



2018 EIC SUMMIT AGENDA

TUESDAY, OCTOBER 9

SESSION DESCRIPTION

SPEAKERS

11:00a- 6:00p **Registration Lounge
(Lord Baltimore Hotel)**

3:00p- 3:30p **Welcome & Invocation**

Kerrien Suarez, Director,
Equity in the Center;
Dennis E. Seymour, PhD,
Board of Directors,
Baltimore American Indian
Center

3:45p- 4:45p **Opening Keynote**

"Decolonizing Wealth: Medicine to Heal Divides and Restore Balance" proposes that Native ways and worldviews offer essential guidance for transforming the access to and distribution of funding in philanthropy. With great compassion—because the Native way is to bring the oppressor into the circle of healing, understanding that healing cannot occur unless everyone is part of the process— Villanueva will challenge funders and outline Seven Steps for Healing.

Edgar Villanueva, author
and Vice President at
Schott Foundation for
Public Education

5:00p- 6:30p **Opening Plenary**

What Does Race Equity Culture Look Like in Baltimore?: Leaders of Baltimore-based organizations highlight challenges and successes in shifting organizational culture, through advocacy, programs and partnerships across the region, toward race equity and justice.

Adar Ayira, Emeritus
Advisory Member & Primary
Trainer, Baltimore Racial
Justice Action; Elizabeth
Hyleck, Director of Learning
& Engagement, Association
of Baltimore Area
Grantmakers; Nigel-Ray
Garcia, Programs Manager,
Baltimore Corps; Ashley B.
Stewart, Executive Director,
Talent and Organizational
Development, Baltimore
City Public Schools
(Moderator)

6:30p- 8:00p **Opening Reception**



2018 EIC SUMMIT AGENDA

WEDNESDAY, OCTOBER 10

SESSION DESCRIPTION

SPEAKERS

7:30a- 9:00a

Breakfast & Table Talks

Starting at 8am, attendees can participate in optional, table-based Journey Talks facilitated by nonprofit and philanthropic leaders. Discussion will focus on organizational journey to build a Race Equity Culture

Journey Talk 1: Whitney Parnell, Service Never Sleeps; Journey Talk 2: Marissa Graciosa, Planned Parenthood Federation of America, Joanna Shoffner Scott, Race Matters Institute; Journey Talk 3: Hafizah Omar and Nadia Owusu, Living Cities

9:00a- 10:15a

Opening Plenary Panel

Igniting the Sector to Advance Equity-Intersectional Equity Journeys: CHANGE Philanthropy presents TED-style talks on its members' programmatic and advocacy work to drive intersectional race equity in the philanthropic sector. A panel discussion of how their work aligns for impact will follow.

Aaron Dorfman, President, National Committee for Responsive Philanthropy; Dr. Raquel Gutierrez, Hispanics in Philanthropy; Storme Gray, Director of Programs, Emerging Practitioners in Philanthropy; Lyle Matthew Kan, Director of Research & Communications, Funders for LGBTQ Issues

10:30a- 12:00p

Panel on Building a Race Equity Culture

View from the C-Suite: Moving from Awake to Woke to Work in Grantmaking
Organizations: Panelists will discuss challenges and successes of leading internal race equity initiatives while balancing the need for external advocacy and grantee capacity-building on race equity. Dialogue will explore the role that institutional leadership, culture and fundraising strategy play in philanthropy's ability to center race equity as a moral imperative in the current political climate.

Susan Batten, President & CEO, Association of Black Foundation Executives; Kelly Brown, Director, D5 (Moderator); Tamara Copeland, President, Washington Regional Association of Grantmakers; Nicky Goren, President & CEO, Eugene and Agnes E. Meyer Foundation



2018 EIC SUMMIT AGENDA

WEDNESDAY, OCTOBER 10

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SPEAKERS

Panel on Building a Race Equity Culture

View from the C-Suite:
Moving from Awake to Woke
to Work in National Nonprofit
Organizations: panelists will
discuss challenges and
successes of building internal
capacity on race equity while
leading regional and national
program and policy
initiatives that seek to
mitigate race-based
disparities. Dialogue will
explore the role that
institutional leadership,
culture and access to funding
play in their ability to center
race equity as an imperative.

Jeffrey Bradach, Managing
Partner & Co-Founder, The
Bridgespan Group; Lynda
Gonzales-Chavez, Senior
Vice President & Chief
Diversity Officer, YMCA of
America; Lucy Mayo, Senior
Vice President; Tulaine
Montgomery, Managing
Partner, New Profit
(Moderator); Lupe Poblano,
Co-Director, CompassPoint

Panel on Intersectional Race Equity

Intersectional Equity Journeys
Continued: CHANGE
Philanthropy members from the
morning plenary session will
participate in a deeper dive
discussion of their
programmatic and advocacy
work to drive intersectional
race equity in the philanthropic
sector. Summit participants
will have the opportunity to
follow up on questions and
issues raised during the
morning's "Ignite" talks.

Aaron Dorfman, President,
National Committee for
Responsive Philanthropy;
Dr. Raquel Gutierrez,
Hispanics in Philanthropy;
Storme Gray, Director of
Programs, Emerging
Practitioners in
Philanthropy; Lyle Matthew
Kan, Director of Research &
Communications, Funders
for LGBTQ Issues

Workshop

Beating Our Equity Fail Rates:
Designing Better Learning
Interventions from the Start:
Seventy-five percent to eighty-
five percent of equity projects
fail. We misalign purpose,
outcomes, and processes
because we haven't set clear
intentions, built healthy
learning environments or
leveraged the tools necessary to
disrupt the status quo. In this
workshop, we'll explore some of
the invisible barriers to equity
projects' success and generate
creative ways to overcome them.

Nicola Chin, Founder, Up
With Community



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SPEAKERS

12:00p- 1:00p **Lunch**

1:00p- 2:30p

Panel on Intersectional Race Equity

Overburdened and Under-Resourced-- Advancing Women of Color in the Nonprofit Sector: Building Movement Project will present new research on the challenges women of color face in the nonprofit workplace. A panel will then discuss what the sector can do to challenge biases against women of color and provide support for their advancement. Dialogue will focus on strategies nonprofits and foundations can employ to build the capacity of organizations to advance their leadership.

Ofronama Biu, Senior Research Associate, Building Movement Project (Moderator); Maria Graciosa, Director of Strategic Initiatives, Planned Parenthood Federation of America; Storme Gray, Director of Programs, Emerging Practitioners in Philanthropy; Cynthia Nimmo, President & CEO, Women's Funding Network

Panel on Intersectional Race Equity

What Would an Equity Consultant Do? Strategic, Management & Operational Insights from Expert Practitioners: Race equity leaders with national consulting practices share learnings gleaned from decades supporting nonprofit and philanthropic organizations in shifting culture, operations and practice toward race equity.

Elissa Sloan Perry, Co-Director, Management Assistance Group; Guadalupe Gonzalez, CEO, Thrive Advisory; Heather Hackman, Founder, Hackman Consulting Group; Julie Nelson, Senior Vice President of Programs, Race Forward/Co-Director, Government Alliance on Race and Equity (GARE); Sean Thomas-Breitfeld, Co-Director, Building Movement Project (Moderator)



2018 EIC SUMMIT AGENDA

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SPEAKERS

Workshop 1

Working It: Action Learning: Moving an organization from Awake to Woke to Work necessitates assessment, analysis, and action. In this workshop, we will discuss utilizing action learning as a methodology to integrate equity into organizational policies, practices and culture. Given the complexity of tackling organizational policies and practices related to diversity, inclusion, and equity, an action learning approach is well suited to address the needs of creating and reinforcing an organizational culture committed to equity. Case studies of non-profit, philanthropic, and social change organizations that utilized action learning to produce concrete systemic change towards equity will be highlighted.

Beth Zemksy, Founder,
Beth Zemsky &
AssociatesMike

Workshop 2

Liberate Philanthropy- How can foundations work toward anti-racist strategies, culture, and practices? Often, philanthropy proposes to address sector-wide racial disparities in giving and policy through support of people of color, indigenous-led or grassroots groups, as well as through DEI trainings for foundation staff and leadership. But, are we working to confront how our sector perpetuates systemic racism? How might we deepen our approach and implementation to include a power analysis and the potential for more transformative practices in our work? Part working session, part presentation and, potentially, part power mapping game, this workshop will support foundations and PSOs in identifying how to move from Awake to Woke to Work.

Caitlin Duffy, Senior Associate for Learning and Engagement, National Center for Responsive Philanthropy; David Moy, Senior Program Officer, Hyams Foundation; Jennifer Near, Program Director, Justice Funders



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SPEAKERS

2:30p- 2:45p **Coffee Break**

2:45p- 3:45p **"Unconference"
Sessions**

Participants can organize informal discussion groups on topics of interest

Workshop 1

Let's Re-imagine Evaluation - Equitable Evaluation: This session will encourage participants to embrace evaluation as tool for change and a practice that supports understanding and documentation of progress towards equity. Learning objectives include sharing the evolution of evaluation in the philanthropic and nonprofit sectors, discussing how traditional evaluation is implicitly privileged, exploring emerging trends in equity and evaluation, and reviewing equitable evaluation approaches.

Jara Dean-Coffey,
Founder, Luminare
Group/Equitable
Evaluation Initiative

Workshop 2

Equity=Everything: How does white supremacist culture show up in our organizations, and what role do we play in decentering and dismantling that culture? How can we accelerate equity cross-functionally, integrating it into every component of our work? In this workshop, you'll roll up your sleeves, bring out the markers and post-it notes, and embark on an interactive exploration of what a more inclusive organizational approach might look like!

Kimberly Diaz, Founder,
OneTILT; Andrew Daub,
Founder, OneTILT



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SESSION DESCRIPTION

SPEAKERS

Workshop 3

Anti-Oppression is About Healing: This workshop focuses on how nonprofits can engage in policy design through an anti-oppressive lens. We'll discuss how white supremacy and gender bias seep into the contemporary frameworks of nonprofit culture, and how preemptive action is needed to root out systems of marginalization we may find hard to see. We'll explore case studies from organizations where leadership chose to decenter and dismantle colonialist ideals, such as "saving" and "helping" communities, offering partners, employees, and communities permission to heal through unfiltered discussions of injustice and its impact in their lives.

McKensie Mack, Founder,
ART+FEMINISM

Workshop 4

Getting to Work: Managing Succession With Race and Gender at the Center: Advancing from Awake to Woke to Work requires that we ask challenging questions of ourselves; interrogate our assumptions and how they play out in our professional practice; and work in new ways across our organizations to create environments in which all staff can advance. This workshop targets one key leadership development practice, Succession Management. Through a case-based approach, participants will learn how they can take steps in their own organizations to assess and support talent equitably and over time.

Markovits, Partner,
Achieve Mission; Mikaela
Seligman, Executive
Director, Achieve Mission;
Tamika Mason, CEO, Build
For Mission



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SESSION DESCRIPTION

SPEAKERS

3:45p- 4:15p

**Networking &
Snack Break**

4:15p- 5:15p

Closing Keynote

Facing Whiteness: Even in spaces where racism is named, there is often a lack of willingness to call attention to whiteness as the core driving dynamic of racial oppression in the US. Hackman will explore white privilege and supremacy as the continual catalyst for structural racism, and highlight the role of white leaders in dismantling a system designed to preference them and oppress Native people and people of color.

Heather Hackman,
Hackman Consulting Group

5:30p- 7:00p

**Invitation-Only
Funders
Reception
(Magdalena, 205
East Biddle
Street, Baltimore,
MD 21202)**

Funders and staff of philanthropy-serving organizations are invited to a reception.

**Optional Dine-
Arounds
(Restaurants TBD)**

Attendees are invited to participate in dine-arounds on topics tied to Summit themes.



2018 EIC SUMMIT AGENDA

THURSDAY, OCTOBER 11

SESSION DESCRIPTION

SPEAKERS

8:30a- 5:00p

People's Institute for Survival and Beyond "Undoing Racism" Training (Location: Frontline Solutions, 25 West Fayette Street, Baltimore, MD 21201)

Through dialogue, reflection, role-playing, strategic planning and presentations, "Undoing Racism" challenges participants to analyze the structures of power and privilege that hinder social equity and prepares them to be effective organizers for justice. Learning objectives for the session can be found at <http://www.pisab.org/programs/>. Agenda: 8:30-9a: Breakfast; 9a-5p: Training (Lunch: 12:30-1:30p)

Ron Chisom, Co-Founder; Dr. Kimberly Bryant, Trainer; People's Institute for Survival and Beyond