), Cristina Garza ([Avance-Austin](#)), Joel Gross ([Austin Monitor](#)), Matt Ott & Colin Kendrick ([Sonic Guild](#)), Terry P. Mitchell ([Austin Community Foundation Black Fund](#)) and Llyas Salahud-din ([Texas Empowerment Academy](#)).



San Antonio, Texas

Notley expanded to San Antonio in 2021 with the Notley Fellowship in addition to Philanthropitch.

San Antonio changemakers who received support from Notley in 2022 include: Alex Bailey ([Black Outside](#)), Leonora Walker ([Freed Texas](#)) and Stephen Lucke ([Gardopia Gardens](#)).



Columbus, Ohio

After supporting Columbus nonprofits through Philanthropitch for the last four years, Notley officially expanded to Columbus in 2022.

Columbus changemakers who received support from Notley in 2022 include: Ashton Colby ([Gender YOUphoria](#)), Branden and Bruce Jones ([Color Coded Labs](#)), LC Johnson ([Zora's House](#)), Hannah Estabrook ([Sanctuary Night](#)) and Sangeeta Lakhani ([Service!](#)).



Denver, Colorado

The newest addition to Notley's expansion effort is Denver, Colorado. Denver has a sophisticated ecosystem of nonprofits, foundations and public benefit entities tackling local issues, and Notley is committed to funding and supporting changemakers in this vibrant community.

2022 Highlights



Inaugural Moontower Ball ([p. 11](#))

Our inaugural Moontower Ball brought together over 650 philanthropically-minded Austinites to honor changemakers and celebrate our community's successes.



10 Years of Philanthropitch ([p. 12](#))

Philanthropitch celebrated ten years of supporting nonprofit organizations through educational programming and funding. In 2022, Philanthropitch hosted pitch events for a total of 29 nonprofits in Austin, San Antonio, Columbus, Philadelphia and Galveston.



Rising Tide Launch ([p. 14](#))

We launched Rising Tide to give nonprofit organizations access to a completely new financial growth channel, and the ability to better protect and grow their funds without relying solely on donations.



Notley/Monitor Poll ([p. 16](#))

We commissioned a community survey polling Austinites on important local issues and partnered with the Austin Monitor to publish the results.



Healthcare Investments ([p. 19](#))

We invested in life-saving bioscience and healthcare technologies. We also began incubating Everguide Health, a primary care and health navigation service that prioritizes social impact.



Affordable Housing Bond

We helped pass [Proposition A on Austin's November ballot](#) to ensure that working-class and low-income people can afford to live in Austin. Over 70% of Austin voters approved of the \$350 million bond, which will invest in programs to address the city's housing affordability crisis.

We worked closely with the affordable housing campaign. In addition to donating substantially to the campaign, we helped raise several hundred thousand dollars to support the proposition.

Changemaker Spotlight

In addition to funding, these changemakers received support through connections, strategic guidance and national exposure.



Terry P. Mitchell
Austin Community Foundation Black Fund

Terry P. Mitchell is Co-Chair of the [Austin Community Foundation Black Fund](#), a giving network that aims to unleash the power of Black-led organizations and uplift solutions to benefit the Black community in Central Texas.

The fund opened for grant applications in September 2022 and funding will be awarded in February 2023.



Matt Ott & Colin Kendrick
Sonic Guild

Matt Ott and Colin Kendrick are the founders of [Sonic Guild](#) (formerly Black Fret), a nonprofit that builds communities to support the creation and performance of exceptional local music.

Colin pitched at Philanthropitch Austin in 2016. In 2022, Sonic Guild provided grants to 20 Austin bands. Sonic Guild also operates in Colorado and Washington.



Emily Ramshaw
The 19th

Emily Ramshaw is the Co-Founder and CEO of [The 19th](#), the nation's first independent nonprofit newsroom at the intersection of gender, politics and policy.

In 2022, [The 19th teamed up with SurveyMonkey to conduct a poll](#) to find out what women, particularly women of color, and LGBTQ+ people think about politics, politicians and policy.



Kaitlin Mauro
4ATX Foundation

Kaitlin Mauro is the Executive Director of [4ATX Foundation](#), the nonprofit arm of Austin FC. She is the founder of [Verde Leaders](#), a youth development program for teenagers in low-income Austin communities.

Through scholarships and equipment donations, 4ATX Foundation helps eliminate barriers to playing soccer for Central Texas youth.



Nancy Pollard
Friends of the Children



Preston James
DivInc



Cristina Garza
Avance-Austin



Joel Gross
Austin Monitor



Matt Stephenson
Code2College



Llyas Salahud-din
Texas Empowerment Academy



Alex Bailey
Black Outside



Leonora Walker
Freed Texas



Stephen Lucke
Gardopia Gardens



Sangeeta Lakhani
Service!



Hannah Estabrook
Sanctuary Night



Ashton Colby
Gender YOUphoria



Branden Jones
Color Coded Labs



Bruce Jones
Color Coded Labs



LC Johnson
Zora's House

Location Key:

- Austin
- San Antonio
- Columbus

Initiatives

Using a shared services model, Notley aims to build innovative, sustainable and scalable impact initiatives. When there's a great idea - we can nurture it.

Notley Leadership Network

Notley’s Leadership Network helps seasoned and emerging leaders break through silos and come together to create transformative social impact. Participants join our programs to learn and collaborate with our inspiring network of changemakers — and leave equipped to plant the seeds for change.



Notley Fellows

The [Notley Fellowship](#) convenes rising leaders across industries and equips them with the resources, opportunities and tools necessary to move from passion to action while creating sustainable impact.

129

Total Fellows and Alumni in Austin and San Antonio

40

Networking and Educational Events Hosted in 2022

33

Social Impact Projects Launched in 2022

Fellows Spotlight



Yousef Kassim • CEO at EasyExpunctions • San Antonio 2021 Fellow

Yousef raised \$6.2M in equity funding for [Easy Expunctions](#), a technology startup that helps people clear their own arrest records. In 2022, Easy Expunctions won the [San Antonio Business Journal’s Inno Madness](#) startup competition.



Sandra Pham • Senior Manager at Toast • Austin 2021 Fellow

In 2022, Sandra founded the [Asian in Austin podcast](#) with 2020 Notley Fellow Minh Vu to elevate the voices and stories of Asian Americans living in Austin. She also worked with DivInc on their [Social Justice Innovation accelerator](#) program as part of her Notley Fellows year two project.



“The beautiful thing about Notley is learning the range of impact you can have in your community. Whether you are interested in impact investing, corporate responsibility, entrepreneurship, or simply volunteering, the Notley Fellowship has something for you.”

- **Lauren Sheline**
Austin 2021 Fellow and Senior Operations Associate at Lyra Health

Executives in Residence

Executives in Residence are senior-level executives who join Notley for a short term residency and contribute their unique skills to super charge our mission. Executives in Residence are accomplished business leaders at an inflection point and ready to explore new horizons for creating impact.



Kyle Wiggins
Regional Director at Bouldering Project



Elisha Smith Arrillaga
Associate Professor of Practice at The University of Texas at Austin

Notley Leadership Network



Notley Scholars

The Notley Scholars program gives students of color the opportunity to learn, grow and gain hands-on experience tackling social challenges.

64

Applicants for Summer 2022

9%

Acceptance Rate

4

Universities Represented

6

Social Impact Projects Launched

Fellows Spotlight



Gavin Porter • University of Texas, Honors Humanities • Summer 2022 Scholar

As a Notley Scholar, Gavin founded Keys for Degrees to improve housing affordability for college students with children. In fall 2022, he was awarded a \$500 grant through the University of Texas LaunchPad StartUP grant program.



Anisha Chintala • Carnegie Mellon University, Business Administration • Summer 2022 Scholar

During her time as a Notley Scholar, Anisha developed EasyEquip, a nonprofit that gives kids from low income households access to high quality sports equipment. She was selected for the Girls Who Invest 2023 Summer Intensive Program.

Rooted

Rooted seeks to nurture the future generation of community-spirited leaders by engaging youth and their families in hands-on learning and experiences in social impact. Rooted partnered with Pease Park Conservancy, New Leaf Farm and Hope Food Pantry for service opportunities in 2022.



“My family and I enjoy volunteering through Notley’s Rooted program! They provide great opportunities to expose our family, especially our kids, to ways to get involved and give back to the community and make an impact. After every experience our girls ask - when can we do it again?!?”

- **Katie Hall**
Rooted Volunteer



“We so appreciated having the Notley Rooted folks out to New Leaf Agriculture. Their passion for uplifting our refugee community through hard work out at the farm was inspiring.”

- **Matt Simon**
Agricultural Director at New Leaf Farm

Moontower Ball is Notley’s annual gala event, honoring Austinites driving community impact. In February 2022, we hosted our inaugural Moontower Ball at the JW Marriott to connect with, celebrate and illuminate changemakers in our community.



Highlights From 2022 Event

650+

Attendees

38

Changemaker
Award Nominees

40%

Of Attendees Were
Founders or C-Suite

50+

Sponsors

Changemaker Award Winners



Rising Changemaker

Janice Omadeke, Founder of The Mentor Method



Innovative Startup

Andrew Eye, CEO of ClosedLoop.ai



Racial Justice Champion

Chas Moore, Founder of Austin Justice Coalition



Innovative Nonprofit

Preston James, Co-Founder & CEO of DivInc



Affordability Champion

Walter Moreau, Executive Director of Austin Foundation Communities



Innovative For-Profit

Jason Ballard, Evan Loomis and Alex Le Roux, Co-Founders of ICON



Community Champion

Dr. Colette Pierce Burnette, Former President & CEO of Huston-Tillotson University



Philanthropic Champion

Philip Berber and Donna Berber, Co-Founders of A Glimmer of Hope



“In a time when impact leaders are more crucial than ever, the 2022 Moontower Ball gave our community of changemakers a chance to pause and celebrate progress, change and success.”

- **Lisa Graham**
Notley Founder & CEO

Philanthropitch is a pioneering educational program that culminates in a social impact fast-pitch competition for innovative and scalable nonprofits. Nonprofits across the nation receive knowledge, connections, capital and exposure through Philanthropitch programming.

\$701K+ Donated to 29 Nonprofits in 2022



Columbus
\$162K+ donated



San Antonio
\$144K+ donated



Philadelphia
\$85K+ donated



Austin
\$142K+ donated



**Philanthropitch+
Regions**
\$85K+ donated



**Philanthropitch+
Vision Galveston**
\$82K+ donated



Celebrating 10 Years of Impact

In ten years, Philanthropitch has supported **151 nonprofits** across the nation with educational programming, pitch coaching, exposure to new connections and over **\$2.8M in donations**. This year, Philanthropitch also partnered with Regions and Vision Galveston to further drive philanthropic dollars to local, innovative nonprofits.

Beyond Literacy (2021 Philadelphia Finalist)



Philanthropitch's support in 2021 helped Beyond Literacy invest in a bus for their mobile learning lab. This high-tech classroom-on-wheels began providing adult education services in 2022.

Freedom a la Cart (2021 Columbus Finalist)



In 2019, Philanthropitch helped Freedom a la Cart secure funding for a cafe to support trafficking survivors through employment, programming and community. The cafe opened to the public in 2021.



"Besides competing for capital to jumpstart our initiative, Philanthropitch participants learn how to develop revenue-generating models rather than relying solely on traditional philanthropy. Leading up to pitch day, we received mentorship and professional development from the Philanthropitch team which helped us develop our marketing strategy and proforma — just like a business."

- **Jamila Harris-Morrison**
Executive Director of ACHIEVEability (2021 Philadelphia Finalist)

The Center for Social Innovation is a progressive real estate project for the social impact community. It offers flexible office environments and brings together innovators, entrepreneurs, nonprofits and social enterprises in a central location to foster natural collaboration and accelerate impact.

Social Impact Tenants in 2022

The Center for Social Innovation offers office space to the nonprofit and social impact community at a discounted rate compared to the current East Austin market rate.



Tenant Spotlight



Friends of the Children Austin celebrated their fifth anniversary. They now serve 143 kids, becoming the fourth largest chapter in the Friends of the Children national network.



Due to Texas Defender Service's years-long, intricate investigation, they have saved their 33rd client's life from the death penalty in the last four years. Since 2018, they have saved 24 other pretrial clients from a death sentence; one client sentenced to less than death at trial; five clients released from death row; two clients' executions stopped.



"This year, The Center for Social Innovation welcomed four new social impact tenants to our community. Going into 2023, I'm excited to continue to look for ways we can provide value to our current tenants - whether that's through creative office solutions, fostering connections between tenants and the Notley network, or encouraging community and collaboration amongst tenants at Springdale General."

- **Sarah Crowson**
 Property & Tenant Relations Manager at The Center for Social Innovation



NOTLEY RISING TIDE

Rising Tide is an innovative way for nonprofits to earn low-risk interest income on idle capital while maintaining liquidity. Nonprofits establish a Rising Tide account and immediately begin earning no less than 5% annualized interest. The account balance is always immediately available on request.

Since its launch in mid-2022, Rising Tide has already distributed over \$125K new dollars to nonprofit partners.



United Way for Greater Austin



Notley's ability to offer Rising Tide accounts is made possible by social impact-minded community lenders.



"Rising Tide is an extension of Notley's commitment to generating momentum for social good — and nonprofits have been seeking a solution like this for years. Traditional savings returns are unsatisfactory and long-term CDs are prohibitive to most organizations. Notley's Rising Tide provides a vehicle for predictable revenue growth in an unpredictable financial market and unlocks outsized returns that are reinvested in our communities."

- **Barbara Daniels**
Chief Financial Officer at Notley



"At the Child Poverty Action Lab, we recognize that we will only fulfill our mission if we are committed to being serious about our finances. Working with Rising Tide helps us improve returns on every dollar donated to us without adding any risk or sacrificing flexibility. It is simple, smart, and pragmatic."

- **Alan Cohen**
Founder & CEO at Child Poverty Action Lab



The mission of DivInc is to generate social and economic equity through entrepreneurship by removing the barriers to the critical resources underrepresented founders need to build investable companies. They inspire, empower and enable underrepresented founders to build successful, high-growth businesses.

Through their 11 accelerator cohorts over the past six years, DivInc has served 86 companies and 128 founders.

2022 Founder Accomplishments



Screen Skinz • Spring 2022 Sports Tech Accelerator Alumni • Rashaun Brown, CEO & Co-Founder; Clay Canning, COO
Screen Skinz are patent-pending disappearing logo screen protectors. They are officially licensed with the NFL, MLB, NBA, NHL, MLS and major colleges. In August, Screen Skinz secured a licensing partnership with Marvel Studios.



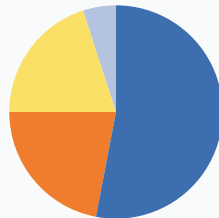
Quimby • Spring 2022 Social Justice Innovation Accelerator Alumni • Sumedha Ganjoo, Co-Founder
Quimby helps leaders empower employees with emotional resilience tools and create psychologically safe teams. In August, Quimby won second prize at Dallas Startup Week.



Health Care Travels • Fall 2022 Women in Tech HTX Accelerator Alumni • Lamesha Davis, Founder
Health Care Travels was established to solve the challenges faced by traveling healthcare professionals by providing a centralized platform to assist them in finding affordable and reliable short-term housing.

2022 Founder Demographics

*Based on founder self-identification



Race

- Black: **53%**
- Latinx: **22%**
- Asian: **20%**
- Other: **5%**



Gender

- Female: **50%**
- Male: **50%**



“DivInc is the cheat code. DivInc helps BIPOC people who are innately entrepreneurial by giving them specific stepping stones so that they can translate their entrepreneurial potential into an economic reality.”

- **Dustin McMahon**
Founder & CEO at Local Sports Network
(Spring 2022 Sports Tech Accelerator Alumni)

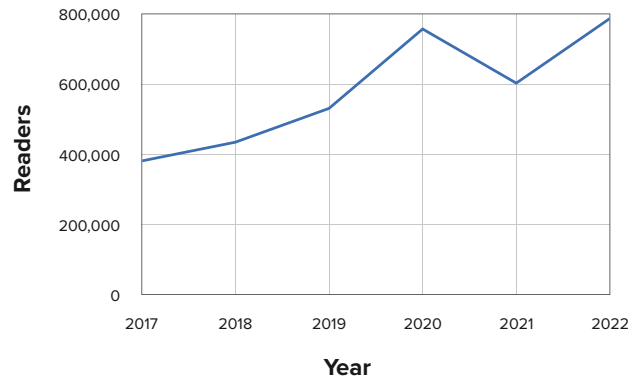


The Austin Monitor is a nonprofit and nonpartisan local daily news and civic organization that is dedicated to the important issues and key decisions that are shaping the Austin community. In November 2021, the Austin Monitor removed their paywall and made their public-service journalism and resources fully accessible to all.

In 2022, the Austin Monitor’s readership increased by 45%, gaining 160K+ new readers for a total of 780K+ readers.

Large increases in readership occurred in 2020 due to the coronavirus pandemic and election, and in 2022 due to the Austin Monitor’s decision to remove the website paywall.

Total Austin Monitor Readers per Year



Notley/Monitor Poll

After seeing a need for greater data and insight into community issues, the Austin Monitor partnered with Notley to poll Austinites on important issues facing the city and how local government is addressing them. The Monitor then published the results of this [survey in a series of news stories](#).

Austin Monitor City Summit

The Austin Monitor City Summit, presented by Notley, put community-building into action by bringing together recognized and emerging city leaders, inspired community members and dedicated organizations to elevate the civic health and future of the community. The event featured panelist discussions, a networking session, a forum with mayoral candidates and more.



“The Austin Monitor is my ‘go to’ source every day for local political news and policy analysis. Its decision to remove it’s paywall is great, but I am happy to be an ongoing monthly donor.”

- **Ted Siff**
Principal at Creating Common Ground and Austin Monitor Reader



“We live in a time where people may disagree on a number of things, but one thing that we can all agree on is the importance of dependable and accurate local news that is engaging and relevant for the community. Without local news, Austinites cannot hold their local government officials and agencies accountable. The Austin Monitor fills this role in our community and we must continue to support it.”

- **Frances Jordan**
Austin Monitor Strategic Advisory Council Member

Civitech builds the technology infrastructure that helps Democratic political candidates win, progressive social causes succeed, and local governments better serve their community to create a fairer, more equitable democracy.



In 2022, Civitech provided its nationwide partners the tools to reach and register 24 million voters during one of the most consequential midterm elections in the country’s history.

Left image: CO SoS Jena Griswold, MI SoS Jocelyn Benson, Former Harris County Clerk Chris Hollins and Civitech COO Sarah Jackel speaking at SXSW

Voter Registration Mailers Sent: 2.5M

Civitech reached 2.5M Americans through voter registration and engagement mail, enabling citizens to update their registration or register for the first time.

Many voters used Civitech’s embed to request voter registration and vote-by-mail forms. Additionally, Civitech worked with partners to target traditionally excluded voters and send them pre-filled voter registration forms.

Voter Records Identified: 44M

Civitech grew its proprietary database from over 11 million contacts to nearly 45 million contacts this year. This file, composed primarily of New American Majority voters who do not appear in other commercial databases, was used by national, regional and state organizations to engage low-income, young and people of color.

2022 Partnerships



+More

Partner Spotlight: LUCHA, an organization committed to inclusion and equity, worked with Civitech to reach nearly 50,000 underserved, unregistered voters via mail and nearly 40,000 via text in Arizona.



“With our partners, Civitech focused on reaching the New American Majority, Black folks, Latinos, women, LGBTQ+ people, young people, and poor people who face systematic barriers to participating in voting. In 2022, Civitech aimed to give organizations the tools they needed to reach the voters who share our values and wanted to protect democracy and our freedoms.”

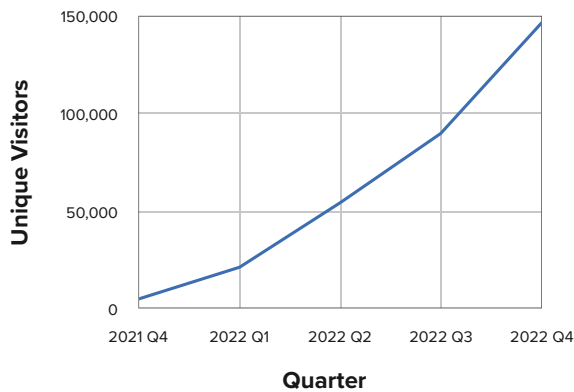
- **Teisha Garrett**
VP of Marketing at Civitech

As of December 2022, JobSage has partnered with 26 Trusted Employers.

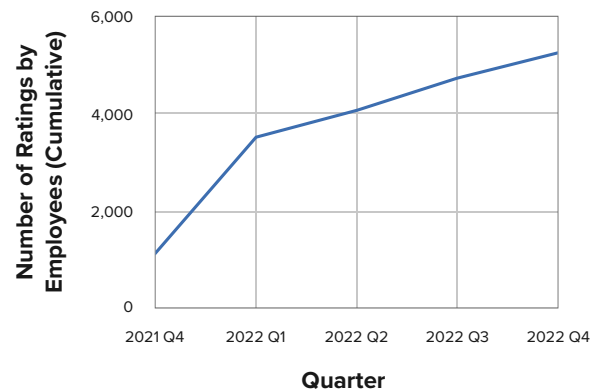
These companies believe in a transparent recruiting experience and have given every employee (not just the happiest ones) the opportunity to review their working experience. No company is perfect, but the best ones are honest.



JobSage.com Web Traffic



Total Number of Employer Ratings Submitted by Employees



“JobSage has provided me with so much amazing feedback. We’ve launched mentorship programs, enhanced DE&I initiatives, performance review/feedback loop implementations, and company-wide coaching! I could literally kiss the ground y’all walk on for allowing us the chance to get some real insight into our org and how folks are feeling.”

- **Sacha Lyson**
Director of People & Recruiting at Spot Insurance, a JobSage Trusted Employer



“My generation is a values driven workforce more than any other, and I love that this puts those values front and center as the competitive edge between companies. It demands stronger, better, more substantial work cultures.”

- **Roman Gonzalez**
Founder at Gardenio and JobSage User

Healthcare

Notley supports innovative health companies through investments, advising and incubation/startup launch. By investing in and growing healthcare companies, Notley aims to improve the lives of individuals and positively impact vulnerable communities.

Notley's Health Investments

Notley invests in health and bioscience entrepreneurs who are creating technologies to cure diseases and solve healthcare challenges that will have a vast impact on humanity. Focus areas include cell/gene therapy, molecular tools, prognosis devices, lab automation and longevity.



Investment Spotlight

coding.bio

coding.bio builds cell therapies through automation & computation. They use an AI-first approach to design new Chimeric Antigen Receptors (CARs), combined with their high-throughput screening platform to discover best-in-class CARs to power the cell therapy revolution. Their ultimate goal is to provide curative therapeutics to as many patients as possible.

Synchron

Synchron's mission is to create an endovascular implant that can transfer information from every corner of the brain at scale. In 2022, they announced the first human brain-computer interface implant in the United States. Synchron's technology could restore functionality in patients with severe paralysis.

Everguide Health

Everguide Health, launching in 2023, will be a patient-centered, membership-based primary care and health navigation service. A portion of Everguide's profits will fuel an impact fund, deploying capital to address community problems like poverty and improve the health of vulnerable populations.



"America's health system is complicated and broken for everyone, no matter one's income. That's why Notley is excited to incubate and invest in Everguide Health, a first-of-its-kind model with the potential to improve the health of its patients and Austin's most vulnerable communities."

- **Dan Graham**
Notley Founder

Community & Philanthropy

Our work upholds empowering, inclusive spaces for positive social impact. At the core of our efforts? Our network of engaged supporters and staff.

Philanthropy

Notley was proud to support dozens of organizations with over \$2M in charitable contributions and philanthropic support in 2022.



Notley Crue

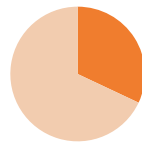
Our team of internal innovators strive to leave the world a better place than we found it. Notley staff are active community members with a drive to make real change happen.

Community Involvement



66%

of staff completed volunteer hours in 2022



32%

of staff serve on at least one nonprofit board

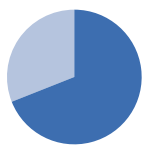
Education & Professional Development

Notley supports professional growth for staff by providing annual funds for professional development. Notley also leads internal educational opportunities such as speaker events and Inclusive Coffee Chats.

Volunteering & Donations

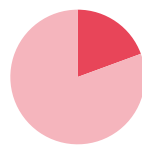
Notley helps connect employees with volunteer and board opportunities to get engaged in their community. Staff members are also given funds to donate and to help cover nonprofit board dues.

Diversity, Equity, Inclusion and Belonging



69%

of leadership roles are held by women



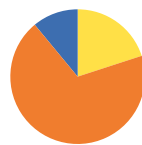
19.4%

of staff identify as people of color



11%

of staff identify as members of the LGBTQIA community



Staff by Generation

- Gen X (Born 1965-1980): **20%**
- Millennials (Born 1981-1996): **69%**
- Gen Z (Born 1997-2012): **11%**

Beyond Diversity Training

Notley offers Austin-based staff the opportunity to attend Beyond Diversity, a two-day seminar designed to help leaders understand the impact of race and investigate the role that racism plays in institutionalizing disparities. As of November 2022, 38% of Austin-based Notley staff have participated in Beyond Diversity.

Looking Ahead

Notley's staff already make up a diverse group and bring various lived experiences and perspectives to the work that we do. As we continue our support of changemakers in the community, we hope to be able to continue to share opportunities for learning in the DEIB space and expand our areas of recruitment to increase our hiring of more People of Color and other members of historically underrepresented populations.

Notley Supporters

Systemic problems require systemic change, and systemic change requires community. Thank you to our philanthropic network for expanding our capacity to match our ambition.

Violet Crown Society

Notley's Violet Crown Society is an invite-only circle of innovators, entrepreneurs, philanthropists and business leaders who look to generate collective impact on the key challenges facing our communities. Violet Crown members help empower Notley Leadership Network programs and larger community of changemakers.

Dan & Lisa Graham
Tyson Tuttle & Nicole Caspers Tuttle
Lawton & Craig Cummings
Rony Kahan & Xochitl Shuey
Sam Goodner
Mark & Marjorie (Marj) McClain
Blake Borgeson
Dana Tomlin
Saurabh Khetrupal
Blake Garrett & Lyndsay Erickson

Matt & Marissa Pyatt
Shravan & Megan (Doherty) Parsi
John & Johanna Kim
Sarah Israel & Kurt Foeller
Cal Luthy & Suzanne Soares
Tala Matchett & Sage Rosenfels
Mellie Price
Andy Sernovitz & Julie Grisham
Willo & Beverly Crenshaw
David Ahlquist

David Rothschild
David & Melissa Rubin
Ben Arnenberg
Matt McDonnell & Melissa Brierley
Marjorie Clifton & David Lack
Kyle Hency & Meagan Herfkens
Lew Moorman (San Antonio)
Graham Weston (San Antonio)

Golden Oak

Notley's Golden Oak donor society is a home for business and community leaders committed to creating lasting change. Golden Oak provides unique offerings for those who wish to give back to their community by investing in innovative nonprofits, learning from leading changemakers and taking action with a network of like-minded individuals.

Michael Shewmake
Brandon Swalve
Jeff Novak

Liz Winkler
David House
Megan Carter

Aaron & Christina Perman

Catalysts

The Notley Catalyst Network is a national, invite-only group of founders, c-level executives, investors and philanthropists who help Notley select and support changemakers in their city. Catalysts provide funding and network connections for local changemakers in their community.





Doug Ulman (Columbus)
Scott Griffin (Columbus)
Libby Villavicencio (Columbus)

Emily Savors (Columbus)
Corey Myers (Columbus)
Mark Medici (San Antonio)

Bruce Barshop (San Antonio)
Ben Jones (San Antonio)
Lisa Gillespie (San Antonio)

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