



# IDEA COUNCIL FORUM

IDEA = INCLUSION, DIVERSITY, EQUITY & ACCESS

Thursday, February 16, 2023

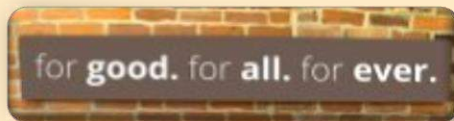
noon-1:15 via [zoom](#)

<https://us02web.zoom.us/j/82727408253?pwd=YnVjUTBINWVkcENPR3RkYngzdHlOQT09> Meeting ID: 827 2740 8253 Passcode: 458829

Featuring: Philanthropy w/Alliance for Health Equity + Phoenixville Community Health Foundation



**Chester County Community Foundation**  
 Karen Simmons, President/CEO  
 Timmy Nelson, Outreach Officer  
 28 W. Market St.- Lincoln Building  
 West Chester 19382  
 610.696.8211  
[info@chescofc.org](mailto:info@chescofc.org)  
[www.chescofc.org](http://www.chescofc.org)





**CCCF IDEA Council**  
**Thurgood Marshall at People's Light**  
*Invited Dress Rehearsal Limited Preview Showing*

**Tues., Feb 21, 2023**  
**People's Light**  
**39 Conestoga Rd., Malvern PA 19355**

*Meet-Greet-Learn-Inspire*  
**7:00 Dress Rehearsal–Limited Preview Showing**  
*Invited Dress is the final step of creating a play – a private performance for select guests and the creative team. The cast gets to respond to the energy of a live audience, the designers can make last-minute tweaks before the show opens to the public, and you get to be present during the final hours of the creative process.*

*Thank You, Leigh Jackson, People's Light  
 Director of Accessibility & EDI Programming,  
 for this opportunity.*  
 610.647.1900 x181  
[jackson@peopleslight.org](mailto:jackson@peopleslight.org)

By George Stevens, Jr.  
 Directed by Steve H. Broadnax III  
 Show Runs from February 22 – March 19, 2023  
 Leonard C. Haas Stage at People's Light



With a career spanning nearly six decades—from his landmark victory in *Brown v. Board of Education* to becoming a household name as the "Great Dissenter" and first African American to serve on the Supreme Court—Thurgood Marshall devoted his life to the pursuit of a more just world.

Brian Marable (*Skeleton Crew*) brings Marshall's signature poise, wit, and storytelling skill to this captivating one-man play.

**Limited to the first 15 people to RSVP before 2.16.23 to**  
**[Jamison@chescofc.org](mailto:Jamison@chescofc.org)**





Zoom	Justice & Equity IDEAs: Inclusion, Diversity, Equity & Access	
Noon	Welcome/Thank You/IDEA Council Purpose	Karen Simmons
12:01	30 Second Introductions <a href="https://chescofc.org/idea-council/">https://chescofc.org/idea-council/</a>	Bios, webpage links
12:10	<p>IDEA Council Forum Purpose: <a href="https://chescofc.org/social-justice/">https://chescofc.org/social-justice/</a></p> <ul style="list-style-type: none"> <li>• Connect/Promote/Partner Justice &amp; Equity IDEAS throughout ChesCo</li> <li>• Reduce silos</li> <li>• Get best practice ideas &amp; samples</li> <li>• Give feedback</li> </ul> <p><b>Phoenixville Community Health Foundation &amp; Alliance for Health Equity</b></p> <ul style="list-style-type: none"> <li>• What are the top things your organization is doing to promote social justice, diversity, inclusion, equity &amp; social change?</li> <li>• What are significant upcoming social justice/DEI activities that we can participate in/support/spread the word?</li> <li>• How can members of the IDEA Council help you?</li> </ul>	<p>Timmy Nelson</p> <p><b>Viviann Schorle</b> Program Officer <a href="#">Phoenixville Community Health Foundation</a> <a href="#">LinkedIn</a></p> <p><b>Sophia Hanson</b> Senior Equity Program Operation Officer</p> <p><b>Kimberly Daye Hardy</b> Community Engagement Officer <a href="#">LinkedIn</a> <a href="#">Alliance for Health Equity</a></p>
1:10	<p>Upcoming IDEA Council Forums: Dates 3<sup>rd</sup> Thurs &amp; Topics tbc</p> <p>03.16.23 Hunger: ChesCo Food Bank + WC Pantry + KACS + PACS tbc</p> <p>04.20.23 Health: ChesCo Hospital</p> <p>05.18.23 Arts &amp; Culture &amp; Heritage: Peoples Light + ChesCo History Center tbc</p> <p>06.15.23 tbd</p> <p>07.20.23 tbd</p>	<p>Karen w/Timmy – in process</p> <p><i>Diversity in Action, Black Light Projects, Black Women of ChesCo In Action... YMCA – central &amp; branches; ChesCo Library – central &amp; branches County of Chester, ChesCo Task Force on Law &amp; Justice? UW ChesCo, UW SCC, Women &amp; Girls Fund</i></p>
1:15	Adjourn	Attitude – Awareness – Accountability

**PHOENIXVILLE  
COMMUNITY  
HEALTH  
FOUNDATION**



821 Gay St, Phoenixville, PA 19460  
610-917-9890 <https://www.pchf1.org/>



# MISSION

We work to improve the health and quality of life for all people in the greater Phoenixville region by increasing equitable access to quality health and human services and promoting healthy communities through grantmaking and collaboration with health, civic, business, nonprofit, and community partners.

# GOALS

- Ensure equitable access to high-quality and affordable **health and human services** for all residents in the greater Phoenixville region
- Promote and strengthen access to timely **mental health and substance abuse** services, especially crisis intervention
- Support efforts to **prevent homelessness** and services for those experiencing **housing insecurity**, and expand opportunities for healthy, safe, and **affordable housing**
- Enhance the quality of services in the region by investing in **nonprofit capacity building and development**, and by **encouraging partnerships and innovation**

# MEET OUR TEAM



**TAMELA LUCE**  
President/ CEO



**JEANETTE HALL**  
Director of Finance and  
Operations



**VIVIANN SCHORLE**  
Program Officer

# HISTORY

## **1997 Established Health Conversion Foundation**

The Foundation was founded in 1997 when the Phoenixville Hospital merged with the University of Pennsylvania.

At the time, the Hospital Board formed PCHF with a \$32 million endowment.



# **PCHF DIVERSITY, EQUITY, AND INCLUSION JOURNEY**

- Black Lives Matter Statement**
- Just Strategy Training**
- Trust-Based Philanthropy**
- DEI Wellness Committee Charter**

**THANK YOU**

*We continue this journey  
of growth and belonging!*



**The Alliance: social justice, diversity,  
inclusion, equity & social change**

**Let's Talk: Community Voice and  
Designed Solutions**

**+**

**Trust Based Philanthropy**

February 16, 2023

## How We Carry Out Our Mission

The Alliance for Health Equity pursues its mission through grantmaking, providing scholarships, building partnerships and being catalytic to spark new initiatives where they are needed the most.

Our ultimate goal is to improve the health, social, emotional, economic conditions among children, teens, and families in the Coatesville Area School District.

Formed in 2001 as a Health Conversion Foundation, from the proceeds and sale of the Brandywine Hospital.



- Trust-Based Grantmaking
- Racial & Social Justice
- Justice & Equity Institute

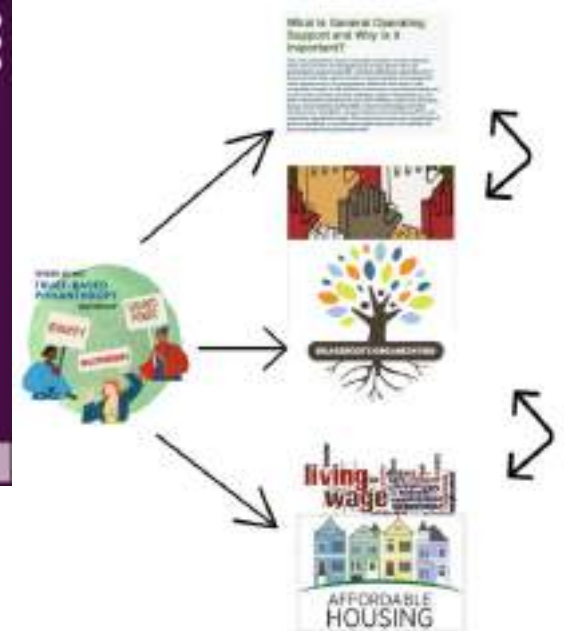
# What are the top things your organization is doing to promote social justice, diversity, inclusion, equity & social change?



## ONE: Community Voice and Designed Solutions

## TWO: Justice and Equity Standards, Curricula, and Action Plans

## THREE: Trust Based Philanthropy





*What are the top things your organization is doing to promote social justice, diversity, inclusion, equity & social change?*



## **Leading Positive Community-Driven Change**

We believe if we empower people in the places where they live, lifting their voices and building their power to shape the services and programs that affect them, lead to community-driven solutions. By amplifying community voices to drive locally determined solutions, this strategy aims to influence systemic racism and discriminatory practices by influencing inequitable policies, systems, and structures that improve health and well-being for all.

The Alliance encourages the Greater Coatesville community to submit ideas and solutions to the challenge questions for financial awards. We will select ten (10) ideas and solutions for each event date in the Let's Talk Allyship series in February, March, April, May, and June. Each idea selected will be provided with a free consultation to explore, test, adapt, and fine-tune their respective community-created solution.

# *What are the top things your organization is doing to promote social justice, diversity, inclusion, equity & social change?*



## Community Report by Category

1. Health
2. Well-Being
3. Education
4. Employment
5. Housing
6. Economic Revitalization

### Challenge Questions by Category:

1. Health: What is your idea(s) on giving Greater Coatesville families and residents what's necessary to live a healthy life?
2. Well-Being: What is your idea(s) on giving Greater Coatesville families and residents what's necessary for the emotional well-being and care they need?
3. Education: What is your idea(s) to give Greater Coatesville students the support they need to graduate?
4. Employment: What is your idea(s) to give Greater Coatesville workers the support they need to earn higher wages and remain living in Greater Coatesville?
5. Housing: What is your idea(s) to give Greater Coatesville families and residents the support they need to become a homeowner in Greater Coatesville?
6. Economic Revitalization: What is your idea(s) on how we can prevent the displacement of current Greater Coatesville residents? How do we increase the number of new local businesses in downtown Coatesville?

# What are significant upcoming social justice/DEI activities that we can participate in/support/spread the word?



*Get Involved  
Fund for standardization of  
assessment, curricula, and action  
plans for scaling and replication*

**The Alliance for HEALTH equity** | 1010 Innovation Center  
190 West Lincoln Highway, Suite 201  
Cotoyville, PA 17020  
610.360.1000

**Let's Talk Afterschool: Community-Designed Solutions**

The Let's Talk Afterschool Community-Designed Solutions challenge asks the Cotoyville community through a process of innovation to explore, test, adapt, and fine-tune community-created solutions. These solutions will be adopted and implemented by the government, nonprofits, and grassroots efforts.

The goal of these challenges is to address Cotoyville residents' needs and solutions to some of the seven questions formed by seven LDC community members. The challenges questions relate to health, well-being, education, employment, housing, and economic development. The key ideas presented to the public in February, March, April, May, and June will be awarded cash prizes.

**Would you or your business like to join The Alliance in supporting this investment in ideas for community-driven change?**

**Partnership Opportunities**

**Platinum Partner (\$10,000) - 2 available - \$10,000**

- Recognized during all 6 sessions from at least 1 - June
- Speaking opportunity at beginning of events
- Private with all awarded during events
- Name listed in compulsory letter to all letter lists
- Free resources from our expansion guidebook to serve as expert panel or award/first place prize
- Ongoing updates of idea progression
- Website, social media, and email acknowledgment of letter/entry creator during entire session

**Gold Partner (\$5,000) per session - 5 available - \$2,500**

- Private with all place awarded during chosen prize date
- Name listed in compulsory letter to all place awardees
- Representative from company/organization to serve on expert panel to award first place prize
- Ongoing updates of idea progression
- Website, social media, and email acknowledgment of partnership investor

**Silver Partner (\$2,500) per session - 12 available - \$1,000**

- Private with all place awarded during all award prize date
- Name listed in compulsory letter to all place awardees
- Ongoing updates of idea progression
- Website, social media, and email acknowledgment of award/first place prize

**Bronze Partner (\$1,000) per session - 12 available - \$500**

- Private with all place awarded during chosen prize date
- Ongoing updates of idea progression
- Website, social media, and email acknowledgment of award

*Partnership investment opportunities in community will be made available*

*Partner with us and Co-invest*

# How can members of the IDEA Council help you?



The Alliance for  
**HEALTH**  
**equity**  
STRENGTHENING COMMUNITIES

## DO YOU HAVE A SOLUTION?

**Health:** What is your idea(s) on giving Greater Coatesville families and residents what's necessary to live a healthy life?

**Well-Being:** What is your idea(s) on giving Greater Coatesville families and residents what's necessary for the emotional well-being and care they need?

**Education:** What is your idea(s) to give Greater Coatesville students the support they need to graduate?

**Employment:** What is your idea(s) to give Greater Coatesville workers the support they need to earn higher wages and remain living in Greater Coatesville?

**Housing:** What is your idea(s) to give Greater Coatesville families and residents the support they need to become a homeowner in Greater Coatesville?

**Economic Revitalization:** What is your idea(s) on how we can prevent the displacement of current Greater Coatesville residents? How do we increase the number of new local businesses in downtown Coatesville?

**SUBMIT YOUR IDEA  
HERE** 



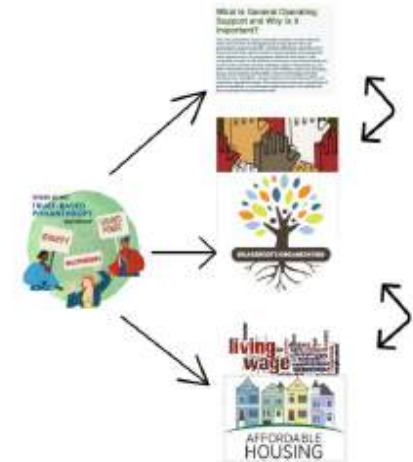


## Trust Based Philanthropy

General Operating Support to Nonprofits

Community Solutions

Greater Coatesville Challenges







# The Alliance Grant Making Committee and Team

**Community Engagement  
Officer/ Presenter**

Kimberly Daye Hardy

**Grant Making Committee Members 2022-2023**

- |                         |                |
|-------------------------|----------------|
| Deb Bookman             | Valerie Martin |
| Kristen Bennett (Chair) | Valerie Morton |
| Gwen Dickinson          | Bill Shaw      |

**The Alliance for Health Equity Team**

- Nick Torres, Interim CEO
- Sophia Hanson, Senior Equity Program Officer
- Kimberly Daye Hardy, Community Engagement Officer (Point of Contact for Well Being Fund)
- Alyssa Kotzman, Development & Communications Manager

# Why Trust Based Philanthropy?



## *Six Tenants of Trust Based Philanthropy:*

- **Give Multi-Year Unrestricted Funding:** *The work of nonprofits is long-term and unpredictable. Multi-year, unrestricted funding gives grantees the flexibility to assess and determine where grant dollars are most needed, and allows for innovation, emergent action, and sustainability*
- **Do The Homework:** *Oftentimes, nonprofits have to jump through countless hoops just to be invited to submit a proposal. Trust-based philanthropy flips that script, making it the funder's responsibility to get to know prospective grantees, saving nonprofits time in the early stages of the vetting process*
- **Simplify & Streamline Paperwork**
- **Be Transparent & Responsive**
- **Solicit & Act On Feedback:** *Philanthropy doesn't have all the answers. Grantees and communities provide valuable perspective that can inform a funder's strategy and approach, inherently making our work more successful in the long run.*

# Why Trust Based Philanthropy?



- In Spring 2020, The Alliance for Health Equity adopted trust-based philanthropy approaches under its Strategic Priority, *Integrated Services. Helping People Live Healthy and Well.*
  - Healthcare and Economic Relief Fund (HERF)
  - Wellness Fund (Grant for Mental Health for Staff)
- In Spring 2022, The Alliance committed to focusing its grantmaking efforts on the most pressing community needs related to the Social Determinants of Health (SDOH), based on community and grant partner surveys and interviews.
  - Collaborative Innovation Fund
- The Alliance has continued this commitment, under the Fall 2022 announcement, to address well-being (mental health) as well as employment, education, and housing in Greater Coatesville. This is an open funding opportunity for nonprofit and grassroots organizations that address Greater Coatesville's most pressing community needs.
  - Well Being General Operating Fund



# Equity Lens and Trust Based Philanthropy

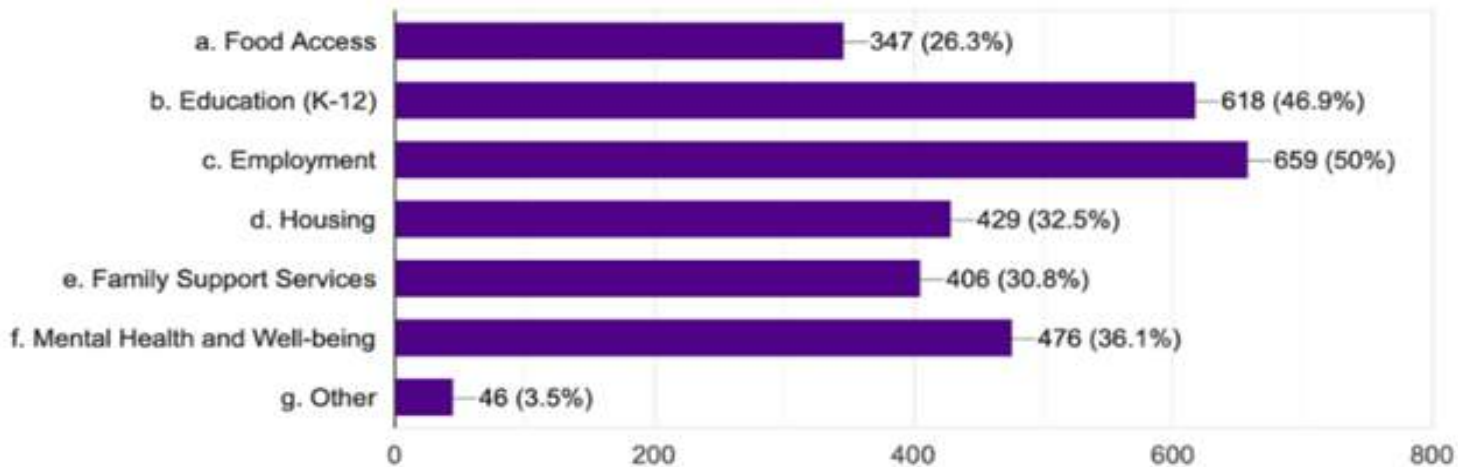
*Trust-based philanthropy is not possible without a commitment to and action toward racial equity. Like a trust-based approach, racial equity work is an ongoing process that requires constant reexamination and dialogue, and a commitment to addressing inequity comprehensively throughout your organization's culture and practice.*

# Review of Data Outcomes/ Survey Results



1. The greater Coatesville community, pre-COVID-19, struggled with basic needs. Almost a year later, what would you say are the most pressing community needs?

1,319 responses



Data Source: The Alliance for Health Equity Community Survey, April 2021 and CASD 2021 Comprehensive Plan.



# Social Determinant of Health (SDOH): Emotional Well-being (Mental Health) and Employment or Education



## Emotional Well-being (Mental Health)

- to improve access to culturally and accessible behavioral health/mental health services through
  - the implementation of telehealth or other virtual platforms
  - in-person counseling services
  - other forms of health services provided by a licensed clinician or social worker



**Mental Health**

## Education

- to support students' most urgent needs within the CASD that address one or more areas of concerns identified in the CASD 2021 Comprehensive Plan including:
  - K-12 learning loss due to the impact of the pandemic
  - K-12 English Learner Supports



**Education**

## Employment

- to support employment opportunities for unemployed and underemployed students, adults, and seniors, including:
  - Secondary School continuation (including paid internship, externship, workforce development opportunities)
  - intensive case management services that support employee retention
  - transportation services to and from employment facilities



**Employment**

# 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 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**

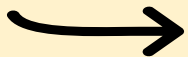
(ex: Community Conversations series; GetOnBoard initiative)

#2: share information on justice & equity DEI initiatives throughout the Chester County region,

that the Community Foundation can **spotlight and promote**,

so as to attract more **attention, involvement, resources and support**

*connect people who care with justice & equity DEI causes that matter*



## 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

Alice Hammond, President, [NAACP West Chester](#)  
 Carol Weaver, Co-Founder & Director, [Seba Enrichment Academy](#), [LinkedIn](#)  
 Cheryl Miles, Chair, [Black Women of Chester County In Action](#), [LinkedIn](#)  
 Debbie Bookman, [Chester County Prothonotary](#), [LinkedIn](#)  
 Denice Velez, Associate Director, [WCU Dowdy Multicultural Center](#), [LinkedIn](#)  
 Dolly Wideman-Scott Ed.D., CEO, [Domestic Violence Center of ChesCo](#), [LinkedIn](#), [Bio](#)  
 Sheriff Fredda Maddox Esq., [Chester County Sheriff's Office](#), [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](#)  
 Lisa Quiveors, Community Volunteer [LinkedIn](#)  
 Mayra Castillo, Coordinator of Student Diversity & Inclusion, [Cecil College](#), [LinkedIn](#)  
 Pachy Banks-Cabral, Development Director, [Chester County History Center](#), [LinkedIn](#)  
 Reginald Weaver, Founder & CEO, [MRW Business Solutions](#), [LinkedIn](#)  
 Renee Washington, [Melton Center](#), [NAACP West Chester](#), [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](#)  
 Sophia Hanson, Senior Equity Program Operation Officer & Nick Torres, Interim CEO, [Alliance for Health Equity](#), [LinkedIn](#)  
 Terri Edgar, VP Operations [LinkedIn](#) & Denise Day, President/CEO [YMCA Brandywine Valley](#), [LinkedIn](#)  
 Terry Vodrey, CEO, [United Way of S. Chester County](#), [LinkedIn](#)  
 Tracey Ray Robinson Ph.D., Director of Diversity, Equity & Inclusion, [West Chester University](#), [LinkedIn](#), [Bio](#)  
 Tyree Lewis, Director of Quality Mgt, CheCo MH/IDD, [Chester County DEI Task Force](#), [LinkedIn](#)  
 Vivianne Schorle, Program Officer, [Phoenixville Community Health Foundation](#), [LinkedIn](#)  
 Will Fuller, Regional Director, [POWER Metro](#), [LinkedIn](#)

## Community Foundation Staff

Karen Simmons, President/CEO [karen@chescof.org](mailto:karen@chescof.org)  
 Timmy Nelson, Outreach Advisor (retired UPS; UW ChesCo, ChesCo Hospital, WC Food Pantry, WC NAACP)  
[timmy@chescof.org](mailto:timmy@chescof.org)

Meet 1x/month on  
Thursdays via Zoom

noon-1:15

09.15.22

10.27.22

11.10.22

01.12.23

02.16.23

03.16.23

04.20.23

05.18.23

06.15.23

07.20.23

...

# IDEA COUNCIL FORUMS

## REGIONAL JUSTICE & EQUITY 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 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](#)  
[PowerInterfaith/Power Metro \(Nov 2022\)](#)  
[Revival Productions](#)  
[Voices Underground](#)  
[Young Men and Women in Charge](#)  
[YMCA Brandywine Valley](#)

### FUNDERS

[Alliance for Health Equity...Justice & Equity Institute \(Feb 2023\)](#)  
[Chester County Community Foundation \(Sept 2022, Oct 2022\)](#)  
[Fund for Women & Girls ...Blueprint Report](#)  
[Phoenixville Community Health Foundation \(Feb 2023\)](#)  
[United Way of Chester County](#)  
[United Way of Southern Chester County](#)

### HOSPITALS

[Chester County Hospital – Penn Medicine \(Jan 2023\)](#)  
[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 – Dowdy Multicultural Center](#)  
[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](#)