



CHESTER COUNTY
community
FOUNDATION

FOOD FOR THOUGHT: COMMUNITY CONVERSATIONS

ENGAGE IN MEANINGFUL CONVERSATIONS ABOUT DIVERSITY, EQUITY, AND INCLUSION



PROMOTIONAL
PARTNERS



(610) 696-8211 • chescof.org

SAVE THE DATE: ZOOM IN AT NOON

Register: chescof.org/explore/food-for-thought/

DATE	FOOD FOR THOUGHT / TED TALK
Mar 2 Mar 16 Mar 30	Food for Thought/Sweet Charity - Food Security: Why are my neighbors going hungry? - Sourcing Locally: Where does our food come from? - Sweet Charity à la COVID: Best Dessert Vote with Chef Jessica of Carlino's
April 20	How to deconstruct racism one headline at a time – Baratunde Thurston
May 18	Our fight for disability rights and why we're not done yet – Judith Huemann
June 15	The myth of the gay agenda – LZ Granderson
July 20	How we make racism a solvable problem and improve policing – Dr. Phillip Atiba Goff

SWEET CHARITY *GIVING NEVER TASTED SO GOOD!*

FOOD FOR THOUGHT: ZOOM IN AT NOON FOR FREE

FOOD SECURITY:
Why Are My Neighbors Going Hungry?

Tuesday March 2 @ noon

THOUGHT LEADERS:
Wendy Gaynor
*Director of Food Security
Chester County Food Bank*
Jodi Gauker
Executive Director, Lundale Farm

GROWING & SOURCING LOCALLY:
Where Does My Food Come From?

Tuesday March 16 @ noon

THOUGHT LEADERS:
Terry Brett
CEO, Kimberton Whole Foods
Peter Flynn
Owner, Pete's Produce Farm
Emily Kovach
Editor-in-Chief, PA Eats

SWEET CHARITY À LA COVID

We know you yearn to gather at Sweet Charity to catch up with friends, enjoy an array of Chester County desserts, and support our mission. But not yet. Safety first. Instead, 'til we have conquered COVID...

- Show you care about community philanthropy by purchasing a **Sweet Charity Golden Ticket**. We strongly encourage you to purchase your Golden Ticket by March 18.
- Bring your Golden Ticket to **Carlino's Market** in West Chester, anytime from 9am-5pm March 25-27.
- Exchange your Golden Ticket for a box of 4 **Sweet Charity mini-desserts**.
- Savor each dessert at home, along with your favorite adult beverage.
- Go online to **vote** for your favorite dessert, and share your comments and critiques.
- **Zoom in on March 30** at noon to network with us, learn dessert tips from Chef Jessica Perez, discover the winning dessert, and see if you've won a Carlino's Gourmet Food Basket or another dessert-themed prize.

A copy of the official registration and financial information for the Chester County Community Foundation may be obtained from the PA Department of State by calling (toll free within PA) 800-932-0999. Registration, as required by the PA Solicitation of Funds for Charitable Purposes Act, does not imply endorsement. 943-3774664.

GET YOUR GOLDEN TICKET : [CHESCOF.ORG/SWEETCHARITY](https://chescof.org/sweetcharity)



Noon | Welcome & Overview

12:05 | TED Talk Video

12:25 | Community Conversation – Breakouts – Next Steps



Color Blind or Color Brave?

Mellody Hobson

Chairwoman of Starbucks

Former President & Co-CEO of Ariel Investments

A Few Housekeeping Notes

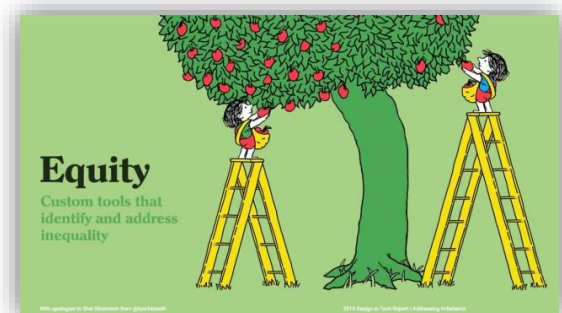
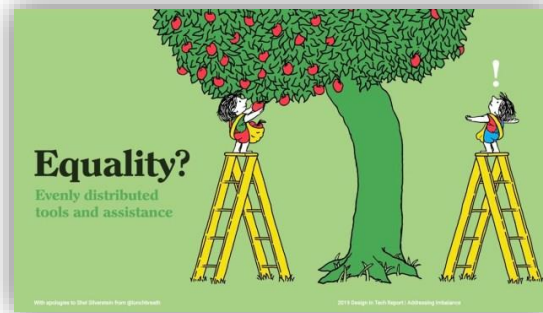
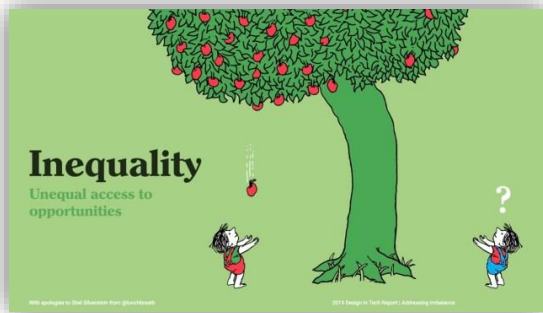


- Please be **mindful** and **respectful** to everyone in attendance.
- Some may have never have dealt with these topics before while **others may have lived through traumatic experiences.**
- Please **mute yourself + turn off your zoom video during the TED Talk video streaming.** *Feel free to eat your lunch while viewing the video.*
- Please **unmute yourself + turn on your zoom video immediately after the TED Talk video streaming,** to encourage open dialogue.

DEFINING KEY TERMS

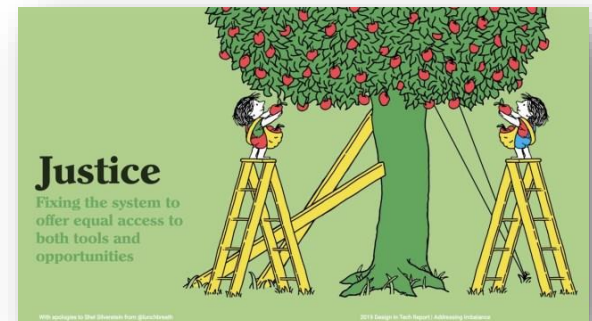
www.merriam-webster.com

- **Diversity:** The condition of having or being composed of differing elements. The inclusion of people of different races, cultures, etc. in a group or organization.
- **Inclusion:** The act or practice of including and accommodating people who have historically been excluded (because of their race, gender, sexuality, ability, etc.).
- **Allyship:** The state or condition of being an ally; supportive association with another person or group.
- **Equality vs. Equity:** The difference between **equality** and **equity** must be emphasized. Although both promote fairness, **equality** means each person or group is given the same resources and opportunities while **equity** recognizes that each person or group has different circumstances, and allocates resources and opportunities needed to reach an equal outcome.



Equality vs. Equity:

- Two individuals have **unequal** access to a system — ex: the tree that provides fruit.
- With **equal** support from evenly distributed tools, their access to the fruit remains unequal.
- The **equitable** solution, however, allocates the exact resources that each person needs to access the fruit, leading to positive outcomes for both individuals.
- While the tree appears to be a naturally occurring system, it's critical to remember that social systems aren't naturally inequitable — they've been intentionally designed to reward specific demographics for so long that the system's outcomes may appear unintentional but are actually rooted discriminatory practices and beliefs.
- **Equity** is a solution for addressing imbalanced systems.
- **Justice** can take equity one step further by fixing the system in a way that leads long-term, sustainable, equitable access for generations to come.



Equality



Equity



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Color Blind or Color Brave?

Mellody Hobson

Chairwoman of Starbucks

Former President & Co-CEO of Ariel Investments

14 MINS/TED 2014

“Racial discrimination threatens to **rob another generation of all the opportunities that all of us want for all of our children**, no matter what their color or where they come from.”

“Imagine if I walked you into a room of a major corporation, like ExxonMobil, and every single person around the boardroom were black, you would think that were weird. But if I walked you into a Fortune 500 company and everyone around the table is a white male, **when will it be that we think that's weird too?**”

“Don’t be color blind, be color brave. **Embrace diversity as a competitive advantage.**”



- ❑ Introduce yourself in relation to this topic.
- ❑ What does it **mean** to be color brave? What are some **barriers** to being more color brave? What are some **motivators** to being more color brave?
- ❑ Hobson says, “Race is one of those topics that makes people extraordinarily uncomfortable.” **Why is it so difficult to talk about race and diversity** with our families? Friends? Work colleagues? In our community activities?
- ❑ **What is needed for us to have more proactive conversations** about race with honesty, understanding, and courage?
- ❑ Reflect on a recent situation where you’ve been the “**only one**” (ie: race, gender, nationality, etc). How did you feel? How did the situation impact your behavior? What did you learn from it?
- ❑ What actions will you take to be “**more color brave**” in your personal, professional, and community life?



TOPIC	TITLE	SPEAKER	MINS	YEAR	DESCRIPTION
Racism	The US needs a radical revolution of values	Dr. Bernice Albertine King CEO, The King Center Daughter of Dr. Martin Luther King, Jr.	7	2020	To cultivate a society grounded in equity and care we must uproot systems of oppression and violence. "Freedom is never really won. You earn it and win it in every generation...Every generation is called to this freedom struggle."
Inclusion/ Discrimination	3 ways to be a better ally in the workplace	Melinda Epler Writer and activist	10	2018	We're taught to believe that hard work and dedication will lead to success, but that's not always the case. Gender, race, ethnicity, religion, disability, sexual orientation affect our chances. Each of are allies for those who face discrimination.
Racism	The little problem I had renting a house	James A. White Sr. Consultant	13	2014	Fifty-three years ago, James A. White Sr. joined the US Air Force. But as an African American man, he had to go to shocking lengths to find a place for his young family to live nearby. He tells this powerful story about the lived experience of "everyday racism" -- and how it echoes today in the way he's had to teach his grandchildren to interact with police.
Racism	How we can make racism a solvable problem - and improve policing	Dr. Phillip Atiba Goff CEO, Center for Policing Equity	12	2018	When we define racism as behaviors instead of feelings, we can measure it -- and transform it from an impossible problem into a solvable one, says justice scientist Dr. Phillip Atiba Goff. In an actionable talk, he shares his work that helps police departments diagnose and track racial gaps in policing in order to eliminate them.
Hispanic	How to overcome apathy and find your power	Dolores Huerta Civil rights activist, community organizer	13	2018	"Sí, se puede!" -- "Yes, we can!" It's the rallying cry Dolores Huerta came up with as a young activist in the 1970s. She's lived by it in her tireless pursuit of civil rights ever since. With wit and humor, Huerta reflects on her life's work, offering inspiration for those trying to overcome apathy & get involved.
LGBTQ+	The myth of the gay agenda	LZ Granderson CNN and ESPN journalist	17	2017	In a funny talk with an urgent message, LZ Granderson points out the absurdity in the idea that there's a "gay lifestyle," much less a "gay agenda." What's actually on his agenda? Being a good partner -- and being a good parent.
Sexism	Me too is a movement, not a moment	Tarana Burke Civil rights activist	16	2018	In 2006, Tarana Burke was consumed by a desire to do something about the sexual violence she saw in her community. She took out a piece of paper, wrote "Me Too" across the top and laid out an action plan for a movement centered on the power of empathy between survivors. More than a decade later, she reflects on what has since become a global movement -- and makes a powerful call to dismantle the power and privilege that are building blocks of sexual violence.
Racism	How to deconstruct racism, one headline at a time	Baratunde Thurston Emmy-nominated writer, activist and comedian	17	2019	Thurston explores the phenomenon of white Americans calling the police on black Americans who have committed the crimes of eating, walking or generally "living while black." In this profound, thought-provoking and often hilarious talk, he reveals the power of language to change stories of trauma into stories of healing -- while challenging us all to level up.
Racism	Racism has a cost for everyone	Heather McGhee Writer and advocate	14	2019	Racism makes our economy worse -- and not just in ways that harm people of color. McGhee shares startling insights into how racism fuels bad policymaking and drains our economic potential. She offers a crucial rethink on what we can do to create a more prosperous nation for all.
Racism	Color blind or color brave?	Mellody Hobson President of Ariel Investments	14	2014	In this engaging, persuasive talk, Hobson makes the case that speaking openly about race and particularly about diversity in hiring -- makes for better businesses and a better society. <i>*connect to grantmaking & program development</i>
Inclusion/ Discrimination	The urgency of intersectionality	Kimberle Crenshaw Civil rights activist	18	2016	Look boldly at the reality of race and gender bias, and understand how the two can combine to create even more harm. If you're standing in the path of multiple forms of exclusion, you're likely to get hit by both. In this moving talk, Crenshaw calls on us to bear witness to this reality and speak up.
LGBTQ+	A queer vision of love and marriage	Tiq Milan Transgender activist Kim Katrin Milan writer, educator and activist	17	2016	Love is a tool for revolutionary change and a path toward inclusivity and understanding. With infectious joy, Tiq and Kim question our misconceptions about who they might be and offer a vision of an inclusive, challenging love that grows day by day.
Disability	Our fight for disability rights - and why we're not done yet	Judith Heumann Disability rights activist	17	2016	Four decades ago, Judith Heumann helped to lead a groundbreaking protest called the Section 504 sit-in. Heumann tells the stories behind the protest -- and reminds us that, 40 years on, there's still work left to do.

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