

# Diversity, Equity, and Inclusion (DEI) Accelerate Community



## Meeting #2 Agenda Tuesday, January 28, 2019 1:00pm – 4:00pm ET; Virtual Meeting via Zoom

Video Conference Link: <https://zoom.us/j/849163931>

**\*Please have your cameras turned on \***

Dial in: +1 646 558 8656

Meeting ID: 849 163 931

- > **Welcome and Introductions (1:00pm - 1:15pm)**
  - Summary recap from Meeting #1 (*see accompanying PDF*)
- > **What You can Expect? (1:15pm - 1:30pm)**
  - Topic: Philanthropic Giving with an Equity Lens (*see accompanying PDF handout*)
- > **Guest Speaker #1: Trella Walker, Associate Director- Advisory Services, Nonprofit Finance Fund (1:30pm -2:30pm)**
  - NFF Toolkit: [Addressing Racially Biased Financial Analysis](#) (*see accompanying PDF handout*)
  - List of 7 Steps: [What can funders do to champion funding equity and inclusion in their grantmaking?](#)
  - Steps to Racial Equality: <https://www.philanthropy.com/article/Color-Blind-Assessments-of/247431>
- > **Guest Speaker #2: Jackie Berry, Manager, Education Initiatives, 3M (2:30pm – 3:30pm)**
  - A company example: how to apply equity in a giving strategy
- > **Examining Giving Behaviors (3:30pm - 3:50pm)**
  - What are the barriers to achieving equity in giving?
    - How does implicit bias impact funding decision?
    - How does the funder/grantor's own biases impact decisions, causes and communities?
    - How to recognize built-in bias and how to address it in corporate citizenship and philanthropic efforts?
  - How do we mitigate bias in corporate citizenship/philanthropic giving?
    - Intention verse impact.
    - How can funders avoid only serving the problems of inequity and not create change?
    - How does the current environment and cultural context of various stakeholders?
- > **Wrap-Up (3:50pm - 4:00pm)**
  - Our third Accelerate Community meeting will be held on **Thursday, March 19, 2020 from 1:00pm – 4:00pm ET (virtual)**, and will focus on philanthropic recruiting and retaining a diverse pipeline.
  - Please [fill out our evaluation form](#) to let us know your thoughts on today's session: <https://www.surveygizmo.com/s3/5319375/Satisfaction-Survey-DEI>

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## **Additional Reading Materials & Resources for Meeting #2:**

1. "Incorporating Diversity, Equity, and Inclusion in Your Grant-Making Process: A List of Potential Actions". By Arabella Advisors: A **checklist** that grant-making organizations can use to incorporate DEI into their grant making. [https://www.arabellaadvisors.com/wp-content/uploads/2019/06/DEI\\_Grant\\_Making.pdf](https://www.arabellaadvisors.com/wp-content/uploads/2019/06/DEI_Grant_Making.pdf)
2. "Grantmaking with a Racial Equity Lens". By GrantCraft (Foundation Center), in partnership with Philanthropic Initiative for Racial Equity (PRE): A **guide** that offers advice on promoting and deepening your foundation's commitment to racial equity, both internally and in the programs you support. <http://grantcraft.org/wp-content/uploads/sites/2/2018/12/equity.pdf>
3. Recently released film "**Just Mercy**" by Bryan Stevenson, Participant Media. A powerful film that tells the story of [Equal Justice Initiative \(EJI\)](https://www.equaljusticeinitiative.org/). Out in theaters Dec 25<sup>th</sup>, you can check for local listings here: <https://www.shorturl.at/uAV56>. There are also opportunities to host a private screening for employees with a facilitated discussion led by the production company until the end of February 2020 (interest form [here](#); CECP can also share more information).

## **Reading Materials and Resources Referenced from Meeting #1: Implementation and Strategy Resources for DEI**

### **Articles:**

- [Why funding Overhead is not the real issue: The case to cover full costs](#)
- [A sociologist examines the white fragility that prevents white Americans from confronting racism](#)
- [Nonprofit Resource Equity and Access: A call to close the gap](#)
- [Addressing Racially Biased Financial Analysis](#)
- ['Color Blind' Assessments of Grant Proposals don't work. Here's a better idea](#)
- [Guiding Gen Z from Campus to Corporate Life](#)
- [From words to action: A practical philanthropic guide to Diversity, Equity, and Inclusion](#)
- [Why diversity programs fail](#)

### **Books:**

- [Make Dignity the Default](#)
- [White Fragility- Robin DiAngelo](#)

### **Multi-Media:**

- [Donna Hicks- Leading with Dignity: How to create a culture that brings out the best in people](#)