

Greater Milwaukee Foundation Diversity, Inclusion, and Equity

Next Steps (revised 12/20/02)

Overall Structure and Approach

The basic plan is to structure our work according to the six functional areas that we used at the staff retreat: administration/business relations; communications/public relations; donor services/development; program; governance; and community leadership. A 12-person steering committee will be formed to initiate and provide general oversight. It will consist of the department heads and Doug (governance) and Jane (community leadership) and one other person from each department, and two others for the governance and community leadership areas.

All staff will be assigned to the six work groups similar to what we did at the retreat although not necessarily the same groups as at the retreat. The composition of the groups will again be cross-departmental. (Attached is a copy of our Staff List by Work Groups.)

Role of Steering Committee

<u>Actions</u>	<u>Status</u>
• Determine the composition of the work groups	Completed
• Develop a timeline and agenda for the initial work	Completed
• Frame overall Foundation values as relates to Proposed Statement diversity, inclusion, and equity	Review
• Identify opportunities for continuing education process/Ongoing and awareness building	In

Role of Work Groups

<u>Actions</u>	<u>Status</u>
• Review and refine the list of strengths and weaknesses in each area that were identified at the retreat	Completed
• Determine how we would measure success, both short-term (next 12 months) and longer term (3 years), related to diversity for each area	In Discussion
• Determine the specific practical steps that we will have	Ongoing

to take in order to achieve success, including a timeline

- What additional support do we need, external and internal, Consideration in order to do this Under
- Provide periodic updates at the general staff meetings Ongoing
- Develop list of ideas for cultural diversity orientation Discussed At To Be
and continuing education Next Steering Committee Meeting

Time Frame

We would hope to have the work groups complete the above by the end of the year, recognizing that implementation will be ongoing.

Mission Statement

Following is the proposed mission statement borrowed from the Kalamazoo Community Foundation:

The Greater Milwaukee Foundation(Foundation) respects and celebrates diversity that contributes to a healthy, caring community. The Foundation commits its resources to change in ways that signal to groups with diverse cultures, philosophies, and experiences that they are welcome partners in its efforts.

The Foundations Special Grantmaking Priorities currently state:

We encourage organizations to consider addressing these priorities in all fields of interest for improving understanding among people of different backgrounds through support of efforts addressing issues of racial, cultural, and economic diversity.

Other Activities

To date staff has taken the following steps to develop resources and improve our awareness around diversity, inclusion, and equity.

1. Foundation has supported two special events for the first time, including purchasing tickets for the Wisconsin African American Women's Annual Hat Luncheon and Project Equality's Annual "Faces of Diversity" Benefit.

2. Board of Directors approved the removal of *certain* appointing authorities for selection of new members to provide more flexibility in appointing persons of color.
3. Foundation supported the creation of the Lesbian, Gay, and Bi-sexual Transgender Initiative. To date, an Advisory Board was convened and a \$50,000 grant over two years has been awarded. (Jim & Sernorma will serve on the Advisory Board.)
4. Foundation approved a \$25,000 grant to Project Equality to expand its equal employment opportunity program services.

5. A Vendor Directory is being developed to assist us with contracting opportunities. (Excerpts of draft attached.) Sernorma has met with the State's representative for Minority Business Enterprise to discuss opportunities in coordinating our efforts. The State and Milwaukee County's Business

Enterprise Program staff agreed to assist the Foundation in developing the vendor directory and screening vendors based on performance.

6. Jim has met with representatives of the Greater Milwaukee Committee (GMC) to expand our awareness of corporate support and activities around diversity, inclusion, and equity. Attached is a summary of those discussions (blue handout).
7. Geneva recommended Sernorma to serve on the University of Wisconsin – Milwaukee's (UW-M) newly created Center for Workforce Diversity Search & Screen Committee for an Executive Director. Sernorma played an active role in the search and interview process. Two final candidates have been interviewed. Selection is pending decisions by the Dean, School of Business, and the Chancellor of the University. (Note that this is the same Center referenced in Jim's notes about the GMC.)
8. Sernorma is participating in a seven week workshop series entitled "Creating Inclusive Community Leaders," co-sponsored by the YWCA of Greater Milwaukee and Project Equality of Milwaukee.
9. The YWCA was invited to submit a proposal in support of a new Racial Justice Institute program.
10. Sernorma & Jim presented to the African American Leader's Forum for Fund Development in November. Doug taught the class in October and Geneva will be teaching the next session.
11. The African American Women's Project Fund presented its first grants on the evening of Sat., Nov. 16th. Mary Beth, Kathryn, and Doris attended.
12. The Finance Department invested \$100,000 Certificate of Deposit with Legacy Bancorp more than one year ago.