

Community Members

Alice Hammond, President, [NAACP West Chester](#)
Andrew Watring, Community Programs [People's Light](#) [LinkedIn](#)
Bertram L. Lawson II, President/CEO [LinkedIn](#) & **Terri Edgar**, Sr VP of Branch Operations
[LinkedIn](#) & **Guillermina "Gigi" Rios**, Association Director/DEIB, [LinkedIn](#), [YMCA Greater Brandywine](#)
Cheryl Miles, Chair, [Black Women of Chester County In Action](#), [LinkedIn](#)
Debbie Bookman, [LinkedIn](#)
Diane Matthews, Executive/Artistic Director, [West Chester Dance Works](#) [LinkedIn](#)
Dolly Wideman-Scott Ed.D., CEO, [Domestic Violence Center of ChesCo](#), [LinkedIn](#)
Donna Rowland, [Coatesville NAACP](#) [LinkedIn](#)
Donnell Sheppard, Deputy District Director for [U.S. Rep. Chrissy Houlahan](#)
Donnell.Sheppard@mail.house.gov
Gizelle Jones, Community Advocate, [LinkedIn](#)
Joshua Lee, Chief of [Police, West Chester](#) jlee@west-chester.com [LinkedIn](#)
Javonna Wylie, CEO, [Chester County OIC](#), [LinkedIn](#)
Joyce Chester, President/CEO, [Friends Association for the Care & Protection of Children](#), [LinkedIn](#)
Keith Burress, Project One Director, [Family Service ChesCo](#), [LinkedIn](#)
Kevin Ressler, President/CEO [LinkedIn](#), [Alliance for Health Equity](#)
LaToya Myers, Community Volunteer, [LinkedIn](#)
Hon. Lillian DeBaptiste, [Mayor of West Chester](#) & Director, [DeBaptiste Funeral Homes](#), [LinkedIn](#)
Lisa Quiveors, Community Volunteer [LinkedIn](#)
Mayra Castillo, Coordinator of Program Activities, [PA Migrant Education Program CCIU](#), [LinkedIn](#)
Natalie Ortega-Moran Ed.D., [Villanova University](#), [LinkedIn](#)
Pachy Banks-Cabral, Development Director, [Chester County History Center](#), [LinkedIn](#)
Renee Washington, [Melton Center](#), [NAACP West Chester](#), [LinkedIn](#)
Rev. Andrew Esqueda, Senior Pastor, [First Presbyterian Church of West Chester](#), [LinkedIn](#)
Rev. Dr. Kyle Boyer, Pastor, [Mt. Carmel Church of God in Christ](#), [LinkedIn](#)
Tracey Ray Robinson Ph.D., Director of DEI, [West Chester University](#), [LinkedIn](#)
Tyree Lewis, Director of Quality Mgt, [ChesCo MH/IDD](#), [ChesCo DEI Task Force](#), [LinkedIn](#)
Vincent Miles Jr., Public Affairs Representative, [City of Coatesville](#), [LinkedIn](#)
Viviann Schorle, Director of Corp & Foundation Relations, [WCU Foundation](#), [LinkedIn](#)

Community Foundation Board Members

Emily Temple Abels Esq., [Larmore Scarlett](#), [LinkedIn](#), [Bio](#)
Zebulun Davenport Ed.D., [WCU](#), [Bio](#)
Bronwyn Martin, Ph.D., [Ameriprise Martin's Financial](#), [LinkedIn](#)
Rev. Dr. Richelle Foreman Gunter, Associate Minister, [St. Paul's Baptist Church](#), [LinkedIn](#)

Community Foundation Staff

Karen Simmons, CEO, karen@chescof.org [LinkedIn](#)
Ajené Livingston, Outreach Officer ajene@chescof.org, [LinkedIn](#)

IDEA Council Zooms: Noon-1pm CC250 Liberty & Justice for All

11.21.24	Community Conversations: Liberty & Justice for All Seeking facilitators & topic refinement
03.20.25	Tbd
07.17.25	Tbd

ChesCo Hospital Comm Adv Board (CAB)

09.19.24	Medication Access & Preventable Admissions
01.16.25	AHA Health Equity Transformation Assessment
05.15.25	Data on PPA

Thurs	2023-2024
09.21.23	Black Maternal Health work session
10.19.23	CC250 Liberty & Justice for ALL
11.16.23	Arts Culture Heritage: WCDance Works & ChesCo History Center
01.18.24	ChesCo Hospital Comm Adv Board
02.15.24	Youth Devel: Young Men & Women In Charge
03.21.24	Workforce Development: ChesCo OIC & YMCA Gr Brandywine
04.18.24	ChesCo Hospital Comm Adv Board
05.16.24	NAACPs WC + Coatesville
06.20.24	Juneteenth Updates
07.18.24	ChesCo Hospital Comm Adv Board

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**, to attract more **attention, involvement, resources and support**
connect people who care with justice & equity DEI causes that matter

IDEA COUNCIL FORUMS

REGIONAL JUSTICE & EQUITY DEI INITIATIVES



IDEA Council Forum Purpose:

- Connect/Promote/Partner Justice & Equity IDEAS throughout ChesCo
- Reduce silos
- Get best practice ideas & samples
- Give feedback

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

Presentation Points:

- What are the top things your org does to promote social justice, social change, diversity, inclusion, equity & access?
- What do you see as the biggest challenges?
- How can members of the IDEA Council help &/or get involved?

NONPROFITS

[Black Light Projects – Phoenixville](#)
[Black Women of Chester County In Action](#)
[Casa Guanajuato](#)
[ChesCo Chamber of Business and Industry](#)
[ChesCo Economic Development Council](#)
[ChesCo Food Bank & cupboards, sites \(Mar2023\)](#)
[ChesCo History Center \(Nov 2023\)](#)
[ChesCo OIC \(March 2024\)](#)
[Diversity in Action – Phoenixville](#)
[Domestic Violence Center of Chester County](#)
[LGBT Equality Alliance of Chester County](#)
[NAACP West Chester, PA Branch \(May 2024 tbc\)](#)
[NAACP Coatesville, PA Branch \(May 2024 tbc\)](#)
[Orion Communities](#)
[PA Career Link \(tbc\)](#)
[People’s Light & Theatre](#)
[PowerInterfaith/Power Metro \(Nov 2022\)](#)
[Revival Productions](#)
[Voices Underground](#)
[West Chester Dance Works \(Nov 2023\)](#)
[Young Men and Women in Charge \(Feb 2024\)](#)
[YMCA Greater Brandywine \(March 2024\)](#)

FUNDERS

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

HOSPITALS

[ChesCo Hospital – Penn Medicine \(Jan 2023 quarterly CAB\)](#)
[Paoli Hospital – Main Line Health](#)

GOVT – COUNTY

[ChesCo Commissioners’ Office](#)
[ChesCo Dept of Community Development](#)
[ChesCo Dept of Human Services](#)
[ChesCo Health Dept](#)
[ChesCo Law Enforcement Task Force on Race & Justice](#)

GOVT – LOCAL

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

[ChesCo 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](#)

IDEA COUNCIL RESOURCES TO OFFER CHESCO

IDEA = INCLUSION, DIVERSITY, EQUITY & ACCESS



DEI RESOURCE	DETAILS
DEI Social Justice Community Conversations – monthly zooms	Free, online, zoom. Monthly noon-1:15 ChesCo Comm Fdtn organizes, IDEA Council thought leaders & facilitators https://chescofc.org/explore/food-for-thought/
Webpage with links	Zoom handouts & videos Links to Best Of websites, articles, blogs, videos, sample policies
Program Feedback from DEI Advisory Group	Test out your program development & enhancement ideas and get feedback from diverse, experienced ChesCo professionals
DEI Org Self-Assessment Survey for Board, Staff &/or Volunteers	Free online survey at www://surveymonkey Custom-designed for your npo E-mail to all Board & staff & volunteers to fill out; 3-5 mins Compile summary Present summarized findings & facilitate discussion with key staff & Board
DEI Justice & Equity Institute	Offered by the Alliance for Health Equity, Coatesville 6-session DEI training & DEI consulting Aim = org plan w/DEI, justice & equity enhancements https://alliancehealthequity.org/the-nonprofit-justice-and-equity-institute/
DEI Customized Consulting & On-site Training	Individual members of IDEA Council can facilitate various DEI trainings & conversations

CCCF SOCIAL JUSTICE AIMS:

Why? How does this fit in our core values & programs?

Where are we now? What's working well & not so well?

What does the community need? What's ahead?

What should we do?



US Citizenship Rights

- ✓ Freedom to express yourself.
- ✓ Freedom to worship as you wish.
- ✓ Right to a prompt, fair trial by jury.
- ✓ Right to vote in elections for public officials.
- ✓ Right to apply for federal employment requiring U.S. citizenship.
- ✓ Right to run for elected office.
- ✓ Freedom to pursue “life, liberty, and the pursuit of happiness.”

We the People

US Citizenship Responsibilities

- ✓ Support and defend the Constitution.
- ✓ Stay informed of the issues affecting your community.
- ✓ Participate in the democratic process.
- ✓ Respect and obey federal, state, and local laws.
- ✓ Respect the rights, beliefs, and opinions of others.
- ✓ Participate in your local community.
- ✓ Pay income and other taxes honestly, and on time, to federal, state, and local authorities.
- ✓ Serve on a jury when called upon.
- ✓ Defend the country if the need should arise.

Draw upon Chester County’s unique array of Heritage **Sites**, combined with Community **Events** & History/Heritage/Civics **Outreach & Education** initiatives:

- **The Power of Our Place**
 - Philadelphia Campaign
 - Iron, Steel & Industry
 - Path to Freedom
 - Agriculture/Natural Landscape
- **The American Experiment & Unfinished Revolutions**
 - by and for **We the People**
 - Evolving Values** (socio-cultural landscape)
 - Creative Expression**

COMMUNITY CONVERSATIONS

Register for Free

[https://chescocf.org/explore/
communityconversations/](https://chescocf.org/explore/communityconversations/)



Zoom in 2nd Tuesday monthly, noon-1

09.17.24	Elections & Voter Engagement
10.08.24	Elections & Voter Engagement
11.12.24	Civil Society
12.10.24	Antisemitism
01.14.25	Poverty: Creating A Pathway Forward
02.11.25	Civil Rights & Civilian Revolutionaries /Black History
03.11.25	Gender Equity/Women's History
04.08.25	Police w/Mental Health Response Teams
05.13.25	Health Care Equity
06.10.25	LGBTQ+POC Intersectionality / Pride
07.08.25	I Declare! 250 Will Be Here, In One Year!

12 Welcome

12:05 Topic Overview
12:25 Video
12:35 Full Conversation
&/or Breakout Groups



THANKS TO OUR PROMO PARTNERS



CELEBRATE & COMMEMORATE! TIPS TO GET STARTED

- Recruit a diverse, creative **planning group**. *We the People*
- Discuss **CC250 aims** as they relate to us at the Community Foundation:

Past: How did CCCF participate in and influence our nation’s founding?

Past-Present-Future: From 1776 to today: What linkages does the Community Foundation have to our nation’s pursuit of liberty and justice for all, and our continuing journey to build a more perfect union?

What messages & stories should be shared?
 How can we do this?

- This is a time to be imaginative. Entertain many **program ideas to showcase our stories & aims:**

Community Conversations via zoom w/videos & thought leaders grants to partners to conduct facilitated on-site community conversations (YMCA, Libraries, ...) via art displays & panels, theatre talk backs	Tell Your Story Community Videos & Social Media: Share Your Heritage Story Share Your Freedom Story What’s does the phrase “The American Dream” mean? What’s your American Dream story? Share Your Hopes, Fears & Dreams for Democracy/Our Nation	Promote Dare to Declare gatherings w/readings & discussions of the Declaration of Independence & Bill of Rights
20 Men Project photo displays with panel discussions	Promote Food for Thought Gatherings & Discussions: Freedom on tap (need a catchy theme/name) America’s pie Let Freedom Ring drink/eat/discuss Tea party	w/Grantmaking Funds, promote funding social justice, civil rights, cultural expression, heritage grants to npos
Book groups		w/FR funds, promote red-white- blue décor, Let Freedom Ring events, Freedom runs, -thons, golf

- Focus on events, sites and stories that are **unique to CCCF**
- Discuss how to **engage a variety of people**.
- Forge **partnerships**:w/libraries, arts & culture orgs, community groups, service clubs, schools, universities, businesses, food/bev
- Define a **timeline** for planning and implementing our Top Ideas.
- Outline **resources needed**, costs, and likely sponsors & donors.
- Onward! Get It Rolling! **Do It!**



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 &
 - Expand relationships with orgs committed to DEI (npos, hospitals, educ, govt outreach)
- <https://chescof.org/social-justice/>

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

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, via:
 - ~NPO/Board DEI Self-Assessment
 - ~GetOnBoard ChesCo w/DEI candidates
 - ~DEI Board/Staff training & resources
- Culture Builds Community: Cultural Alliance Juneteenth ChesCo

FUND ADVISOR & DONOR SERVICES

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

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



IDEA COUNCIL: INCLUSION, DIVERSITY, EQUITY & ACCESSIBILITY

CCCF Social Justice Aims:

Why? How does this fit in our core values & programs?

Where are we now? What's working well & not so well?

What does the community need? What's ahead?

What should we do?



Background: 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 **diversified our network** of relationships and put the Community Foundation 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.

In FY23, beginning 7/1/22, we aim to:

1. Have **each Committee** review ways to include more diversity in their membership cultivation & practices
2. **Formalize the charge** of the **IDEA Council, expand the membership**, and zoom/meet more frequently as a group. Regularly convene (quarterly zoom) **organizations** working on DEI initiatives and policies, to **share best practices and promote partnerships**. A growing list of orgs is found at <https://chescof.org/social-justice/>
3. Continue our **monthly zoomed** Community Conversations, growing our reach to the general public.

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; discern how 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** – Launch pilot program with specific intent to recruit & develop more diversity to nonprofit committees and Boards
 - **Culture Builds Community/Cultural Alliance** – Strengthen Cultural Alliance outreach, especially with Juneteenth Countywide & aiming for Democracy in Action/America250