

Philanthropy West Virginia's Equity & Inclusion Working Group

In order to live and lead with our organizational value of inclusion, Philanthropy WV has set the following short and long term goals to lead with inclusion through our internal and external practices, policies, processes, and culture.

Short-Term Goals *(several are currently underway):*

- Create and advance a Equity & Inclusion Working Group representative of Philanthropy West Virginia members who have interest, expertise, and/or lived experience in the areas of equity and inclusion.
- With the Equity & Inclusion Working Group setting the focus and definition of equity, Philanthropy WV staff will evaluate and ensure all programs lead with inclusion as to our speakers, panelists, and trainers coming from a diversity of backgrounds and expertise.
- Initiate in-depth learning and training for our members as well as our staff by both hosting programs and learning cohorts for our members (*CEOs, staff, board members, advisors, and donors*) and staff to learn, understand, and lead better on inclusion.
- Develop an equity self-assessment tool that will be made available to the members starting with the Equity & Inclusion Working Group. Once the tool has been refined, it will be shared out to all members to participate. create a report summarizing the results which can be shared with the membership.
- Create a resource page on the website where we can collect and share useful tools, articles, sample documents, and/or recommendations for speakers, trainers, consultants, and issue experts.
- Create resources and contact lists to improve outreach for funders to inform, invite, and increase grantmaking for organizations led by and/or serving people of color
- Review our hiring processes and internal operations from an equity and inclusion standpoint. This includes: creating a value statement of diversity, equity, and inclusion; documenting our lessons learned from new 2021 hiring processes to inform future hiring within the organization, and share the results with our members.
- Host regular (quarterly or bi-monthly) peer sharing and learning for members who are in the process of making changes to their organization's equity and inclusion practices.

Long-Term Goals:

- Review and revise our internal policies from an equity and inclusion standpoint by facilitating an internal "equity" audit. .
- Expand the programming available to our members that explicitly leads with and is focused on equity and inclusion
- In programs that are not explicitly about equity and inclusion, still use those principles to plan and analyze the program, so that we are having thoughtful conversations about who is included in the program, who is most impacted by the topic discussed etc.
- Obtain funding for a Distinguished Fellow or Scholar In- Residence who will serve as a staff leader focused on equity and inclusion issues to guide the organization and support our members.
- Pursue funding opportunities that will allow us to improve our programming, internal capacity, and offer regrating funds to member organizations.
- Work with members and peer organizations on a plan for diverse talent development and finding potential future philanthropic leaders (board members, CEOs, staff, advisors, and donors) through mentorship
- Develop regular peer groups/roundtables for members to learn, develop, and implement improved practices, policies, and processes within their organizations.
- Develop a framework, training, and technical assistance that assist philanthropy and nonprofits in diversifying leadership and ensuring funding is done through an equity lens.