

FOR IMMEDIATE RELEASE:

**Baltimore Corps Calls for True and Meaningful Diversity in Nonprofit Leadership Roles***Karon McFarlane, Edisha Brandy assume top leadership positions within the organization*

(BALTIMORE – May 26, 2022) Baltimore Corps has announced the recent promotions of [Karon McFarlane](#) to chief operations officer and [Edisha Brandy](#) to chief finance officer and vice president of Technology and Measurement. Fagan Harris, Baltimore Corps CEO, hopes the decision to elevate two “highly-qualified, deeply experienced Black women” to major leadership positions (with McFarlane now serving as second-in-command) motivates other nonprofit organizations in Baltimore and beyond to do the same.

“At Baltimore Corps, we deeply believe in the power and purpose of diversity and inclusion. Representation matters and is a good first step, but communities of color deserve a decision-making seat at the table here in Baltimore and across the nation,” Harris said. “This kind of hiring and promotion is more than just ‘box-checking’ on diversity. We are proud to lead by example and challenge other organizations and corporations to do the same.”

With women of color continuing to be severely underrepresented in the C-suite, Harris says the promotions of McFarlane and Brandy are especially significant. According to the 2021 [Women in the Workplace](#) report published annually by McKinsey & Co. and [LeanIn.org](#), U.S. women of color are largely excluded from top executive positions.

From the report, white men at 62% continue to make up the majority of upper level positions while women of color hold a much lower representation at 4%. The report also showed 20% of white women and 13% of men of color hold such positions.

The promotions come on the heels of a three-year, \$30 million [Campaign for Citywide Service](#) launched earlier this year, and in advance of significant expansion efforts Baltimore Corps plans to announce early next month.

As COO, McFarlane helps set and drive overall strategic direction and also oversees day-to-day administrative operations for all program areas. Since joining Baltimore Corps in 2017 as director of programs, she has led the organization’s growth from one fellowship program to a suite of more than a dozen programs and initiatives.

As a lifelong community organizer with over 15 years in nonprofit leadership, McFarlane has dedicated her career to developing initiatives and programs that advance racial justice and equity. She was promoted to vice president of programs in 2019 and vice president of Programs and Administration in 2020 before advancing in January to COO (a new position for the organization).

Brandy was promoted to the dual role of CFO and vice president of Technology and Measurement in January. In addition to setting financial policy for the \$10 million organization, she oversees and leads the strategy for the finance, operations, technology, and measurement and evaluation departments. She joined Baltimore Corps in October 2020 as deputy director of Finance and Operations before quickly advancing to director of the department in January 2021.

Brandy has spent the past 10 years of her career in finance and operations roles for mission-driven organizations working with Black and Brown communities. She was a member of AmeriCorps her first two years of college before going to work as a bank teller while completing the last two years of her degree as a full-time student. She holds a bachelor of science degree in Business Administration from Southern Connecticut State University and served as president of the school's NAACP chapter her senior year.

Charlene Moore Hayes, who serves as vice chair of Baltimore Corps' board of directors, says she hopes the greater Baltimore business community recognizes the significance of the promotions.

"Baltimore Corps has been on a path of rapid growth for several years. Where we are today and where we are heading would not be possible without the talents and tremendous leadership of Karon McFarlane and Edisha Brandy," Hayes says. "These are two highly capable, exceptional leaders and each of their contributions have made a lasting impact for our organization and the City of Baltimore."

To learn more, read [McFarlane's bio](#) and [Brandy's bio](#).

### **About Baltimore Corps**

Baltimore Corps builds robust, equitable pipelines to enlist talent in advancing Baltimore's most promising social innovations. Baltimore Corps envisions a city empowered to develop, retain, and connect its leaders to achieve an equitable future for all of its residents. To learn more about Baltimore Corps, visit [www.baltimorecorps.org](http://www.baltimorecorps.org) and follow @BaltimoreCorps on social media.

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