

Smarter giving. Greater good.


philanthropy
NETWORK
GREATER PHILADELPHIA

34th Annual Members' Meeting

March 31, 2022



Welcome & Call to Order



Ashley Del Bianco

Board Chair

Philanthropy Network Greater
Philadelphia



Program Agenda | 3:00 – 4:30 PM

- Welcome & Call to Order
- Governance Committee Report
- Welcome & Call to Order
- Governance Committee Report
- State of Philanthropy
 - 2022 Pulse Survey Results
 - History & Evolution of the North Star
 - Update on the Strategic Transformation Initiative
 - Small Group Discussions & Report Out
- Overview of the *Made to Measure* Initiative

The background features a repeating pattern of abstract geometric shapes in yellow on a blue background. The shapes include solid circles of various sizes, thin yellow outlines of circles, and semi-circular arcs with radiating lines, resembling stylized sunbursts or orbits. The text is centered in a clean, white, sans-serif font.

Comings & Goings



Welcome New Members 2021-22

- AFE Strategies
- Building Impact
- Dakota
- The Daniel B. & Florence E. Green Foundation
- Howard Family Gift Fund
- Carole Landis Foundation for Social Action
- Life Science Cares
- ProMedica Foundations
- Ralston Center

Thank you to our departing Board members



Nina Cohen

Glenmede



Jennifer Pedroni

BDO-FMA, LLC



**Dalila
Wilson-Scott**

*Comcast NBCUniversal
Foundation*



Wes Somerville

The Lenfest Foundation



Governance Committee Report



Donna Frisby- Greenwood

*Board Secretary and Chair,
Governance Committee*

Philanthropy Network Greater
Philadelphia



2021-22 Governance Committee

- **Donna Frisby-Greenwood**, *Chair*, The Fund for the School District of Philadelphia
- **Nina Cohen**, Glenmede
- **Ashley Del Bianco**, The Mayor's Fund for Philadelphia
- **Aldustus (A.J.) Jordan**, Wells Fargo



2022-23 Officers of the Board



Chair

Ashley Del Bianco
The Mayor's Fund for Philadelphia



Vice Chair

Kristina Wahl
The Barra Foundation



Secretary

Donna Frisby-Greenwood
The Fund for the School District of Philadelphia



Treasurer

Laura DeFlavia
The Foundation for Delaware County



At-Large

Omar Woodard
Independence Public Media Foundation

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State of Philanthropy



2022 Member Pulse Survey



Mariah Casias

Vice President, Learning & Evaluation

Philanthropy Network Greater Philadelphia



Grantmaking Practices During COVID-19

2021 Pulse Survey

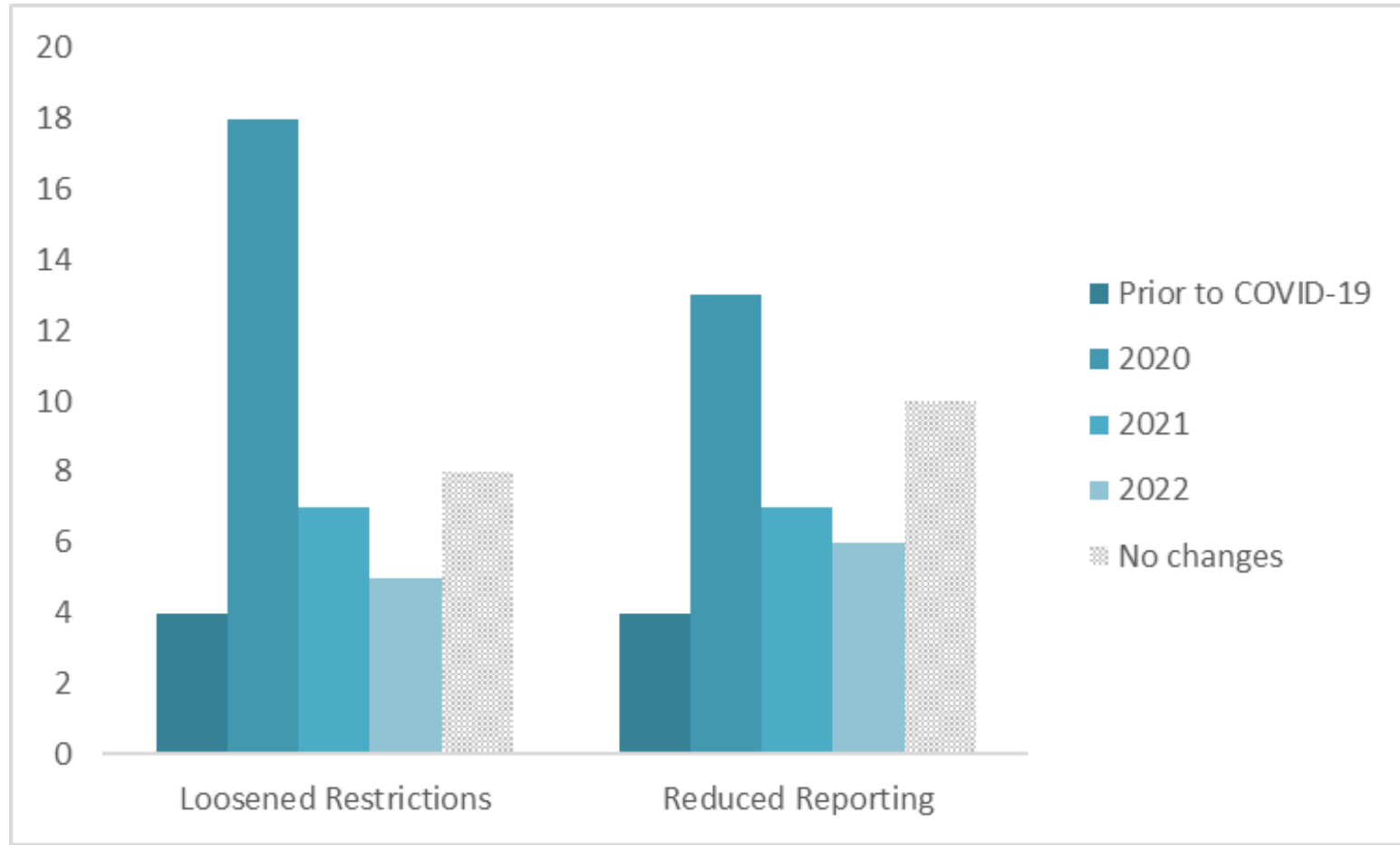
- 70% said they planned to carry forward changes in 2021

2022 Pulse Survey

- 65% plan to implement changes in practices beyond 2022

Practices surveyed: Streamlined application process, loosened restrictions on existing grants, reduced or eliminated reporting requirements, increase communications with grantees, provided additional funding to existing grantees, expanded/modified funding criteria to address emerging needs

Years Changes Implemented





Adoption of Racial Equity Practices

2021 Pulse Survey

- Widescale implementation to date (93%) and majority continuing exploration/adaptation in 2021 (72%)

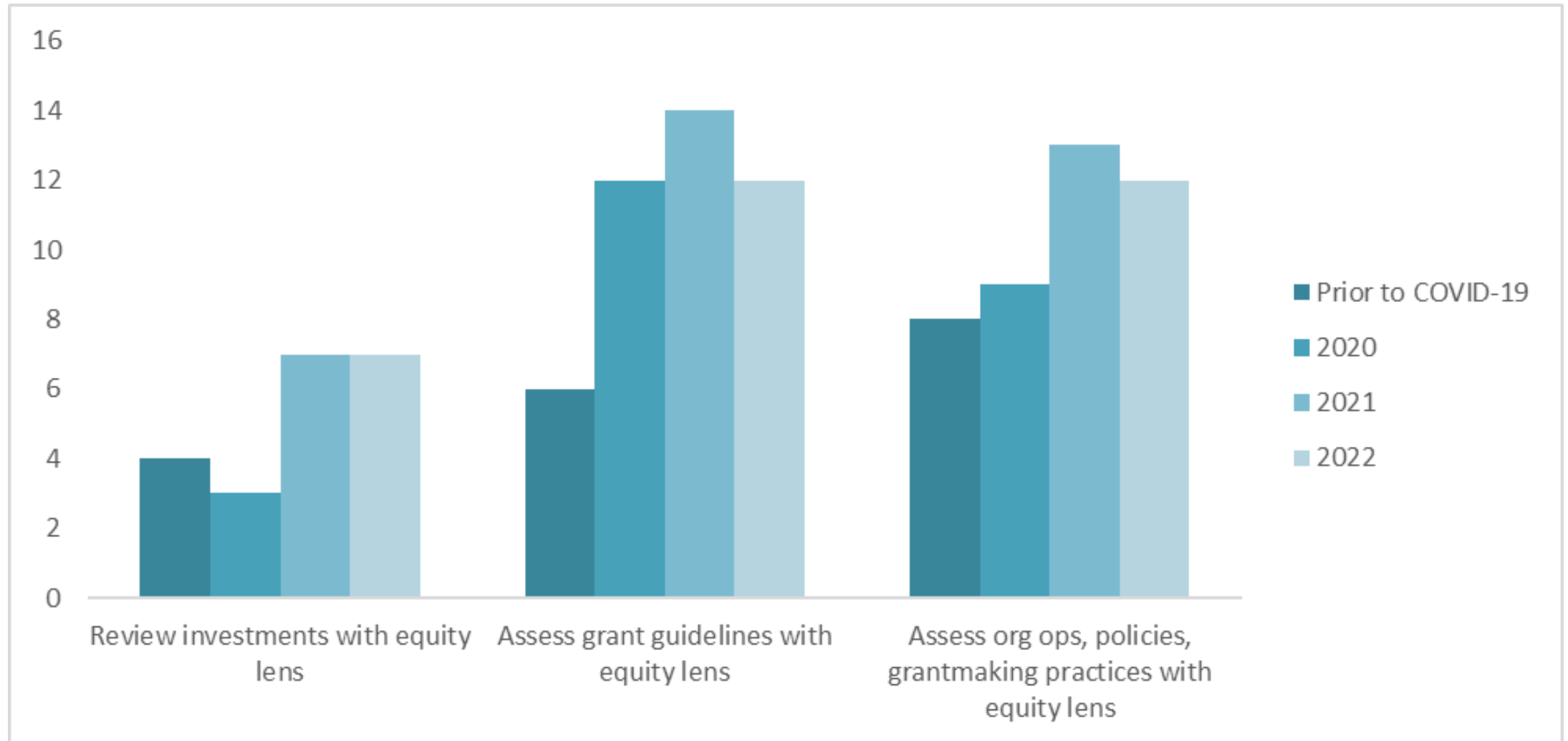
2022 Pulse Survey

- 78% expect to continue these practices and activities longer term

Practices surveyed: Review investments/investment practices with an equity lens; Assess grant guidelines with an equity lens; Assess organizational operations, policies and grantmaking practices with an equity lens; Evaluate diversity of consultants, vendors and other contract employees; Conduct or support racial equity/anti-racism training for staff and/or board; Gather grantee demographic data relating to racial equity; Take steps to increase board diversity



Years Practices Implemented





HR & Operations

Benefits for full-time staff

- Offered by over 50% of respondents:
 - Health, Dental, Vision, Retirement, life insurance, PTO/sick days, workers comp, parental leave, professional development allowance, flex time, office closures
- Offered by few or none:
 - Mental health services, wellness days, childcare, meals or fitness options

Compensation

- 57% of respondents provided increases base on annual review
- 45% provide cost of living increases

Operations Policies

- Less than 50% have policies around compensation, diversity, and remote work



Priority Issues

Issues rated as a top or high priority for the organization

	2021 Pulse Survey	2022 Pulse Survey
Ongoing COVID-19 response	64%	46%
COVID-19 recovery and rebuilding	74%	50%
Racial/social justice	81%	72%
Transformative change of my organization for greater racial equity	59%	48%
Transformative change of the sector for greater racial equity	49%	48%
Public Policy/Advocacy	38%	47%



History & Evolution of the North Star



Omar Woodard

*Philanthropy Network Executive
Committee and member of the
Strategic Transformation
Committee*



What we heard and experienced in 2020

- The urgent need to center racial equity and justice in the philanthropic sector and address systemic racial disparities across priorities.
- The high level of engagement in “brave space” programming that names, unpacks, and highlights the role of white supremacy in practices, policies, and systems that produce racial disparities.
- Increased interest in “practice change” focused learning at all levels.
- Increased interest in expanding Philanthropy Network’s tent to include the regional social impact ecosystem.



North Star Process

- Philanthropy Network's Executive and DEI Committees reviewed a North Star draft and gave input for revisions.
- The draft was further reviewed by the Executive Committee and a process to engage the Network's full Board was established.
- One-on-one and small group previews were offered to all Board members.
- A special Board meeting was held to discuss issues, challenges, and opportunities that the North Star presents for Philanthropy Network.
- Final North Star statement adopted by Philanthropy Network's Board in September 2020.



North Star Statement

adopted by Philanthropy Network's Board

We will assess and define our role in advancing a thriving and connected social impact ecosystem that is committed to anti-racist, anti-oppressive operations, practices and actions across all priorities to dismantle white supremacy, the root cause of systemic racism and the disparities experienced in our communities today.

We do this in pursuit of liberation for Black and Indigenous, and People of Color with attention to intersectionality within those identities.

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Strategic Transformation Initiative



Strategic Transformation Update



Romona
Riscoe Benson

*Member of the Philanthropy
Network Board and Strategic
Transformation Committee*



Context for Strategic Transformation

- Groundwork laid by the Diversity, Equity and Inclusion (DEI) Task Force and Committee starting in 2014
- Equity in Philanthropy Cohort in 2019
- Conclusion of Philanthropy Network's *Sparking Solutions* strategic plan at the end of 2020.
- Racial reckoning spurred by the murder of George Floyd in 2020



Project Overview

Develop a long-range plan, including growth and capitalization, that advances racial and intersectional equity internally, and advances anti-racism and anti-oppression practices in philanthropy in the region. Frontline Solutions is conducting the following as a part of this project:

- Committee and Select Board Member Interviews
- Regular meetings with the Strategic Transformation Committee and Core Group
- Local stakeholder interviews
- Benchmarking scan
- A five-year strategy and capitalization plan



Strategic Transformation Committee

- **Ashley Del Bianco** (Board Chair), The Mayor's Fund for Philadelphia
- **Kristina Wahl** (Board Vice Chair), The Barra Foundation
- **Laura DeFlavia** (Board Treasurer), The Foundation for Delaware County
- **Donna Frisby-Greenwood** (Board Secretary), The Fund for the School District of Philadelphia
- **Omar Woodard** (Executive Committee At-Large), Independence Public Media Foundation
- **Farrah Parkes**, Gender Justice Fund
- **James Liou**, Equal Measure
- **Michelle Legaspi Sanchez**, Nonprofit Finance Fund
- **Diana Doherty**, VNA Foundation of Greater North Penn
- **Nell Booth**, Philadelphia Foundation
- **Dwayne Wharton**, Edna G. Kynett Memorial Foundation
- **Romona Riscoe Benson**, PECO



Impact Opportunities

1.

Make a clear, sustained commitment to furthering racial and social justice in the Philadelphia region by socializing the North Star Statement and incorporating it into the organization's mission and vision.

2.

Develop meaningful partnerships with nonprofit and racial justice leaders to inform the actions and programming priorities of Philanthropy Network and its members.

3.

Identify issues of importance to the racial justice movement and leverage the power of philanthropy to advocate for change.

4.

Enhance member services around racial and social justice practices.

5.

Secure financial commitments that will sustain the organization and its new executive through this period of transformation.



Where we are now

- Strategy work is currently on pause while the executive search is underway
- Information uncovered through the benchmarking scan and stakeholder interviews has been shared with Bridge Partners to inform the search process.
- Planning will restart under the leadership of new President.
- Currently gathering input from members to help set our direction moving forward.



Small Group Discussion Questions

- As a Philanthropy Network Member, does the North Star statement resonate with you?
 - How and in what ways?
- Given the North Star statement, what do you envision the network will look like in five years?
- At this time of transition for Philanthropy Network, what can the board and staff do to help us move in our collective journey towards the aspirational North Star?

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Report out
on the
Small Group Discussions



Made to Measure Initiative



Jennifer Flocco

*Director, Philanthropy Network
Made to Measure Initiative*



Sophie Snowden

Bill & Melinda Gates Foundation



Thank you!

We look forward to sharing more about Made to Measure soon, including:

- A webpage dedicated to details of this project
- More information on how to get involved

Join us at the post-meeting reception on Kumospace to talk more with Jen or email her at jen@philanthropynetwork.org with questions!