<table>
<thead>
<tr>
<th>Time</th>
<th>Agenda Item</th>
<th>Presenter/Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Noon</td>
<td>Welcome/Thank You/IDEA Council Purpose</td>
<td>Tri-Chairs</td>
</tr>
<tr>
<td></td>
<td></td>
<td>p.2, p.7</td>
</tr>
<tr>
<td>12:03</td>
<td>30 Second Introductions: What recent ‘turning point’ most strongly reinforced your commitment to advancing social justice IDEA values?</td>
<td>Each</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Bio, webpage</td>
</tr>
<tr>
<td></td>
<td></td>
<td>links</td>
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<tr>
<td></td>
<td></td>
<td>Testimony</td>
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<tr>
<td>12:20</td>
<td>Lessons learned from other DEI committees: What should we do in this IDEA Council so this doesn’t falter? ...so the issues are not just a ‘flash in the pan’</td>
<td>Timmy Nelson</td>
</tr>
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<td>AAA Moderator</td>
</tr>
<tr>
<td>12:30</td>
<td>Community Conversations: help needed/next steps</td>
<td>Karen Simmons</td>
</tr>
<tr>
<td></td>
<td>Video topics, rankings for ChesCo audiences</td>
<td>&amp; Jamison Ludgate</td>
</tr>
<tr>
<td></td>
<td>Thought Leaders &amp; Chat Room Moderators</td>
<td>Questions for the</td>
</tr>
<tr>
<td></td>
<td>Monthly zoom sessions</td>
<td>IDEA Council</td>
</tr>
<tr>
<td></td>
<td>Add 1 or 2 county-wide immersions ? Live + Zoom</td>
<td></td>
</tr>
<tr>
<td></td>
<td>-topics/videos ex: Black Wall Street documentary?</td>
<td></td>
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<tr>
<td></td>
<td><a href="https://chescocf.org/explore/food-for-thought/">https://chescocf.org/explore/food-for-thought/</a></td>
<td></td>
</tr>
<tr>
<td>1:13</td>
<td>Upcoming IDEA Council Agenda Topics:</td>
<td>Review &amp; input.</td>
</tr>
<tr>
<td></td>
<td>10.27.22 Feedback on Annual Meeting &amp; GetOnBoard ChesCo</td>
<td>Recruits. Coaches.</td>
</tr>
<tr>
<td></td>
<td>11.10.22 Spotlighting Regional Social Justice DEI Initiatives</td>
<td>Inventory/Online list/Social Media</td>
</tr>
<tr>
<td>1:15</td>
<td>IDEA Council Adjourns</td>
<td>Attitude – Awareness - Accountability</td>
</tr>
</tbody>
</table>
IDEA COUNCIL: INCLUSION, DIVERSITY, EQUITY & ACCESS

Philanthropy, at its core, is love of humankind, in all its diversity.

As a community foundation, we promote and celebrate inclusion, diversity, equity and access for all, in a climate that respects and embraces differences while fostering a sense of belonging, in the name of social justice and human rights.

We know that varied perspectives and an inclusive culture inspire innovative, creative solutions to the complex issues of a changing – and increasingly diverse – world. We aim to create a future where all people have the ability to achieve what they want for their lives.

The IDEA Council helps the Community Foundation to authentically deepen its commitment to humanity in all its diversity, by:

#1: help align DEI aims with organizational strategies, by providing ideas, feedback and links to resources. This enables the Community Foundation to refine its programs, services, communications, managerial practices & governance practices, with an eye toward increased inclusion, diversity, equity & access (ex: Community Conversations series; GetOnBoard initiative)

#2: share information on social justice DEI initiatives throughout the Chester County region, so as to attract more attention, involvement, resources and support connect people who care with DEI causes that matter

Greek derivation: Philos = love
Anthropos = humanity

Formed 7/19 to help w/Comm Conv
Updated 6/24/22 w/Tri-Chairs
Invite add’l FY23 members 7/28/22
IDEA COUNCIL MEMBERS

Community Foundation Board Members, serving as Tri-Chairs:
Emily Temple Abels Esq.
Natalie Ortega-Moran Ed.D. redclay.k12.de.us
Zebulon Davenport Ed.D. wcupa.edu

Invited Members:
Alex Parham, Co-Director, Voices Underground vuproject.org
Cheryl Miles, Chair, Black Women of Chester County In Action blackwomenofccinaction
Debbie Bookman, Chester County Prothonotary chesco.org
Denise Day, President/CEO, YMCA Brandywine Valley ymcagbw.org
Dolly Weidman-Scott Ed.D., Domestic Violence Center of ChesCo dvcccpa.org
Jamie Adkins, New Directions Program at Melton Center; meltoncenter.org
Joyce Chester, President/CEO, ChesCo OIC cc-oic.org
Keith Burress, Board Chair, Orion Communities & Project One Director, Family Service ChesCo
Leigh Jackson, Director of Accessibility & EDI Programming, People’s Light peopleslight.org
Hon. Lillian DeBaptiste, Mayor of West Chester & Director, DeBaptiste Funeral Homes west-chester.com
Mayra Castillo, Coordinator of Student Diversity & Inclusion, Cecil College & Vice President, Casa Guanajuato cecil.edu
Nick Torres, Interim CEO, Alliance for Health Equity, alliancehealthequity.org
Renee Washington, Melton Center
Rev. Dr. Kyle Boyer, Pastor, Tabernacle Baptist Church of Coatesville
Rev. Dr. Richelle Foreman Gunter, Associate Minister, St. Paul's Baptist Church VP NAACP
Sheriff Fredda Maddox, Chester County Sheriff's Office, chesco.org
Tracey Ray Robinson Ph.D., Director, Diversity, Equity & Inclusion, West Chester University wcupa.edu
Viviann Schorle, Program Officer, Phoenixville Community Health Foundation pchf1.org

Meet 1x/month on Thursdays via Zoom noon-1:15
09.15.22
10.27.22
11.10.22
02.09.23
03.16.23
04.13.23

Staffed by:
Karen Simmons, President/CEO karen@chescocf.org
Timmy Nelson, Outreach Advisor (retired UPS; UW ChesCo, ChesCo Hospital, WC Food Pantry, WC NAACP) timmy@chescocf.org
Hugh Bleemer, Outreach Officer hugh@chescocf.org
Jamison Ludgate, Marketing & Outreach Officer Jamison@chescocf.org

(610) 696-8211 • chescocf.org
MISSION
connect people who care with causes that matter, so their philanthropy makes a difference
Now & Forever

VISION
The Chester County Community Foundation is a philanthropic catalyst for positive change, strategically and intentionally engaging donors and partners to address the common good, while transforming our region into a better place for all.
OVER-ARCHING GOALS

COMMUNITY NEEDS & PRIORITIES
Serve as a Leader & Advocate, Bringing Together People, Institutions & Resources to Understand & Positively Influence Regional Community Issues

GROW PHILANTHROPY
Deepen the Passion for Philanthropy by Inspiring & Engaging Donors & Prospects

CCCF INSTITUTIONAL SUSTAINABILITY
Invest in Internal Institutional Sustainability

FUND ADVISOR & DONOR SERVICES
Provide Exceptional Donor Services that Cultivate Inspired Giving

NONPROFIT COMMUNITY
Provide Resources to Strengthen Nonprofit Capacity, Impact & Sustainability

Spokesperson
Information Resource
Engage in Community Service
Educate/Inspire
Convene
Cultivate

Lead/Partner/Facilitate
Action Research
Prioritize
Communicate
Spokesperson
Educate/Inspire

Build Capacity, Train & Educate
Encourage Excellence
Support Collaboration
Foster Innovation
Drive Impact
Connect

Cultivate, Engage, Steward
Philanthropy Meetings
Smart Giving/Due Diligence
Educate/Inspire
Research
**SOCIAL JUSTICE & IDEA AIMS**

**COMMUNITY NEEDS & PRIORITIES**

Serve as a Social Justice & DEI Convener, Leader & Advocate, Bringing Together People, Institutions & Resources to Understand & Positively Influence Regional Social Justice & DEI Issues

- Increase understanding of community disparities & best practices to address them
- DEI/Social Justice Community Conversations: monthly zoom sessions & quarterly “County-wide immersions” of specific topics/videos
- Expand partnerships with orgs committed to DEI (npos, hospitals, educ, govt, religious outreach) [https://chescocf.org/social-justice/](https://chescocf.org/social-justice/)
- Convene quarterly DEI update/sharing sessions w/orgs committed to DEI
- Help bring thought leaders to ChesCo to raise awareness, learn best practices & help develop solutions

**CCCF INSTITUTIONAL STRENGTH—DIVERSITY OF THOUGHT & PEOPLE**

- Formalize IDEA Advisory Council
- Foster an inclusive culture within CCCF
- Enhance the DEI competencies of staff, Board & committees
- Authentically include DEI awareness in internal & external communications
- Diversify CCCF committees, Board & staff

**GROW PHILANTHROPY**

Deepen the Passion for Social Justice & DEI Philanthropy

By Inspiring & Engaging Donors & Prospects

- Intentionally seek diverse constituents & engage them to increase community impact
- Connect like-minded philanthropists across a diverse donor base
  - Social Justice Fund
  - DEI Fund
- Giving Circles: Millennials
  - Giving Circles: Black & Brown
  - Giving Circles: LGTBQ+

**FUND ADVISOR & DONOR SERVICES**

Provide Exceptional DEI-Sensitive Donor Services that Cultivate Inspired Social Justice & DEI Giving

- Increase nonprofit ability & resources to address community disparities
- NPO/Board DEI Self-Assessment
- GetOnBoard ChesCo w/DEI candidates
- DEI Board/Staff training & resources
- DEI peer groups, mentoring
- Culture Builds Community: Cultural Alliance
- Increase awareness of possible DEI issues in 1:1 interpersonal conversations
- Invitations to DEI/social justice programs & site visits

**NONPROFIT COMMUNITY**

Provide DEI Resources to Strengthen Nonprofits

- Increase nonprofit ability & resources to address community disparities

as of 6-24-22
Summer 2020: Mike DeHaven, Board Chair & Karen Simmons, President/CEO: We discussed whether we should make a public statement about the Community Foundation’s commitment to DEI. We decided we needed to first do the work to focus on our actions in terms of our policies, procedures, and decisions as an organization and then communicate concrete actions we have taken.

During 2021-22, we:
1. **Encouraged Board members and staff to learn more** by listening to the community. The Community Foundation hosted monthly zoom **Community Conversations** on a wide array of IDEA & social justice topics, and listened carefully to the diverse community experiences, frustrations, and hopes.
2. These Community Conversations also served to **diversify our network** of relationships, and put us in a position of being **asked to do more**.
3. In 2021-22, our IDEA Council met once as a group; individuals responded as called upon, giving input throughout the year.

Summer 2022: Winnie Sebastian Esq., Board Chair & Karen Simmons, President/CEO, discussed the natural extension of CCCFs DEI work to date:
In **FY23, beginning 7/1/22, we aim to:**
1. **formalize the charge** of the IDEA Council, expand the membership, and zoom/meet more frequently as a group.
2. have **each Committee** review ways to include more diversity in their membership cultivation & practices
3. regularly convene (quarterly zoom) **organizations** working on DEI initiatives and policies, to **share best practices and partner**. A growing list of orgs is found at https://chescof.org/social-justice/
4. continue our **monthly zoomed** Community Conversations, growing our reach to the general public.
5. add an autumn & spring 2023 **County-wide immersion** of specific Community Conversation topics/videos. This is envisioned to be a week-long immersion of the same video with a study guide, with facilitated breakouts, zoomed by multiple partners & screened live in West Chester, Phoenixville, Malvern, Kennett & Oxford.

Operationally, to adopt policies and practices that center diversity, equity, and inclusion in our work, CCCFs various committees may consider:
- **Investment Committee** – Review investment managers that are part of our portfolio in terms of minority ownership; research diverse managers.
- **Grants & Scholarship Policy Committee** – Additional outreach and application support to requests originating from people of color-led nonprofits, and increase scholarship awareness and application support to more diverse student populations.
- **Governance/Nominating** – Continue to update Board matrix and actively cultivate diverse Board nominees to committee service; discuss ways to further reinforce ongoing DEI education and self-reflection at the Board level.
- **Strategic Plan** – Added DEI overlay in support of overall goals.
- **GetOnBoard ChesCo** – Launching pilot program with specific intent to recruit & develop more diversity to nonprofit committees and Boards
- **Culture Builds Community/Cultural Alliance** – Strengthening Cultural Alliance outreach, aiming for Democracy in Action/America250
Community Conversation Aims

Continue authentic social justice conversations in ways that attract & enlighten people who want to help make a positive difference.

Larger, broader illumination on focused topics.

Convening orgs taking action, to share/coordinate.

---

Find & select high quality TED Talks, videos, resources, thought leaders & additional chat room facilitators.

Need video links & thought leaders.

How to get more of our donors, board members, _____, ______, ______ to zoom in, listen & learn.

Action: Individual 1:1 + social media.

Action steps for participants: how to make a positive difference.

--Individual: outline chat room question wrap up, a la Zeb & Timmy: “What 1 thing are you going to do on this subject”.

Foster community action:

Convene quarterly zoom sessions with community orgs working on DEI/Social Justice:

Who else is out there doing this? How can we possibly partner?

https://chescocf.org/social-justice/

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*Attendees seem to include 1/3 ‘returning’ core attendees, with 2/3 new each time:

- 25% Nonprofit staff with a social justice bent
- 25% Nonprofit board wanting to learn more about this specific issue
- 20% Community members involved in this specific issue
- 20% Community members wanting to learn more about this specific issue
- 05% Comm Fdtn donors & grantmakers
- 05% Politician reps wanting to learn more about the public’s perception of an issue
Community Conversations Goal
Get authentic social justice conversations going in ways that attract & enlighten people who want to help make a positive difference

+ Good range of social justice topics, with engaging TedTalk speakers

+ Zoom format surprisingly lent itself to authentic conversation, when combined with well-conceived handout + chat room facilitators who promote safe exchange of ideas

+ Over time, recruited chat room facilitators who
  >are reflective of & on the topic
  >have direct experience in the issue
  >are experienced in promoting group conversation

+ Attracted more people than we originally thought, due to promotional partners + social media

+ Zoom allows for wider accessibility
  Recommend continue via Zoom even after COVID

+”Raising consciousness“ TN (CCCF provides the forum, it’s up to people to decide what they want to do about it)

+”Dialogue, not monologue” TN
# CCCF Program History: Community Conversations

<table>
<thead>
<tr>
<th>DATE</th>
<th>TOPIC</th>
<th>TITLE</th>
<th>SPEAKER</th>
<th>Thought Leaders &amp; Chat Room Moderators</th>
<th>RATINGS</th>
</tr>
</thead>
<tbody>
<tr>
<td>2022-06</td>
<td>Race</td>
<td>50 years of racism--why silence isn't the answer</td>
<td>James A. White Sr.</td>
<td>Dr. Zebulun Davenport (VP Student Affairs, West Chester University) Viviann Schorle (Program Officer, Phoenixville Community)</td>
<td></td>
</tr>
<tr>
<td>2022-05</td>
<td>Race + Gender</td>
<td>The urgency of intersectionality</td>
<td>Kimberle Crenshaw</td>
<td>Sophia Hanson (Senior Program Officer Climate Resilience, Barr Foundation) Jamison Ludgate (CCCF)</td>
<td></td>
</tr>
<tr>
<td>2022-04</td>
<td>Intersectional Environ</td>
<td>How Black Lives Matter And Environmental Justice Are Connected</td>
<td>Leah Thomas</td>
<td>Kalila Barnett (Senior Program Officer Climate Resilience, Barr Foundation) Lisa Quiveors (Community Volunteer)</td>
<td></td>
</tr>
<tr>
<td>2022-03</td>
<td>Food Security</td>
<td>The US Is Facing Its Worst Hunger Crisis in Generations</td>
<td>ABC News: Family w/Food Insecurity</td>
<td>Roberta Cosentini (ChesCo Food Bank, Dir Community Food Access &amp; Education Programs) JamiLiyah Foster (Philabundance, Director of Ending Hunger for Good) Seth Jacobson, P (WCU, Director of Center for Civic Engagement &amp; Social Impact)</td>
<td></td>
</tr>
<tr>
<td>2022-02</td>
<td>Race</td>
<td>The myth of bringing your full, authentic self to work</td>
<td>Jodi-Ann Burey, ForthCo</td>
<td>Dr. Zebulun Davenport (VP Student Affairs, West Chester University) Sophia Hanson (Senior Equity Program Officer, Alliance for Health Equity)</td>
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<tr>
<td>2022-01</td>
<td>Immigration</td>
<td>Through the eyes of a child immigrant</td>
<td>Erik Gomez, Avon Grove</td>
<td>Natalie Ortega-Nunez (Principal, William Lewis Elementary School) Sara Dickens-Trill (Executive Director, Mighty Writers)</td>
<td></td>
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<tr>
<td>2021-07</td>
<td>Racism + Policing</td>
<td>How we can make racism a solvable problem - and improve policing</td>
<td>Dr. Phillip Atiba Goff (CEO, Center for Policing)</td>
<td>12</td>
<td>2018</td>
</tr>
<tr>
<td>2021-06</td>
<td>LGBTQ+</td>
<td>The myth of the gay agenda</td>
<td>L2 Granderson</td>
<td>17</td>
<td>2017</td>
</tr>
<tr>
<td>2021-05</td>
<td>Disability</td>
<td>Our fight for disability rights - and why we're not done yet</td>
<td>Judith Huemann</td>
<td>17</td>
<td>2016</td>
</tr>
<tr>
<td>2021-04</td>
<td>Racism</td>
<td>How to deconstruct racism, one headline at a time</td>
<td>Baratunde Thurston</td>
<td>17</td>
<td>2019</td>
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<tr>
<td>2021-03</td>
<td>Food Insecurity</td>
<td>The rise in Americans' food insecurity</td>
<td>Food Bank &amp; Lundale Farm</td>
<td>4</td>
<td>2020</td>
</tr>
<tr>
<td>2021-02</td>
<td>Racism</td>
<td>Color blind or color brave?</td>
<td>Mellody Hobson</td>
<td>14</td>
<td>2014</td>
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<tr>
<td>2021-01</td>
<td>Social Justice</td>
<td>3 ways to be a better ally in the workplace</td>
<td>Melinda Epler</td>
<td>12</td>
<td>2018</td>
</tr>
</tbody>
</table>
Please Join Us for These Events

BOARD OF DIRECTORS INSTITUTE
What Every Nonprofit Board Member Needs to Know

BOARD WORKSHOP TOPICS
- Ambassadors & Advocates on Board
- Board Responsibilities & Recruitment
- Diversity, Equity & Inclusion Across the Whole Org
- Fundraising Plans: Putting It All Together
- High Impact Boards: Excellence & Outcomes
- IRS 990, Audits, Internal Controls & GuideStar
- Legal Obligations of Nonprofit Boards
- Major Gift Conversations
- Planned Gifts to Secure Your Nonprofit’s Future
- Recognizing & Fixing Board Relationship Issues
- Strategic Planning

SPACE LIMITED. REGISTER EARLY.
Fee includes continental breakfast, box lunch, afternoon snacks & handouts.
$50 for Non-Board member
$90 for team of 3 (must include board member)
$120 for team of 5
$160 for team of 6
$200 for team of 7 or more
$250 for a Executive Director/CEO or staff member attending with no Board.

REGISTER AT
chescocf.org/events/board-institute-2022
info@chescocf.org | (610) 696-8211

PRESENTERS & PANELISTS
Boyston Hoffman
Countryside Consulting
Fox Rothschild
Krystine Sippie Consulting
Lamb McErlane
Larmore Scarlett
MacElree Harvey
Pegasus
Sylvia/Carter & Associates
Talior Made Media
Umbrett, Wileczek & Associates
Work Wisdom
and many, many community board volunteers

TIMING/AGENDA
8:30 Registration, Coffee, Meet/Greet
9:00 Opening Plenary
9:15 Round #1 Workshops
10:30 Round #2 Workshops
11:45 Round #3 Workshops over Working Lunch
12:45 Closing Plenary
2:00 Conclude/Depart

Annual Meeting & Legacy Celebration
10.24.22

The Board of Directors of the Chester County Community Foundation cordially invites you to attend our
28TH ANNUAL MEETING & LEGACY CELEBRATION

LEGACY AWARD: PASSING THE TORCH
Honorable Dr. Clifford E. Debaptiste I Honorable Lillian Debaptiste

OPENING DOORS TO LEGACY PHILANTHROPY
David M. Freese Jr. Esq. & Kurt Kunsch, Door Openers
Jonas C., Marian D., & Robert H. Erb Charitable Fund

INSPIRING PHILANTHROPY
Nancy Tuttle, Stephen Tuttle Fund for Oncology Research and Education

MONDAY, OCTOBER 24, 2022
4:00 Opening reception, meet & greet
5:00 Annual meeting & legacy celebration I 6:00 Closing reception
Uptown Knauer Performing Arts Center
226 N. High St., West Chester, PA 19382
John Serock Catering

RSVP BY OCTOBER 14
(610) 696-8211 • events@chescocf.org
chescocf.org/events/28th-annual-meeting