



Timeline of Philanthropy Network's DEI Work

- 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.
- Feb. 2017** **Philanthropy Network's Arts & Culture Funders Affinity Group hold a session on equity in the region's Arts and Culture Sector**
- Nov. 2016** **Philanthropy Network's Fall Conference addresses issues of Diversity, Equity, and Inclusion**
The conference featured an opening plenary session focusing on diversity and equity in both our sector and our overall society, and also included a an afternoon workshop on strategies attendees could apply immediately to start building greater equity within their organizations and through their approaches to funding.
- Nov. 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
- Feb. 2016** **Philanthropy Network Board Approved Establishing a DEI Committee, as a Standing Committee of the Board**
- Jan. 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.*
- Dec. 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)**
- Nov. 2015** **Philanthropy Network's Sparking Solutions Conference addresses issues of Diversity, Equity, and Inclusion**
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

- Oct. 2015** **DEI Trustee Peer Learning Circle Launch**
- Oct. 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.
- Sept 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 Assoc. 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
- Sept. 2014** **DEI Implementation Team Forms**
Implementation Team is charged with implementing components of the Action Plan.
- Sept. 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 2013-2014** **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.

Philanthropy Network Greater Philadelphia

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