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

February 2019 - May 2020 Equity in Philanthropy Cohort
Designed and facilitated by Daria Torres, Walls Torres Group. Participants include: 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

October 2019 Philanthropy Network’s SPARX Conference addresses issues of Diversity, Equity, and Inclusion
Theme: Igniting the Power in Community

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.

November 2018 Philanthropy Network’s Fall Conference addresses issues of Diversity, Equity, and Inclusion
Theme: Onramps to Equity in Action

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.

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, will be 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 for the Buffalo, NY based Oishei Foundation met with Philanthropy Network’s founding and incoming committee DEI chairs and staff to share Philanthropy Network staff, told of 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


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/Spring Philanthropy Network Lays Groundwork for Task Force 2013-2014 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.