



Timeline of Philanthropy Network's Diversity, Equity, and Inclusion Work

June 2020

Community-led Philanthropy during Crisis: How Giving Circles of Color Can Inform Traditional Philanthropy

Panel discussion with local leaders about how giving circles of color have responded to the current crises and how their giving circle models can intersect with traditional philanthropy. How does community-led philanthropy share power, shift power, and build power, and what does this mean for communities of color? How can we reevaluate or challenge traditional ways of thinking about and practicing philanthropy using the giving circle model? How can the community-centered lenses of BIPOC-led/BIPOC-serving giving circles inform, or transform, traditional grantmaking?

Session moderated by James Liou, DEI Committee of Philanthropy Network and Asian Americans/Pacific Islanders in Philanthropy - Philadelphia Chapter (AAPIP Philadelphia). Panelists include: Dwayne Wharton, Philadelphia Black Giving Circle (PBGC); Shanell Ransom, Philadelphia Black Giving Circle (PBGC); Peter Van Do, Asian Mosaic Fund Giving Circle of Greater Philadelphia (AMF); Melissa Kim, AAPIP Philadelphia.

June 2020

The Crisis of White Supremacy in America: What's Philanthropy's Role?

In response to social unrest due to police violence and brutality in the Black community, Philanthropy Network hosts a session on philanthropy's complicity in the advancement of white supremacist culture through its practices and silence on systemic issues of racial oppression.

Speakers include members of the DEI Committee: Farrah Parkes, New Century Trust; Noelle Warford, Urban Tree Connection; Dwayne Wharton, Just Strategies, and Omar Woodard, GreenLight Fund Philadelphia.

May 2020

Supporting Immigrants and Refugees during COVID-19

Philanthropy Network and regional partners host a session on how funders can direct their resources to build safety and strength among immigrant and refugee communities in order to make our region stronger.

Presenters include the Sundrop Carter, Pennsylvania Immigrant and Citizenship Coalition (PICC); Caitlin O'Brien, Scattergood Foundation; and Ana Lisa Yoder, Yoder Consultancy.

February 2019 - May 2020

Equity in Philanthropy Cohort

Year-long cohort-based learning program designed and facilitated by Daria Torres, Walls Torres Group. Participants include CEOs and board members from: Stockton Rush Bartol Foundation; Brandywine Health Foundation; The Alfred and Mary Douty Foundation; Samuel S. Fels Fund; Impact100 Philadelphia; Independence Public Media Foundation; Local Initiatives Support Corporation (LISC) Philadelphia; Pennsylvania Humanities Council; Philadelphia Bar Foundation; The Presser Foundation; The Scattergood Foundation; WOMEN'S WAY

April 2020

Equity-centered Evaluation Design: How Funders Can Assess Progress in Partnership with Nonprofits and Community

Philanthropy Network hosts a learning session on designing evaluation frameworks that acknowledge and reduce the influence of power dynamics between funder and nonprofit, centers equity in the determination of what matters.

Speakers include: Samantha Matlin and Aminata Diallo, Scattergood Foundation, and Sidney Hargro, Philanthropy Network.

April 2020

Participatory Grantmaking Session #2

Philanthropy Network and regional partners host a session for funders to learn about specific participatory grantmaking efforts in the region and connect with peers who are at similar stages of exploring and/or implementing participatory grantmaking approaches.

Presenter: DEI Committee member Michelle Legaspi Sanchez, Chester County Fund for Women and Girls. Facilitated by Caitlin O'Brien from Scattergood Foundation and Farrah Parkes from New Century Trust.

March 2020

Chat with an Expert #3: Daryn Dodson, Founder & Managing Director of Illumen Capital

"Chat with an Expert" series curated by Daria Torres for the Equity in Philanthropy Cohort. Session #3 opened to entire membership. Speaker Daryn Dodson is the Founder and Managing Director of Illumen Capital shares lessons learned from his firm's experience coaching fund managers on implicit racial and gender bias reduction, as well as insights from a recent paper they published in collaboration with Stanford University that reveals how racial bias influences investment decisions.

February 2020

DEI Committee Names New Co-Chair

Shanell Ransom, Program Officer at the Samuel S. Fels Fund and Steering Committee Member of the Philadelphia Chapter of Emerging Practitioners in Philanthropy, succeeds Umi Howard, Senior Director at Wharton's McNulty Leadership Program.

October 2019

Philanthropy Network's SPARX Conference addresses issues of Diversity, Equity, and Inclusion

Theme: Igniting the Power in Community

September 2019

Participatory Grantmaking Session

Regional partners explore potential for creating a learning collaborative for funders to engage in participatory grantmaking practices. Facilitated by DEI Committee member Theresa Jackson, Seybert Foundation, and Ana Lisa Yoder, Yoder Consultancy.

January - July 2019

Equity Scan of Philanthropic Practices within the Membership

Contracted with Equal Measure to survey membership to understand the state of equitable practices and capacities among funders in the Greater Philadelphia region. 37 out of 118 funder-members participated in the organizational survey and 205 staff and board members participated in the demographics survey.

April 2019

Chester County Funders host Diversity, Equity, and Inclusion Session

Speaker: Daria Torres, Walls Torres Group

March 2019

Board of Directors endorses new Values Statement

The statement includes "equity" as a value and names structural racism as an issue for philanthropy to address.

March 2019

Race, Class, AND Gender: Intersectional Approaches to Social Justice Funding

Partnered with Women's Funding Collaborative. Gender expert Riki Wilchins, Executive Director of TrueChild, gave a presentation on key terms, concepts, and findings behind "intersectional" approaches that connect race, class, and gender to improve equity and efficacy for funders and grantees.

November 2018

Philanthropy Network's Fall Conference addresses issues of Diversity, Equity, and Inclusion

Theme: Onramps to Equity in Action

October 2018

Equity Symposium: Laying the Foundation for Racial Equity in Grantmaking

ABFE led a half-day racial equity workshop that focused on shared language; distinguishing diversity from inclusion and equity; examining a conceptual framework for understanding racial equity, and the introduction of a structural lens to the work of philanthropy.

November 2017

Philanthropy Network's Fall Conference addresses issues of Diversity, Equity, and Inclusion

Theme: Vision | Voice | Values

April 2017

DEI Committee Names New Co-Chairs

Dwayne Wharton, Board Member of Philanthropy Network and Edna G. Kynett Memorial Foundation, and Umi Howard, Director of Wharton's Lipman Family Prize, are the next Co-Chairs of Philanthropy Network's DEI Committee. They succeed founding co-chairs Sarah Martinez-Helfman, Samuel S. Fels Fund and Mailee Walker, Claneil Foundation.

March 2017

Knowledge Sharing with others in the Philanthropic Sector

As part of a learning tour coordinated by Fernando Chang-Muy, the Buffalo, NY-based Oishei Foundation met with Philanthropy Network's founding and incoming committee DEI chairs and staff. Philanthropy Network shared the process that led to the formation of our DEI committee and related work.

February 2017

Philanthropy Network's Arts & Culture Funders Affinity Group hold a session on equity in the region's Arts and Culture Sector

November 2016

Philanthropy Network's Fall Conference addresses issues of Diversity, Equity, and Inclusion

Theme: Toward a More Perfect Union: Strengthening the Sector Together

The conference featured an opening plenary session focusing on diversity and equity in both our sector and our overall society, and also included an afternoon workshop on strategies attendees could apply immediately to start building greater equity within their organizations and through their approaches to funding.

November 2016

DEI Trustee Peer Learning Circle Concludes

Out of these meetings, the document "How Board Members Can Advance Diversity, Equity, and Inclusion in Foundations" was created. (Developed and signed by Trustee Circle participants).

Fall 2016

Philanthropy Network's Funder Affinity Groups begin to initially state a commitment to diversity, equity, and inclusion as part of their 2016-2017 learning agendas

June 2016

Philanthropy Network Session: Tackling Implicit Bias in Grantmaking

Presented in partnership with the William Penn Foundation.

June 2016

Philanthropy Network Session: Immigration in Focus: Advancing Outcomes by Understanding the Community Needs

Presented in partnership with Grantmakers Concerned with Immigrant Refugees.

June 2016

Philanthropy Network Session: Unpacking the Research: How African American-Led Orgs. Differ From White-Led Orgs.

Presented in partnership with the Philadelphia African American Leadership Forum and the United Way of GPSNJ.

April 2016

Philanthropy Network Session: A Changing Landscape: Refugees, Newcomers, and Philanthropy A Funders' Briefing

Presented in partnership with The Philadelphia Foundation and the Lancaster County Community Foundation.

April 2016

Philanthropy Network Session: How Philadelphia is Responding to the World Refugee Crisis

Presented in partnership with The Philadelphia Foundation and the Samuel S. Fels Fund.

February 2016

Philanthropy Network Board Approved Establishing a DEI Committee, as a Standing Committee of the Board

January 2016

Philanthropy Network Identifies the Promotion of DEI as One of Five Cross-Cutting Competencies Considered to be Critical to Fostering Successful Collaboration

The promotion of the five competencies will be infused throughout the Network's work and programming.

December 2015

Philanthropy Network's Director of Member Services and Information, Theresa Jackson, presents on our DEI work during a conference call with the members of the Forefront's DEI task force (the Illinois regional association)

November 2015

Philanthropy Network's Sparking Solutions Conference addresses issues of Diversity, Equity, and Inclusion

Theme: Learning and Leading Together in a Diverse Landscape

The conference featured an opening plenary session focusing on diversity and demographic shifts across the nation and in the Greater Philadelphia region, in addition to an afternoon workshop exploring the process of infusing DEI into the work of foundations and nonprofits.

October 2015

DEI Trustee Peer Learning Circle Launch

October 2015

Philanthropy Network Board Approved 1-Year Pilot Memberships for Giving Circles

Philanthropy Network will provide 1-year pilot memberships to qualifying giving circles that are served by and for underrepresented groups.

September 2015

Philanthropy Network Session: Annie E. Casey Foundation's Race Equity Lens

July 2015

Philanthropy Network's Theresa Jackson presents DEI work at the Forum of Regional Association of Grantmakers Annual Conference in Baltimore

June 2015

Lunch Update Meeting for Executive Directors

Philanthropy Network held a lunch meeting to update foundation executive directors on the progress of the DEI work.

April 2015

DEI Implementation Team Member Dwayne Wharton Invited to Join Philanthropy Network's Board

March 2015

DEI Listserv Created & DEI Case Statement Drafted

A listserv of key affinity/membership groups of underrepresented communities in philanthropy was created to broaden the reach of job announcements.

March 2015

Racial Equity Session

Presented in partnership with the Association of Black Foundation Executives and the City of Philadelphia.

January 2015

Philanthropy Network Executive Director Maari Porter Hired

2 DEI Task Force members served on the search committee and asked candidates questions about their approach to leadership within a DEI context.

January 2015

Philanthropy Network Receives Financial & In-Kind Support to Implement Action Plan

Thank you to Comcast, D5, Eagles Charitable Foundation, Claneil Foundation, Fels Fund, HealthSpark Foundation, PA Humanities Council, The Philadelphia Foundation, and Meghan McVety & Jason Alexander.

September 2014

DEI Implementation Team Forms

Implementation Team is charged with implementing components of the Action Plan.

September 2014

Philanthropy Network Board Approved DEI Action Plan

The Action Plan was created from the planning work of the Task Force.

May 2014

Philanthropy Network Session: Communications Workshop: Making the Case for Advancing DEI

Presented in partnership with D5 and United Way of GPSNJ.

April 2014

Philanthropy Network Holds First Formal Task Force Meeting

March 2014

D5 Awards Grant to Philanthropy Network DEI Task Force to Create Action Plan

Winter 2013 - Spring 2014

Philanthropy Network Lays Groundwork for Task Force

Staff and co-chairs begin the work of launching taskforce (conduct outreach to members for the committee, work with the D5 Coalition to identify opportunities for partnerships, interview consultants to assist in the review process, schedule task force meetings, etc.).

August 2013

Philanthropy Network DEI Task Force Forms

Philanthropy Network Members come together to decide how to increase awareness of and support for DEI issues in philanthropy. Meeting participants begin laying the groundwork for the formation of a task force.