# IDEA COUNCIL AGENDA

**11/10/22 noon-1:15 zoom**

<table>
<thead>
<tr>
<th>Time</th>
<th>Topic</th>
<th>Presenter</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Noon</td>
<td>Welcome/Thank You/IDEA Council Purpose</td>
<td>Karen Simmons</td>
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<tr>
<td>12:01</td>
<td>30 Second Introductions</td>
<td>Bios, webpage links</td>
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<tr>
<td>12:15</td>
<td><strong>IDEA Council Forums:</strong> Connect/Promote/Partner Justice &amp; Equity IDEAS</td>
<td>Karen w/Timmy Nelson</td>
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<td><a href="https://chescocf.org/idea-council/">https://chescocf.org/idea-council/</a></td>
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<td>12:20</td>
<td><strong>Today’s IDEA Council Forum:</strong> PowerMetro with Will Fuller**</td>
<td>Introducer: Rev. Dr. Richelle Foreman Gunter</td>
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<td>Introduced by Rev. Dr. Richelle Foreman Gunter</td>
<td>Forum Presenter: Will Fuller, Regional Director POWERMetro</td>
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<td><strong>powerinterfaith.org</strong></td>
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<td></td>
<td><strong>1.</strong> What are the top 3-5 things PowerMetro is doing to promote social justice, diversity, inclusion, equity &amp; social change?**</td>
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<td><strong>2.</strong> What are PowerMetro’s largest impediments?</td>
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<td><strong>3.</strong> What are significant upcoming social justice/DEI activities that we can participate in/support/spread the word? How can members of the IDEA Council assist PowerMetro?**</td>
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<td>1:10</td>
<td><strong>Upcoming IDEA Council Agenda Topics</strong></td>
<td>Karen w/Timmy</td>
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<td>01.12.23 IDEA COUNCIL FORUM</td>
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<td><a href="https://chescocf.org/social-justice/">https://chescocf.org/social-justice/</a></td>
<td>TBC ChesCo Hospital</td>
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<tr>
<td>1:15</td>
<td><strong>IDEA Council Adjourns</strong></td>
<td>Attitude – Awareness – Accountability</td>
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IDEA COUNCIL
CORE VALUES & PURPOSE
https://chescocf.org/idea-council/

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 justice & equity 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 justice & equity DEI initiatives throughout the Chester County region, so as to attract more attention, involvement, resources and support. Connect people who care with justice & equity 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

(610) 696-8211 • chescocf.org
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
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
Sophia Hanson, Senior Equity Program Operation Officer & 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 Freddy 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
Alex Parham, Co-Director, Voices Underground, LinkedIn

Meet 1x/month on Thursdays via Zoom noon-1:15
09.15.22
10.27.22
11.10.22
01.12.23
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
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

Justice, Equity & DEI: Orgs, Initiatives & Activities
Justice, Equity & DEI Community Feedback & Insights
Justice, Equity & DEI Self-Assessment Surveys & Diversification Plans
Sample DEI Policies
Justice, Equity & DEI Videos, Links to Articles, Websites
Justice, Equity & DEI Trainers & Consultants

for good. for all. for ever.
IDEA COUNCIL FORUMS
ChesCo Justice & Equity IDEAs: Who’s Doing What, When

Highlight

1. What are the top 3-5 things your org is doing to promote social justice, diversity, inclusion, equity & social change?
   2. What are your org’s largest impediments?
3. What are significant upcoming social justice/DEI activities that we can participate in/support/spread the word?
   4. How can members of the IDEA Council assist you?

All

1. Please share any DEI position statements & policies your org has developed, so we can post in our IDEA Sample Bank online to share with others
2. Please forward social media event/activity invitations & alerts to Jamison@chescocf.org to share on social media
IDEA COUNCIL FORUMS
REGIONAL JUSTICE & EQUITY DEI INITIATIVES

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)

FUNDERS
Alliance for Health Equity…Justice & Equity Institute
Chester County Community Foundation
Fund for Women & Girls…Blueprint Report
Hadley Fund
Phoenixville Community Health Foundation
United Way of Chester County
United Way of Southern Chester County

HOSPITALS
Chester County Hospital – Penn Medicine (TBC Jan 2023)
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

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

PowerInterfaith / Power Metro (Nov 2022)

https://chescocf.org/social-justice/
POWER Interfaith is a multi-faith, multi-racial network of over 80 congregations and hundreds of individuals of faith and moral conscience across SE PA who use the tools of community organizing to work toward racial and economic justice on a livable planet.

So far our efforts have led to:
• hundreds of millions of dollars of equitably distributed public education funding;
• increased wages and collective bargaining power for hundreds of airport workers;
• a livable minimum wage in the City of Philadelphia; and
• citizen-led police oversight.

Currently POWER organizes around issues related to education, climate, criminal justice, and economic dignity.
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<thead>
<tr>
<th>Date</th>
<th>Topic</th>
<th>Video(s)</th>
<th>Thought Leaders &amp;/or Chat Room Facilitators</th>
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<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, Deb Bookman, 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, 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, Mayra Castillo, Timmy Nelson, Sophia Hanson</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., Nancy Ayllon-Ramierz Esq. (maternity leave), Mayra Castillo, 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, Sherriff Fredda Maddox, 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, Denise Day, YMCA – Food Bank Vans at Ys</td>
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<td>04.18.23</td>
<td>Healthcare</td>
<td>The Hell and Horror of Giving Birth While Back</td>
<td>?Dr. George K. Henry, MCHC Task Force for Infant Mortality of Black Mothers, ?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> ref by Timmy from ChesCo Hospital, ?LGBT Equity Alliance, ???WCU Center</td>
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<td>06.13.23</td>
<td>Black Wall Street</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>
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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

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

NONPROFIT COMMUNITY
Provide DEI Resources to Strengthen Nonprofits

- Increase awareness of possible DEI issues in 1:1 interpersonal conversations
- Invitations to DEI/social justice programs & site visits

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Social Justice & IDEA AIMS as of 6-24-22