

PHILANTHROPY NETWORK  
**SPARX**  
CONFERENCE 2022



Network: P4 Members  
Password: P4hubphl!

**October 27, 2022**  
**@ P4 Hub**

@philanthropyPHL | #SPARXconference

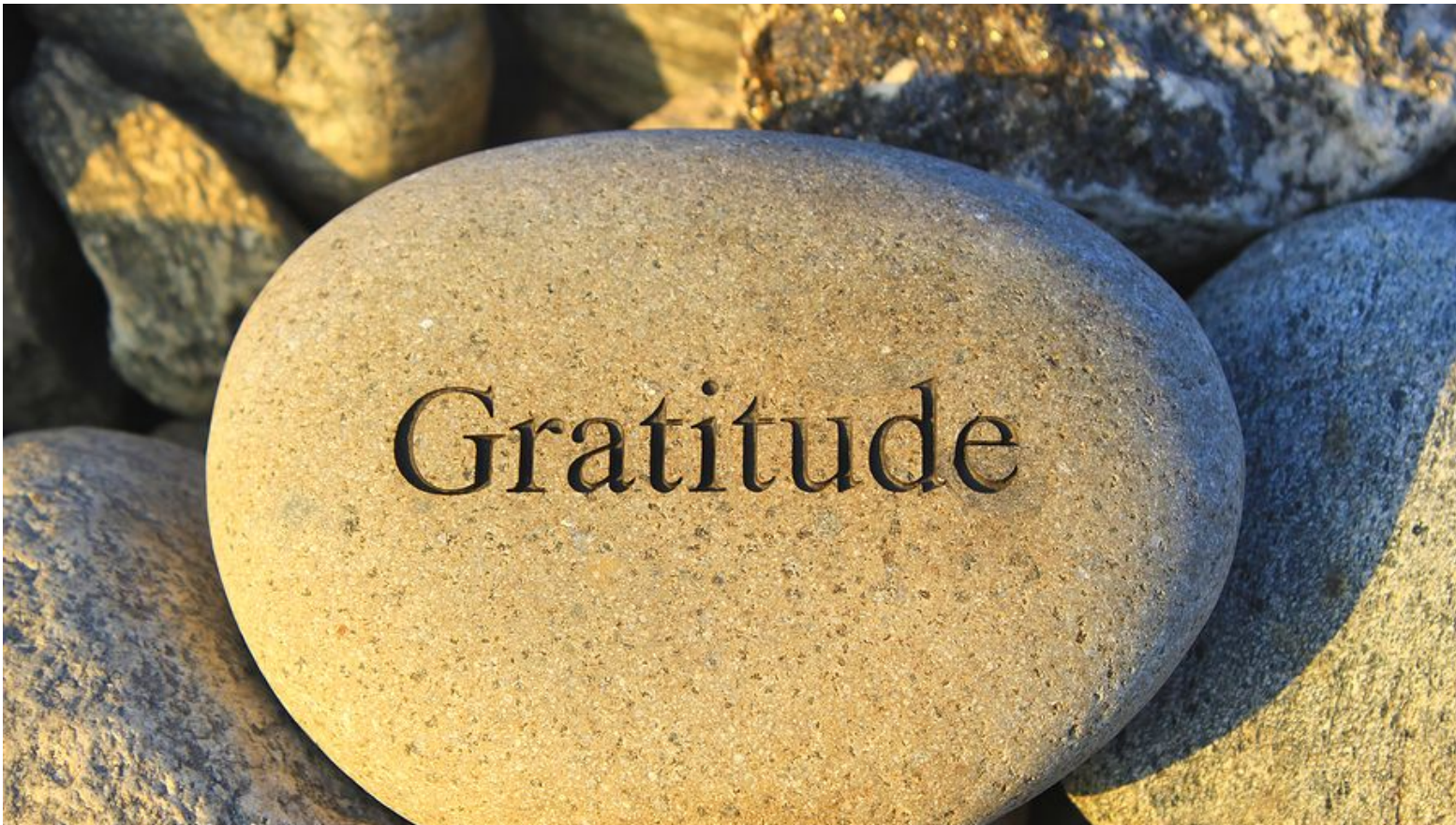
Welcome

**Christine Robinson**

President  
Philanthropy Network Greater  
Philadelphia



@philanthropyPHL | #SPARXconference



**HONORED TO THINK ALONGSIDE YOU AND TO PARTNER  
WITH EACH OF YOU INDIVIDUALLY, WITH YOUR  
ORGANIZATIONS, WITH THE ENTIRE MEMBERSHIP, WITH  
THE COMMUNITY, CONSTITUENTS, AND THE LARGER PUBLIC  
- PARTNERSHIP IS ESSENTIAL!**



Smarter giving. Greater good.



**Mission: to strengthen philanthropy in order to create a more vibrant, resilient and equitable region.**

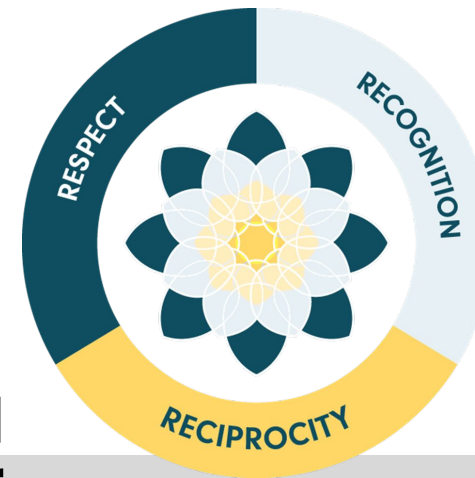


# My Family

## LESSONS FROM MY FAMILY

- Start with those directly affected FIRST and move to scale. It is not about individual growth but collective growth. Inclusion is essential “Nothing about us without us”
- Work outside the system and inside respectfully, building common ground, and not be tricked into hate. Respect builds the groundwork.
- Persistence and making a way out of no way bears fruit. For my parents, no was never an answer. My mother and father retorted, “Okay, what can we do?”
- Whether African-American or Latino, young or old, gay or straight, women, men, or transgender, with or without a disability, documented or undocumented, Muslim, experiences of marginalization are often similar: the pain of discrimination, the despair of broken dreams, and the oppression of poverty in a land of relative affluence is a struggle.

**I took these lessons forward in my own work, and they guided my process of Implementation and the trajectory of my career**



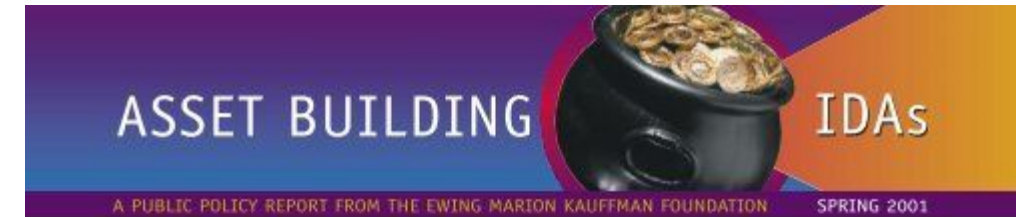


# CO-CREATION



# As Director of Poverty Programs at the Moriah Fund, I was the first funder in the US with Umni Song from the Joyce Foundation to begin funding IDA's or Individual Development Accounts.

- Matched Savings Accounts
- Originated in YouthBuild Support
- Listening to those directly affected and interested in promising pathways
- Moriah Fund board took a measured risk
- At the heart of the asset and economic development field development for more than 20 years



## Building Assets for Low-Income Americans: Individual Development Accounts (IDAs)

For most people, living the "American Dream" means buying a home, starting a business or going to college. But for many Americans the dream is seemingly unobtainable. One half of all American households have less than \$1000 in net financial assets. One third of all households (and 60 percent of African-American households) have zero or negative net financial assets. Up to 20

percent of American households do not even have a checking or savings account.

Yet we know it's impossible to save when many Americans live paycheck to paycheck and do not have the history, knowledge or cash available to help them start saving. And not being able to save continues the cycle of poverty that affects families, generations, communities, cities and the country.

*Income may feed people's stomachs, but assets change their heads.*

MICHAEL SHERRADEN, author  
*Assets and the Poor: A New American Welfare Policy*

### HOW DO WE BREAK THE CYCLE?

While welfare reform initiatives have focused on moving people from welfare to work, that may not be enough, and the idea of asset-development for low-income Americans is beginning to take hold. Individual Development Accounts (IDAs) are a tool to help individuals invest in their futures and could be a strategy for breaking the cycle of poverty.

### WHAT IS AN IDA?

An IDA is similar to an Individual Retirement Account (IRA) — it is a matched savings account that can be opened and used for specific purposes. Generally, an IDA account holder may use the account to purchase a home, seek

*continued on page 6*

## CREATING SAVINGS AND PRIDE

Regina Blackmon of Kansas City, Mo., never thought she'd be able to save money. She never thought her daughters would be proud of her and she never dreamed of running her own business. But, three years ago Regina's life took a dramatic turn when she entered the Family Asset Building Program at Heart of America Family Services. She found she could set aside \$30 a month, which she put into an Individual Development Account, and was matched by another \$60 per month.



Since 1997 Regina has been able to make home improvements and save for her children's education. Thanks to information she received through her monthly financial literacy class, she entered the First Step program at the Kauffman Center for Entrepreneurial Leadership, where she received the training she needed to open a home-based business and supplement her income. "I never saved before this," says a beaming Regina. "My daughters have always loved me, but now, they are actually proud of me." ❖

EWING MARION  
KAUFFMAN FOUNDATION



ANTI-RACISM,  
DIVERSITY & INCLUSION  
INITIATIVE BRIEFING  
CHIEF EXECUTIVE OFFICE

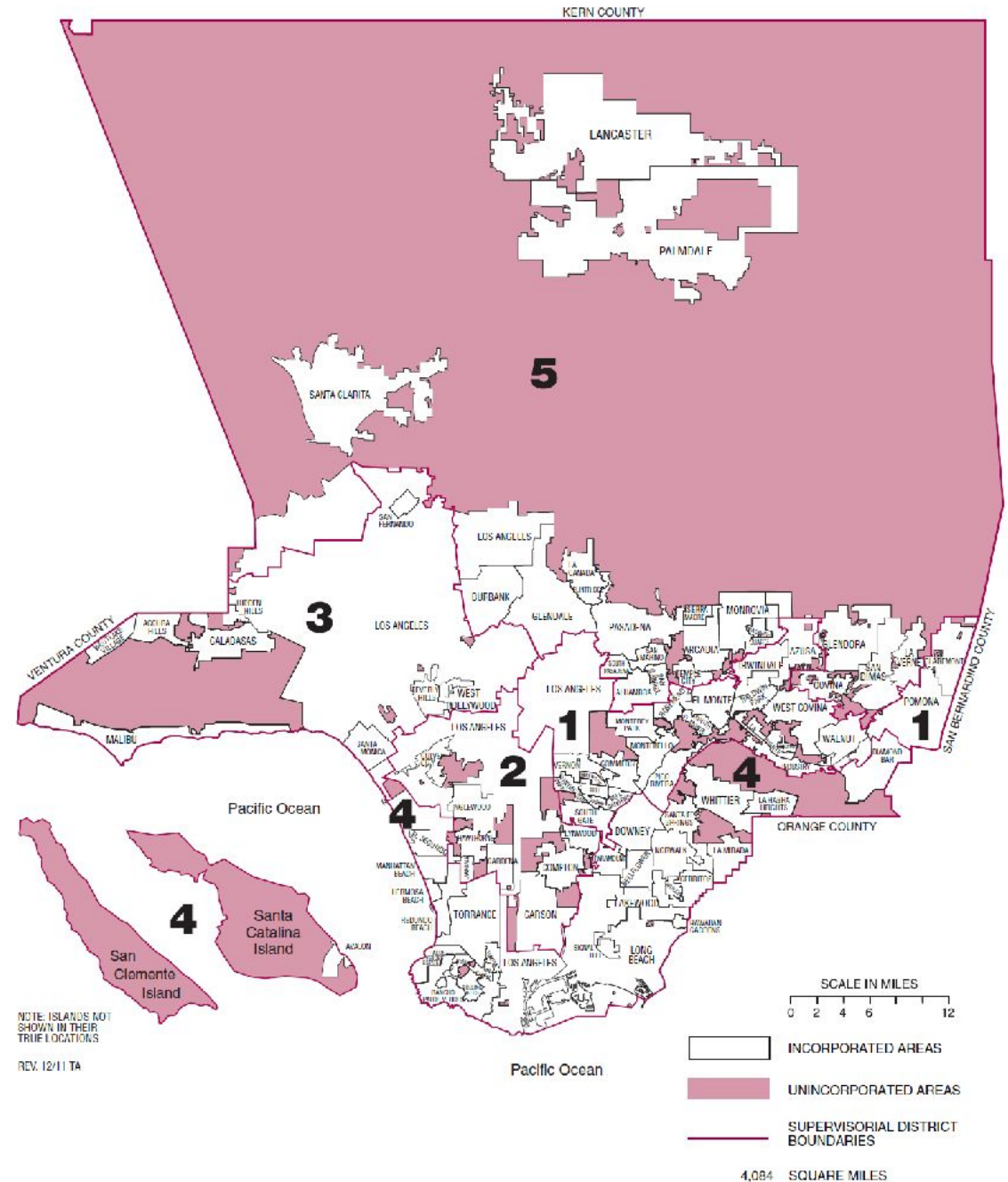


residents.

Click



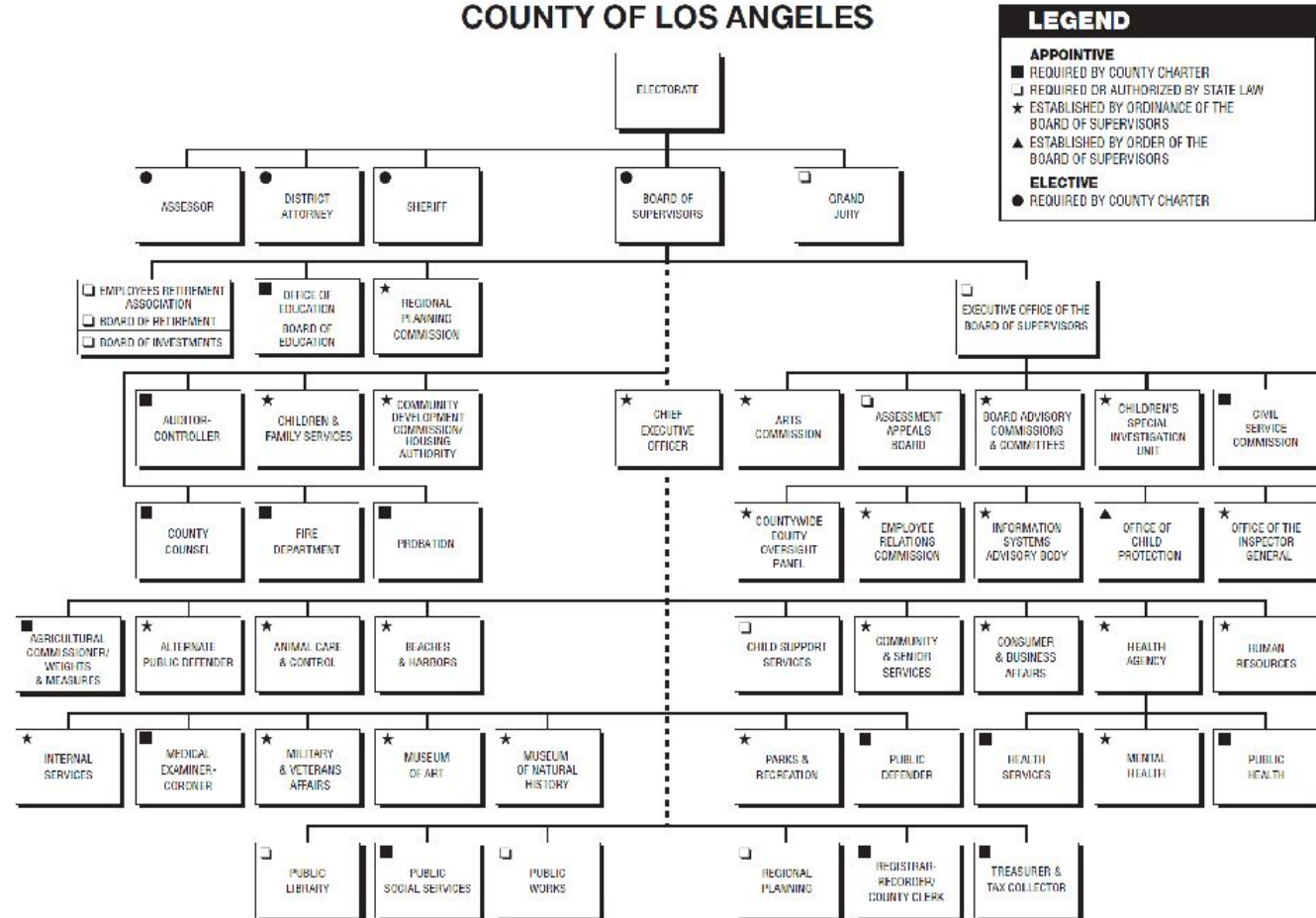
**Los Angeles County is the most populous county in the United States and in the state of California, with more than ten million inhabitants. It has the third-largest metropolitan economy in the world. With 88 incorporated cities and 80 + school districts.**



Los Angeles ARDI was established by legislation and is charged with working across all public sector and nonprofit organizations to bridge the gap between vision and community transformation.

Through a variety of leadership development processes, intentional data collection and analysis, and ongoing leadership learning programs for community changemakers, stakeholders, and public sector and nonprofit staff at all levels, **Los Angeles ARDI provides an accessible opportunity to invest in people and develop a culture of equity and belonging.**

# COUNTY OF LOS ANGELES





CREATIVE ARTS



# Library *Perspectives*

Fall 2014, Issue No. 51

## TRACY CHEVALIER TO DONATE PAPERS TO OBERLIN

**NOVELIST TRACY CHEVALIER '84** has decided to donate to Oberlin the papers related to all of her published novels. Author of seven historical novels, Chevalier is best known for *Girl with a Pearl Earring*, which sold four million copies worldwide and was made into a feature film starring Colin Firth and Scarlett Johansson. She received an honorary doctorate from Oberlin in 2013 and was also that year's Commencement speaker.

According to Chevalier, "It feels a little strange, a little early to be committing my papers to an institution while I'm still in the full bloom of writing. However, if any place feels safe and appropriate, it's Oberlin. My



Serena Creary, Tracy Chevalier, and A.J. Pettit



**FRED ROBINSON, JAZZ  
TROMBONIST:  
Louis Armstrong, Fats Waller, Cab  
Calloway, Eubie Blake, .....**

# PLANNING A SERIES OF LISTENING SESSIONS: CANDID CONVERSATIONS TO GROUND CO-CREATION







# EQUITY

HOW TO GO  
ABOUT  
LAYING THE  
FOUNDATION  
?



A vibrant sunset or sunrise over a rocky coastline. The sky is a deep blue with wispy white clouds, transitioning into a bright orange and yellow glow where the sun is setting or rising. The sun's light reflects on the water and the wet rocks in the foreground. The text "WE ALL WANT TO BE SEEN, HEARD, AND UNDERSTOOD" is overlaid in large, white, bold, sans-serif capital letters, centered across the image.

**WE ALL WANT TO  
BE SEEN, HEARD,  
AND  
UNDERSTOOD**

# Equity: Beyond DEI

- Far beyond traditional DEI, as a group we believe in an equity backbone.
- All endeavors I have been engaged in are grounded on the presumption that movements, nonprofit, and public sector excellence are only possible if they are grounded in generative organizations or systems. This is evident in the pursuit of intersectional equity within their compositions, cultures, and policies to listen to, move forward, and build upon voices of all perspectives and experiences. The foundation of equitable inclusion is paramount to secure results.

***Equity implies the promotion of just and fair belonging throughout society, creating the conditions in which everyone can participate, prosper, and reach his, her, or their full potential.***

# Ultimately each one of us cares about three things:

1. Achieving challenging goals
2. Being valued, appreciated, recognized, seen
3. Having influence, a voice that is heard, and respect







# A MAJOR PROBLEM OF THE 21<sup>ST</sup> CENTURY IS OTHERING



## Intersectional Equity

- **Designing for equity means giving everyone what they need to succeed and understand that our histories and traditions mean not everyone has had the same opportunities or ability to raise their voice or be heard.**
- **It is important to prioritize both the process and the outcome of engagement work towards equity.**



# Equality



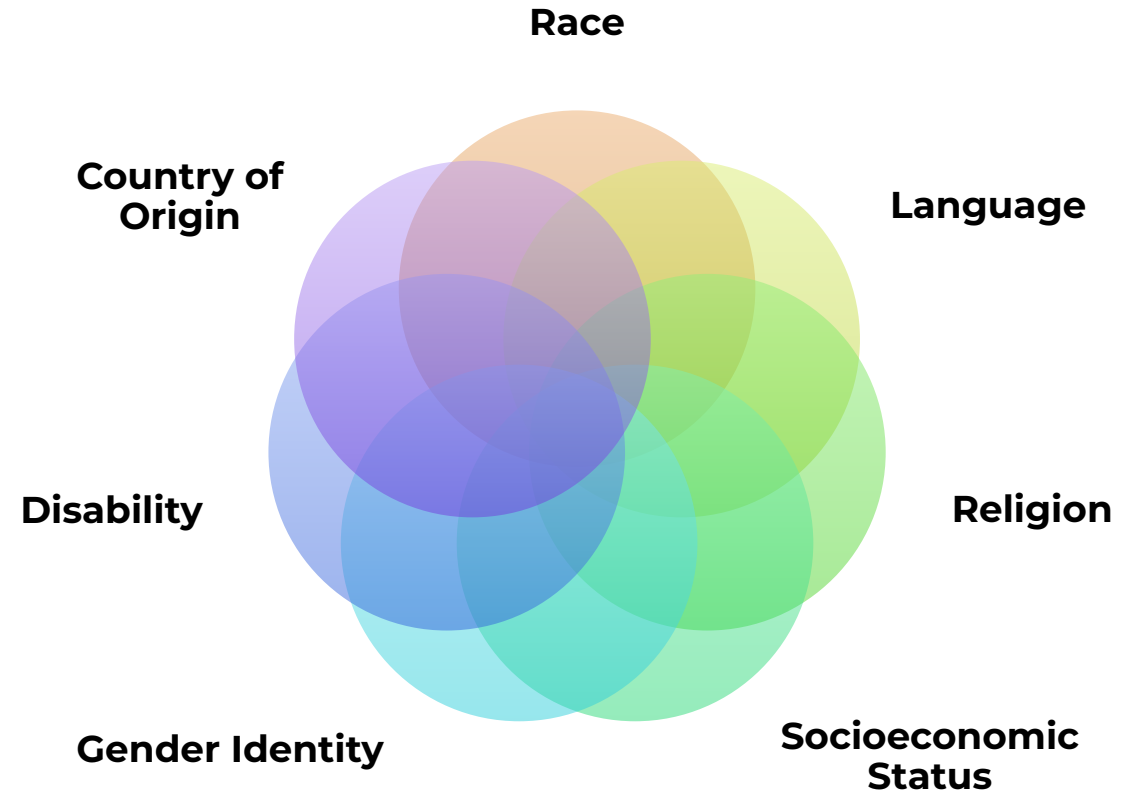
# Equity



# Intersectionalities

- Education (GPA, Rank)
- Race, ethnicity
- Country of origin
- Faith/spirituality
- Cognitive ability
- Physical ability
- Gender
- Family configuration
- Gender expression
- Gender identity
- Sexual orientation
- Language
- Socioeconomic status
- Incarceration history

Those who simultaneously belong to numerous categories may have been more marginalized.



Carbado, D. W., Crenshaw, K. W., Mays, V. M., & Tomlinson, B. (2013). "Intersectionality: Mapping the movements of a theory." *Du Bois review: social science research on race*, 10(2), 303-312.