

IDEA COUNCIL AGENDA

10/27/22 noon-1:15 zoom



Zoom	Social Justice IDEAs: Inclusion, Diversity, Equity & Access		
Noon	Welcome/Thank You/IDEA Council Purpose	Chairs	
12:03	30 Second Introductions https://chescofc.org/idea-council/	Bios, webpage links	
12:10	CCCF Events: Feedback from Attendees 10/08/22 Board Institute at CCIU, Downingtown 10/24/22 Annual Meeting at Uptown Theatre, West Chester	Karen presents concepts Timmy facilitates discussion	p. 5
	New CCCF Pilot Program: thoughts, ideas, possibilities GetOnBoard ChesCo https://chescofc.org/getonboard-chesco	Karen & Hugh w/Timmy	p. 6
	IDEA Survey re: Chester County Community Foundation Findings thus far. Thoughts? Ideas?	Karen w/Timmy	p. 7
	Community Conversations: updates, gaps, ideas -Thought Leaders & Chat Room Moderators – IDEAS/vols - June 2023 county-wide immersions Live + Zoom -topics/videos ex: Black Wall Street documentary https://chescofc.org/explore/food-for-thought/	Jamison w/Timmy	p. 8
	Upcoming IDEA Council Agenda Topics 11.10.22 Regional Social Justice DEI Initiatives https://chescofc.org/social-justice/	Karen w/Timmy	p. 9 p. 10
1:15	IDEA Council Adjourns	Attitude – Awareness – Accountability	

IDEA COUNCIL

CORE VALUES & PURPOSE

<https://chescof.org/idea-council/>

IDEA COUNCIL: INCLUSION, DIVERSITY, EQUITY & ACCESS

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

*Greek derivation:
Philos= love
Anthropos = humanity*

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,
that the Community Foundation can **spotlight and promote**,
so as to attract more **attention, involvement, resources and support**
connect people who care with DEI causes that matter

IDEA COUNCIL MEMBERS

as of 10.19.22

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

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

Community Foundation Board Members

Emily Temple Abels Esq., [Larmore Scarlett](#), [LinkedIn](#), [Bio](#)
Natalie Ortega-Moran Ed.D., [William C. Lewis Elementary School](#), [LinkedIn](#), [Bio](#)
Zebulun Davenport Ed.D., [West Chester University of Pennsylvania](#), [Bio](#)
Bronwyn Martin, Ph.D., [Ameriprise Martin's Financial Consulting Group](#), [LinkedIn](#)

Community Members

Alex Parham, Co-Director, [Voices Underground](#), [LinkedIn](#)
Cheryl Miles, Chair, [Black Women of Chester County In Action](#), [LinkedIn](#)
Debbie Bookman, [Chester County Prothonotary](#), [LinkedIn](#)
Denise Day, President/CEO, [YMCA Brandywine Valley](#), [LinkedIn](#)
Dolly Wideman-Scott Ed.D., CEO, [Domestic Violence Center of ChesCo](#), [LinkedIn](#), [Bio](#)
Jamie Adkins, New Directions Program, [Melton Center](#)
Joyce Chester, President/CEO, [ChesCo OIC](#), [LinkedIn](#)
Keith Burress, Board Chair, [Orion Communities](#) & Project One Director, [Family Service ChesCo](#), [LinkedIn](#)
Laura Gonzalez, Ph.D., [Kennett Advisory Commission on Latino Affairs](#), [LinkedIn](#)
Leigh Jackson, Director of Accessibility & EDI Programming, [People's Light](#), [LinkedIn](#)
Hon. Lillian DeBaptiste, [Mayor of West Chester](#) & Director, [DeBaptiste Funeral Homes](#), [LinkedIn](#), [Bio](#)
Mayra Castillo, Coordinator of Student Diversity & Inclusion, [Cecil College](#) & VP, [Casa Guanajuato](#), [LinkedIn](#)
Nick Torres, Interim CEO, [Alliance for Health Equity](#), [LinkedIn](#)
Renee Washington, [Melton Center](#), [LinkedIn](#)
Rev. Dr. Kyle Boyer, Pastor, [Tabernacle Baptist Church of Coatesville](#), [LinkedIn](#)
Rev. Dr. Richelle Foreman Gunter, Associate Minister, [St. Paul's Baptist Church](#) & VP, [NAACP West Chester](#), [LinkedIn](#)
Sheriff Fredda Maddox, [Chester County Sheriff's Office](#), [LinkedIn](#), [Bio](#)
Tracey Ray Robinson Ph.D., Director of Diversity, Equity & Inclusion, [West Chester University](#), [LinkedIn](#), [Bio](#)
Viviann Schorle, Program Officer, [Phoenixville Community Health Foundation](#), [LinkedIn](#)

Staffed by:

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

Potential IDEA Council Members

Name	Title	Org	Addr	City St Zip	Email	Phone	Ref by	Status
Natasha Faison, M.Ed.	Title III Project Director, Academic Affairs	Lincoln University	1570 Baltimore Pike, Grim Hall 305	Lincoln University, PA 19352	nfaison@lincoln.edu	484.365.7979	Natalie Ortega Moran Ed.D.	Cyber intro 09.22; KAS & NF exchanged emails; haven't set zoom date yet
Carrie Stare	President	LGBT Equity Alliance of ChesCo		Phoenixville, PA 19460	info@lgbteachesco.org			
Jennifer L. Croneberger	Founder & Chief Inspiration Officer	J Lynne Consulting Group & BRAVE Human Leadership		Downingtown, PA 19335	www.teamjlcg.com https://youtu.be/FhKbNHWsqPc TEDx talk: https://youtu.be/K2bF8I-796Q jen@teamjlcg.com	484.889.9379		TED TALK; Thought Leader: consultant, esp for ChesCo Hospital 2022-23
Sara Dickens-Trillo	Literacy Leader-Kennett	Mighty Writers	121 Willow St	Toughkenamon PA 19374	sdtrillo@mightywriters.org	484.748.0284		
Xxxxx		Chester County Hospital-UPA		West Chester, PA				

<https://chescof.org/getonboard-resources/>

BOARD of DIRECTORS INSTITUTE

What Every Nonprofit Board Member Needs to Know



Sat., 10.08.22 from 9-2

Chester County Intermediate Unit
455 Boot Rd., Downingtown, PA 19335

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

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

PRESENTERS & PANELISTS

**Boylston Hoffman
Countryrside Consulting
Fox Rothschild
Krystine Sipple Consulting
Lamb McErlane
Larmore Scarlett
MacElree Harvey
Pegasus
Sylvia/Carter & Associates
Tailor Made Media
Umbreit, Wileczek & Associates
Work Wisdom
and many, many community board volunteers**

SPACE LIMITED. REGISTER EARLY.

Fee includes continental breakfast, box lunch, afternoon snacks & handouts.

\$50 for 1 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

chescof.org/events/board-institute-2022/
info@chescof.org (610) 696-8211

Brought to you by



GETONBOARD CHESCo
TRAIN • CONNECT • SUPPORT



THANKS TO OUR PROMOTIONAL PARTNERS



The Board of Directors of the Chester County Community Foundation
cordially invites you to attend our
18TH ANNUAL MEETING & LEGACY CELEBRATION
LEGACY AWARDS

LEGACY AWARD: PASSING THE TORCH
Dr. Clifford E. DeBaptiste | Honorary

David M. ... Baptiste | Honorable Lillian DeBaptiste

OPENING DOORS TO LEGACY PHILANTHROPY

Jonas C., Marian D., & Robert H. Erb Charitable Fund

INSPIRING PHILANTHROPY

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

MONDAY, OCTOBER 24, 2022
4:00 Opening reception, meeting

4:00 Opening reception, meet & greet
5:00 Annual meeting & legacy celebration | 6:00 Closing reception
Uptown! Knauer Performing Arts Center
226 N. High Street, Suite 100
Cincinnati, OH 45202

Uptown! Knauer Performing Arts Center
226 N. High St., West Chester, PA 19382
John Serock Catering

RSVP BY OCTOBER 14

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(610) 696-8211 • events@chescofc.org
chescofc.org/events/28th-annual-meeting

NEW PILOT CCCF PROGRAM: GET ON BOARD - FEEDBACK

<https://chescof.org/getonboard-chesco/>

GETONBOARD CHESCO

TRAIN • CONNECT • SUPPORT




We train, connect, and support emerging leaders with nonprofits they wish to serve throughout Chester County.

[ChesCoCF.org/GetOnBoard-ChesCo](https://chescof.org/GetOnBoard-ChesCo) • 610.696.8211

GETONBOARD CHESCO

TRAIN • CONNECT • SUPPORT



Are you eager to help make a positive impact in your community?
Do you want to expand your professional and personal networks?
Were you previously involved as a community volunteer but can't find the time or 'right' nonprofits now?

We train • connect • support emerging leaders with the nonprofits they wish to serve throughout Chester County.

 [ChesCoCF.org/GetOnBoard-ChesCo](https://chescof.org/GetOnBoard-ChesCo)
GetOnBoard@chescof.org • 610.696.8211

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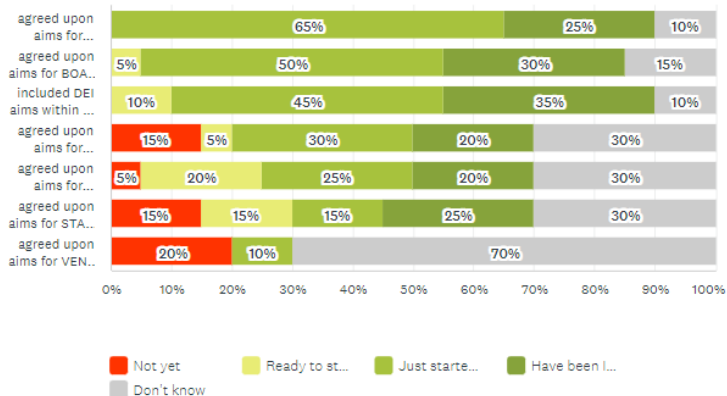
CCCF DEI SURVEY RESULTS: FINDINGS, INSIGHTS, WHAT TO DO?

<https://www.surveymonkey.com/r/CCCFDEI2022>

https://www.surveymonkey.com/stories/SM-ZlsGEGTAiVtqCkZBUeA_2Flw_3D_3D/

At the Community Foundation, we have...

Answered: 20 Skipped: 2

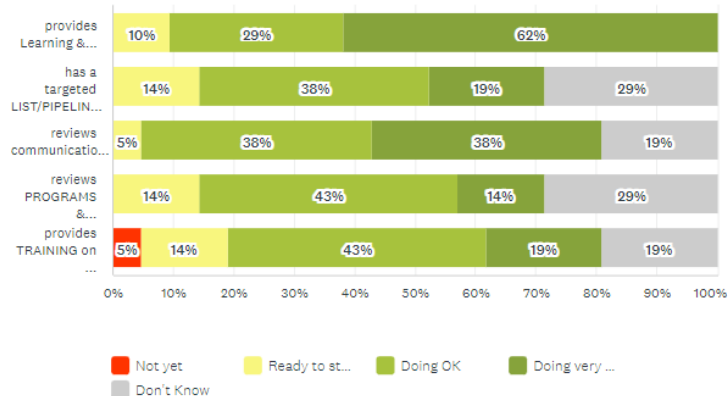


Diversity, Equity & Inclusion at CCCF, Autumn 2022

▽ (0)

The Community Foundation...

Answered: 21 Skipped: 1

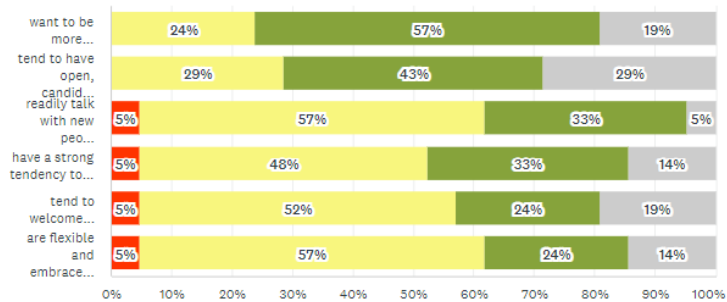


Diversity, Equity & Inclusion at CCCF, Autumn 2022

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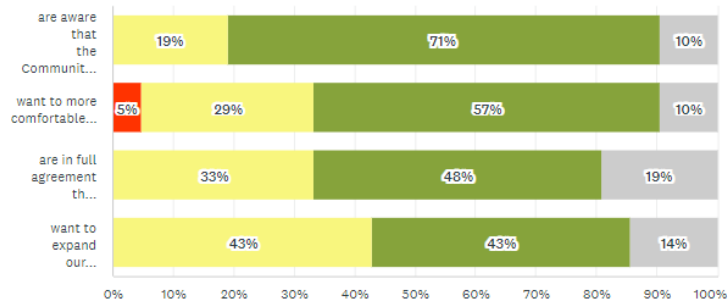
Overall, as a whole, the Community Foundation's Board and committe...

Answered: 21 Skipped: 1



When it comes to DEI, overall, the Community Foundation's Board an...

Answered: 21 Skipped: 1



COMMUNITY CONVERSATIONS 2022-23 ZOOM IN AT NOON

Noon-1:15ish	TOPIC	VIDEO(S)	THOUGHT LEADERS &/or CHAT ROOM FACILITATORS
09.27.22	Voting Rights	An election system that puts voters (not politicians) first Stacey Abrams on 3 ways votes are suppressed	Cheryl Miles Deb Bookman ChesCo Voter Services
10.13.22	Antisemitism	Exploring hate: How antisemitism fuels white nationalism Antisemitic incidents hit a record high in 2021. What's behind the rise?	Rabbi Dr. Elyse Seidner-Joseph Jonathon Friedman, PhD, WCU, Professor of Holocaust Studies
11.15.22	Racism & History	Why we must confront the painful parts of US history	Rev. Dr. Richelle Foreman Gunter Mayra Castillo Alex Parham, Robert Edwards
01.17.23	Immigration	Our immigration conversation is broken — here's how to have a better one	Lindsey Sweet Esq. Nancy Ayllon-Ramierz Esq. (maternity leave) Mayra Castillo ?Deb Bookman
02.14.23	Black History	The real story of Rosa Parks — and why we need to confront myths about Black history	Rev. Dr. Richelle Foreman Gunter Sherriff Fredda Maddox ?Jamie Atkins, Melton Center
03.07.23	Food Access	Food Bank +	Chester County Food Bank ?Denise Day, YMCA – Food Bank Vans at Ys
04.18.23	Healthcare	The Hell and Horror of Giving Birth While Back Giving Birth While Black Got Even More Dangerous During COVID	?Dr. George K. Henry, MCHC Task Force for Infant Mortality of Black Mothers ?Dr. Tiffany Cook, ChesCo Hospital
05.16.23	Intersectionality	When Black Lives Matter meets Gay Pride	?Jennifer Croneberger, J Lynne Consulting Group of Downingtown; www.teamilcg.com ref by Timmy from ChesCo Hospital ??LGBT Equity Alliance ???WCU Center
06.13.23 Immerse thruout ChesCo	Black Wall Street	Descended from the Promised Land: The Legacy of Black Wall Street	??Mayor Lillian DeBaptiste, Alex Parham, Tracy Robinson WCU, Joyce Chester OIC, Renee Washington ...





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://chescofc.org/social-justice/>
- Convene DEI update/sharing sessions w/orgs committed to DEI
- Help bring thought leaders to ChesCo to raise awareness, learn best practices & help develop solutions

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: LGBTQ+

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

NONPROFIT COMMUNITY

PROVIDE DEI RESOURCES TO STRENGTHEN NONPROFITS

- 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

FUND ADVISOR & DONOR SERVICES

PROVIDE EXCEPTIONAL DEI-SENSITIVE DONOR SERVICES THAT CULTIVATE INSPIRED SOCIAL JUSTICE & DEI GIVING



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

for good. for all. for ever.



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

UPCOMING IDEA COUNCIL MEETING TOPICS

REGIONAL SOCIAL JUSTICE DEI INITIATIVES



<https://chescof.org/social-justice/>

Identify Community Resources—what other orgs should be included?

Understand priorities for next couple/few years

Online lists & links

Social media / docket/calendar of events (internal training resources, external DEI initiatives)

NONPROFITS

[Black Light Projects – Phoenixville](#)

[Black Women of Chester County In Action](#)

[Casa Guanajuato](#)

[Communities That Care – Phoenixville](#)

[Chester County Chamber of Business and Industry](#)

[Chester County Economic Development Council](#)

[Chester County History Center](#)

[Chester County Intermediate Unit – DEI](#)

[Leadership](#)

[Chester County OIC](#)

[Diversity in Action – Phoenixville](#)

[Domestic Violence Center of Chester County](#)

[LGBT Equality Alliance of Chester County](#)

[MLK Community Action](#)

[NAACP West Chester, PA Branch](#)

[Orion Communities](#)

[People's Light & Theatre](#)

[Revival Productions](#)

[Voices Underground](#)

[Young Men and Women in Charge](#)

[YMCA Brandywine Valley](#)

FUNDERS

[Alliance for Health Equity](#)

[Chester County Community Foundation](#)

[Fund for Women & Girls](#)

[Hadley Fund](#)

[Phoenixville Community Health Foundation](#)

[United Way of Chester County](#)

[United Way of Southern Chester County](#)

HOSPITALS

[Chester County Hospital – Penn Medicine](#)

[Paoli Hospital – Main Line Health](#)

RELIGIOUS INSTITUTIONS

[St. Paul's Baptist Church](#)

[Tabernacle Baptist Church](#)

[Quaker Meeting-New London Friends](#)

GOVT – COUNTY

[Chester County Commissioners' Office](#)

[Chester County Department of Community Development](#)

[Chester County Department of Human Services](#)

[Chester County Health Department](#)

[ChesCo Law Enforcement Task Force on Race & Justice](#)

GOVT – LOCAL

[Coatesville](#)

[Kennett Borough Advisory Commission on Latino Affairs](#)

[Oxford](#)

[Phoenixville](#)

[West Chester](#)

EDUCATION – UNIVERSITY

[Cheyney University – Diversity Inclusion & Social Responsibility](#)

[Lincoln University – Office of Institutional Equity](#)

[WCU – Office for Diversity, Equity and Inclusion](#)

[WCU – Center for Civic Engagement & Social Impact](#)

EDUCATION

[Chester County Intermediate Unit – DEI Leadership](#)

[Avon Grove School District](#)

[Coatesville Area School District](#)

[Downingtown Area School District](#)

[Great Valley School District](#)

[Octorara Area School District](#)

[Owen J Roberts School District](#)

[Oxford Area School District](#)

[Phoenixville Area School District](#)

[Tredyffrin-Easttown School District](#)

[Twin Valley School District](#)

[Unionville-Chadds Ford School District](#)

[West Chester Area School District](#)



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Add:

ELECTED OFFICIALS:

State Reps

State Senators

Federal Reps

Federal Senators

