# IDEA COUNCIL AGENDA
10/27/22 noon-1:15 zoom

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

Greek derivation:
Philos = love
Anthropos = humanity
IDEA COUNCIL MEMBERS

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

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

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 confirmed
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
# Potential IDEA Council Members

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Org</th>
<th>Addr</th>
<th>City St Zip</th>
<th>Email</th>
<th>Phone</th>
<th>Ref by</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Natasha Faison, M.Ed.</td>
<td>Title III Project Director, Academic Affairs</td>
<td>Lincoln University</td>
<td>1570 Baltimore Pike, Grim Hall 305</td>
<td>Lincoln University, PA 19352</td>
<td><a href="mailto:nfaison@lincoln.edu">nfaison@lincoln.edu</a></td>
<td>484.365. 7979</td>
<td>Natalie Ortega Moran Ed.D.</td>
<td>Cyber intro 09.22; KAS &amp; NF exchanged emails; haven’t set zoom date yet</td>
</tr>
<tr>
<td>Carrie Stare</td>
<td>President</td>
<td>LGBT Equity Alliance of ChesCo</td>
<td>Phoenixville, PA 19460</td>
<td><a href="mailto:info@lgbteachesco.org">info@lgbteachesco.org</a></td>
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<tr>
<td>Sara Dickens-Trillo</td>
<td>Literacy Leader-Kennett</td>
<td>Mighty Writers</td>
<td>121 Willow St</td>
<td>Toughkenamon PA 19374</td>
<td><a href="mailto:sdtrillo@mightywriters.org">sdtrillo@mightywriters.org</a></td>
<td>484.748. 0284</td>
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<tr>
<td>Xxxxxx</td>
<td></td>
<td>Chester County Hospital-UPA</td>
<td>West Chester, PA</td>
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OCT CCF PROGRAMS: FEEDBACK

https://chescocff.org/getonboard-resources/

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

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
Boyiston Hoffman
Countryside Consulting
Fox Rothschild
Krystline Sippe 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
$60 for team of 2 (must include board member)
$120 for team of 3 – 5
$160 for team of 6 – 9
$200 for team of 10 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

Annual Meeting & Legacy Celebration
10.24.22

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

LEGACY AWARD: PASSING THE TORCH
Honorable Dr. Clifford E. DeBaptiste & Honorable Lillian DeBaptiste
OPENING DOORS TO LEGACY PHILANTHROPY
David M. Frees III, Esq. & Kurt Kunsch, Door Openers
Jonas C., Marian D., & Ambert 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 & 6:00 Closing reception
Uptown Knauer Performing Arts Center
225 N. High St., West Chester, PA 19382
John Serocki Catering

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

Brought to you by

GETONBOARD Chesco
Train • Connect • Support

(610) 696-8211 • chescocf.org
NEW PILOT CCCF PROGRAM: GET ON BOARD - FEEDBACK

https://chescocf.org/getonboard-chesco/

GetOnBoard ChesCo
Train • Connect • Support

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

ChesCoCF.org/GetOnBoard-ChesCo • 610.696.8211

Are you eager to 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?

ChesCoCF.org/GetOnBoard-ChesCo
GetOnBoard@chesco.org • 610.696.8211

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

ChesCoCF.org/GetOnBoard-ChesCo
GetOnBoard@chesco.org • 610.696.8211
CCCFC DEI SURVEY RESULTS: FINDINGS, INSIGHTS, WHAT TO DO?


At the Community Foundation, we have...

The Community Foundation...

Overall, as a whole, the Community Foundation’s Board and committee...

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

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

- 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

GROW PHILANTHROPHY
Deepen the Passion for Social Justice & DEI Philanthropy
By Inspirng & 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+

NONPROFIT COMMUNITY
Provide DEI Resources to Strengthen Nonprofits

FUND ADVISOR & DONOR SERVICES
Provide Exceptional DEI-Sensitive Donor Services that Cultivate Inspired Social Justice & DEI Giving

- 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+
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

Connect
Promote
Partner

DEI Self-Assessment Surveys & Diversification Plans
Sample DEI Policies
USEFUL DEI/SOCIAL JUSTICE Videos, Links to Articles, Websites
DEI Trainers & Consultants
DEI & Social Justice Community Feedback & Insights
DEI & Social Justice Orgs: Initiatives & Activities
UPCOMING IDEA COUNCIL MEETING TOPICS
REGIONAL SOCIAL JUSTICE DEI INITIATIVES

https://chescocf.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

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
Octorora 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

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

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

(610) 696-8211 • chescocf.org
# UPCOMING IDEA COUNCIL MEETING TOPICS

## REGIONAL SOCIAL JUSTICE DEI INITIATIVES

**https://chescocf.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)

### 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**

### Add:

ELECTED OFFICIALS:

- State Reps
- State Senators
- Federal Reps
- Federal Senators