

Diversity and Inclusiveness Sessions

At the Council's 2007 Annual Conference, the sessions on diversity and inclusive practices were standing-room-only. Given the growing interest in these practices, we've developed a special track on diversity and inclusiveness for The Summit. While these topics will be covered in other sessions throughout The Summit, this track will offer in-depth exploration and discussion, new strategies, and concrete examples of how to use diversity and inclusive practices to enhance your grantmaking effectiveness. The Summit sessions include:

MONDAY, MAY 5

A Leadership Exchange on Diversity in Philanthropy: Moving the Needle

10:30 a.m.–12:00 p.m.

During the 2007 COF Annual Conference, philanthropy leaders examined issues and strategies related to diversity and inclusivity in foundation governance, grantmaking, institutional leadership, and business practice. Since then, this unprecedented set of executive exchanges has inspired important initiatives aimed at developing more broad-based diversity and inclusiveness practices within the sector. Learn about these and other initiatives outside of philanthropy. Assess their impact and implications for the sector. Panelists will engage attendees in a dialogue about the specific role sector leaders can play in advancing efforts to promote diversity and inclusive practices in partnerships within our own institutions. Join in a rich discussion on the impact and implications of emerging strategies to make philanthropy more effective through increased diversity.

Session Co-Designers

Donna Bransford

Consultant - Marguerite Casey Foundation

Henry A.J. Ramos

Principal - Mauer Kunst Consulting

Luz A. Vega-Marquis

President & CEO - Marguerite Casey Foundation

Moderator

Sandra R. Hernández MD

Chief Executive Officer - The San Francisco Foundation

Speakers

Leslie Lowe

Board Chair - Jessie Smith Noyes Foundation, Inc.

Robert K. Ross, MD

President and CEO - The California Endowment

Sterling K. Speirn

President and CEO - W.K. Kellogg Foundation

Steve Gunderson

President and CEO - Council on Foundations

Beyond Counting:

What Can We Learn from Diversity-Related Research?

3:00 p.m.–4:30 p.m.

At this session, participants will learn about diversity research and peer learning efforts that are underway. First, staff members from the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), the Council on Foundations, and the Foundation Center will discuss a gathering they hosted last fall with researchers and grantmakers to identify and prioritize the types of diversity research the field needs. The Foundation Center staff will then share highlights from surveys they conducted with foundations and nonprofit organizations on the composition of their staffs and boards and their grantmaking practices to diverse communities. A member of a peer learning group will also share several concrete ways to collect, analyze, and report on grantmaking to diverse communities.

Session Designer

Renee B. Branch

Director, Diversity & Inclusive Practices - Council on Foundations

Moderator

Lawrence T. McGill

SVP Research - The Foundation Center

Speakers

Colin Lacon

President and CEO - Northern California Grantmakers

James Head

Director of Programs - The San Francisco Foundation

Judith A. Kroll

Director, Philanthropic Research - Council on Foundations

Thomas H. Jeavons

Executive Director - ARNOVA

Exploring the Relationships between Diversity and Inclusiveness Practices and Effective Grantmaking

3:00 p.m.–4:30 p.m.

Transparency, financial responsibility, adherence to mission, and sound operating practices are but a few of the ways grantmaking organizations measure effectiveness. What about other ecological factors such as language, cultural differences, socio-economic disparities, gender, race, and geography, or other barriers to full civic engagement? This panel will examine examples of the role diversity and inclusive practices have on the ecology of grantmaking. The session will provide new insight on the process and explore how effectiveness and the advancement of the public good sometimes can be improved by greater ecological awareness.

Session Designer

Renee B. Branch

Director, Diversity & Inclusive Practices - Council on Foundations

Moderator

Peggy Saika

President/CEO - Asian Americans/Pacific Islanders in Philanthropy

Speakers

Danielle M. Reyes

Program Officer - Eugene & Agnes E. Meyer Foundation

Ernest B. Gutierrez, Jr.

Acting President - Forum of Regional Associations of Grantmakers

Kim Hutchinson

Executive Director - Disability Funders Network

inclusive practices matter, and what is their relationship to effectiveness? Join a consideration of these questions and an exploration of the inherent tension between these two divergent positions: voluntary leadership and legislative mandate. We will be joined by a panel of individuals who will challenge and stretch our thinking while exploring concepts and issues related to diversity, effectiveness, philanthropic freedom, and legislation.

Speakers

Adam Meyerson

President - The Philanthropy Roundtable

Ann Wiener

Board Member - Jessie Smith Noyes Foundation, Inc.

I. King Jordan

Director - Theodore R. & Vivian M. Johnson Scholarship Foundation

Robert K. Ross, MD

President and CEO - The California Endowment

Xavier Becerra

Congressman (D-CA)

Race Matters in Grantmaking: Unequal Opportunities or a Level Playing Field?

10:00 a.m.–11:30 a.m.

Race is only one component of diversity and inclusive practices, but it dominates much of the public discourse. Debates range from the efficacy of colorblind decision making to institutional barriers, from the prevalence of overt racism to the role of personal responsibility. In a safe environment, panelists will discuss grantmaking effectiveness and how the inclusion of racially diverse boards, leadership and staff, and cultural competency can improve grantmakers' ability to serve racially diverse communities more effectively.

Session Designer

Renee B. Branch

Director, Diversity & Inclusive Practices - Council on Foundations

Speakers

Janet Murguia

President and CEO - National Council of La Raza

Lisa Jackson

Vice President, Research - The Center for Effective Philanthropy

Susan Batten

Senior Associate, Community Change Initiatives - The Annie E. Casey Foundation

Vicki J. Rosenberg

VP, Education, Communications & External Relations - Council of Michigan Foundations

WEDNESDAY, MAY 7

Wednesday Breakfast Plenary-Philanthropic Impact: Achieving Diversity through Leadership or Legislation?

8:00 a.m.–9:30 a.m.

What does diversity mean in philanthropy? Has the philanthropic sector defined its voluntary leadership role in diversity? How are the cherished notions of philanthropic freedom and choice in an increasingly diverse society leveraged in ways that strengthen philanthropy to achieve more effective outcomes? How does diversity relate to the individual work of individual foundations and other forms of philanthropy? Legislators and advocates have attempted to answer these questions through the introduction of legislation on diversity in philanthropy. Has the philanthropic sector had its say? Where are you in this conversation? Why do diversity and

Diversity
Philanthropy

Help us fully engage diverse talent, ideas, and experience to achieve our sector's mission and potential. To learn more, access resources, and get involved, you can visit us at www.diversityinphilanthropy.org or contact us at info@diversityinphilanthropy.org.