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Top of the Month

Connecting our Membership Community

February 2021

FEATURE ARTICLES



"We have pledged to bring diversity, equity, and inclusion to the forefront in our organizational focus, membership and grant-making."

Impact100 Metro Denver Board of Directors Statement of Solidarity

Those of us who have not lived the daily trauma of systemic racism or with the pain of marginalization by discrimination, have a responsibility and call to action to undertake a learning journey. Impact 100 is tapping into the energy and creativity of our members to develop a program of events and resources to provide a widened perspective in DEI. Board chair Serena Bruzgo captures it well - we look to "inspire, inform and involve" all of us in making a transformative change from within our organization.

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and racism. In the days and months following George Floyd's death, protests emerged nationwide to reignite a groundswell movement for racial justice and renewed call for civil rights.

Our Board made a promise to membership and community with this *Statement of Solidarity*; "Moving forward, Impact100 Metro Denver commits to listening, learning, and taking action to do our part in social justice reform. This work will be reflected in 1) our strategic plan, 2) robust learning and educational opportunities that address systemic racism, and 3) identifying improvements to make all aspects of our work equitable and inclusive."

In the last quarter of 2020, the Board established the DEI Learning and DEI Granting committees whose leadership teams have worked to format a strategic plan to deliver on these objectives.

In coming issues we'll explore how diversity, equity, and inclusion is taking shape as a strong philanthropic strategy for Impact100 MD organizationally, us as individual members and communities we serve. We'll discuss how DEI is challenging us with new discovery and identify the positive changes we are seeing in ourselves.



As a dedicated advocate of social justice and humanitarian causes, Impact100 Metro Denver member Yolanda Webb offered the Board her counsel and invaluable expertise as a Behavior Specialist to provide a contextual framework within which they could learn, prepare, align and commit to lead the journey to greater organizational equity.

To say Yolanda Webb wears many hats is a gross understatement. Yolanda is the Founder/CEO and Principal Advisor of the Webb Advisory Group, LLC a national

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Yolanda also serves as Director of the Colorado Department Human Services' (CDHS) Office of Adult, Aging and Disability Services. She has worked in human service roles for more than twenty-five years and is the author of five books.

In preparation, Board members participated in a DEI Environmental scan. The survey gave participants a glimpse into the internal, external, qualitative and quantitative factors that could potentially impact how they engage. These insights provided a basis of understanding from which they will work going forward.

The "Tool Kit" Yolanda's program is providing to the Board will help:

1. Provide a context of information to help members understand commonly used terminology so they are all having the same conversation
2. Provide a starting point or baseline in which to begin culturally competent discussions
3. Develop an action plan framework with associated priorities
4. Assess our organization for future DEI growth potential and identify areas of behavioral change that may be required
5. Help our organization improve communication

The 21-Day Challenge

To expand the learning process, Yolanda also encouraged Board members to participate in a 21-Day Challenge featured during Black History Month. Board members were paired and each person asked to undertake one action a day for 21 days to further their understanding of diversity, equity and inclusion. Actions could include reading an article, listening to a podcast, watching a video or doing an observation exercise. Members logged and tracked their unique experiences and personal thoughts and discussed what they were learning with their teammate.

Sue Gallanter and Esther Starrels teamed for the Challenge. Sue reported her experience "totally changed how she viewed diversity" – and that she is now seeing and evaluating diversity in a much broader framework. She also noted the discussions she and Esther shared about their daily exercises and experiences really connected them and deepened their understanding and appreciation of what they were learning. Esther's experience gave rise to a "call to action" that resonated with her personally.

The Board Challenge ended on February 21st. Board members will be reviewing their experiences and outcomes in mid-March with the intent of providing all interested Impact members the same opportunity to participate in the Challenge in coming months. While this program does require a 21-day commitment of teaming and learning, as Sue and Esther can attest, the impact may last a lifetime.

“Metro Denver will have a diverse and significant community of intentional and informed women philanthropists whose contributions will have legacy impact.”

DEI in our Granting

By Sandy Cook and Judy Albers

Equity (working definition): “Equity would be the condition that would be achieved if one’s identity no longer predicted how one fared in life.”

Impact100 Metro Denver, along with all types of philanthropic organizations (corporate foundations community foundations, giving circles, and others) is assessing its grant-making practices in the context of diversity, equity and inclusion; as well as the growing movement toward “trust-based philanthropy.”

We are exploring ways to demonstrate our commitment to equity by assessing our current requirements and processes from two perspectives:

- our criteria and decision-making processes (eligibility, types of work we support, information we request from prospective grantees.)
- expand the pool of nonprofits eligible for our consideration with particular attention to BIPOC serving and led nonprofits

The first phase of our work (Jan-March) is learning from the work of local foundations, and collective giving organizations nationally as they are adjusting grant making processes. The next phase will include asking our members, nonprofits and others in the community for their perspectives and input.

We will make recommendations for board consideration at its July 2021 board retreat. The recommendations are likely to include both short and longer-term enhancements to our grant making process.

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Sharpening Our Focus: Trends in Giving, COVID and Social Services

Thursday, March 11 at 6pm

Kelly Dunkin, CEO and President of Community First Foundation, will explore national and Colorado-specific indicators and trends to help understand how COVID has impacted social services.

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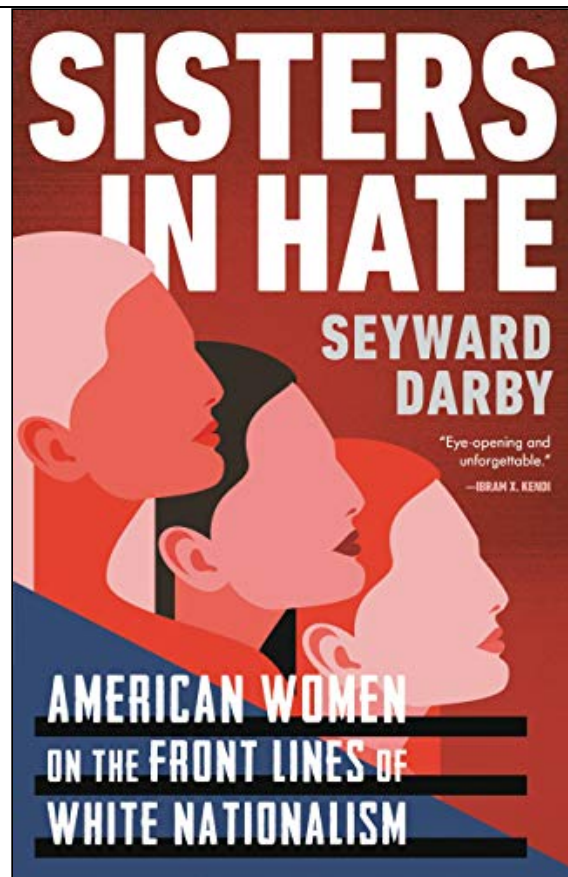
BOOK GROUP DISCUSSION

Wednesday May 19 at 6:30pm

Sisters in Hate by Seyward Darby
American women on the front lines of White nationalism

Portraits of three contemporary American women and the movement that unites them: white supremacy. Portraits of three contemporary American women and the movement that unites them: white supremacy. The author examines why these women were drawn to beliefs that most of us find abhorrent and how feminism, misogyny and the search for connection play a part in their decision to choose hate.

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Sharpening Our Focus: Health Equity

Original Event Date, January 12, 2021

Watch the Zoom event recording to gain an understanding of opportunities and barriers that communities face to attain equal access in health and health resources.

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THIS MONTHS MUST READS

Article and Resource Links

Throughout Impact 100's monthly calendars, you will see more invitations to connect as we learn how to become trusted allies in the pursuit of social justice in our grant-making, communities and personal interactions.

"White Privilege: Unpacking the Invisible Knapsack" By Peggy McIntosh

"I was taught to see racism only in individual acts of meanness, not in invisible systems conferring dominance on my group. White privilege is like an invisible weightless knapsack of special provisions, maps, passports, codebooks, visas, clothes, tools and blank checks."

https://www.wcwoonline.org/images/pdf/Knapsack_plus_Notes-Peggy_McIntosh.pdf

Anti-racism Resources for Allies, Words to Know

HARVARD Faculty of Arts and Sciences

"...simply not being a racist is insufficient in eradicating the problem. We must work on actively becoming Anti-Racist in order to properly push back against the system that oppresses Black, Indigenous, People of Color (BIPOC)... We hope that these resources will prove helpful in the journey towards a more equal, united America."

<https://projects.iq.harvard.edu/antiracismresources/allies>

Topics / Building Anti-Racist Organization

Philanos – Multiple resource tools

"As a network, we will use our voice to help drive change and support the path to healing...Philanos supports affiliates that prioritize diversity, equity, and inclusion (DEI) in their philanthropy...because all people deserve to live full and abundant lives free of prejudice, discrimination and oppression."

<https://philanos.org/Anti-Racist-Organizations>

We thank our members and friends in Denver's BIPOC (Black, Indigenous and People of Color) communities who have graciously and patiently shared their expertise as we continue on this path together.

Measuring our impact on 2020 Grants Awards recipients and those they serve



ROCKY MOUNTAIN
children's
law center

ROCKY MOUNTAIN CHILDREN'S LAW CENTER - 2020 Grant Award \$100,000

<http://www.childlawcenter.org>

The Impact of Our Giving - Thanks to the Impact 100 grant, RMCLC has transformed how the young adult legal advocacy program supports young people and significantly increase the number of young people served by: 1) developing and implementing the clinic model and 2) training volunteer attorneys and allocating time of additional RMCLC staff to the program.

Amplifying Issues Impacting Children and Youth

Since 2012, the Rocky Mountain Children's Law Center has sponsored The Children's Caucus, a multi-event forum for legislators to discuss the challenges facing Colorado youth and work together to develop policy recommendations to strengthen families. This year, we will host four Caucus events during the General Assembly session. After each virtual event, a recording of the discussion will be made available to the public via our Rocky Mountain Children's Law Center's Facebook page and website (). We hope that you'll tune in and learn more about these crucial topics www.childlawcenter.org

Here is the full 2021 Children's Caucus schedule

February 25 – Project Foster Power: Youth Leaders Share Their 2021 Priorities

March 11 – The Impact of COVID-19 on Children's Mental Health

March 25 – Human Services' Response to COVID-19 and the Needs of Families

April 22 – Working to End Youth Homelessness

In addition to direct legal advocacy on behalf of children and youth who have experienced trauma or instability, the Rocky Mountain Children's Law Center engages in universal advocacy for systemic changes so children and families don't have to experience the same struggles in the future. One of the ways we support change within our systems is by hosting the Colorado Children's Caucus, a series of

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critical issues impacting young people in the state in the hopes of supporting healthy communities.

BRIDGE HOUSE

LET'S GET IT DONE

The Bridge House – 2020 Grant Award \$55,200

<https://boulderbridgehouse.org/>



the blue bench

Ending sexual assault
through prevention & care

The Blue Bench – 2019 Grant Award \$36,800

<https://thebluebench.org/>

The Impact of Our Giving - Impact 100's grant enabled the Blue Bench to adapt its Prevention Education services to virtual modules that schools can select on an a la carte basis. These virtual BB modules provide the flexibility to meet both virtually and in-person needs of school districts and provide service to non-school organizations such as Boy Scouts and church groups. The grant also supported staff retraining, purchase of new computers, webcams, and microphones, and opening new Zoom accounts to allow for longer sessions with more participants. A huge transformational change for both staff and clients is the ability to all but eliminate the waiting list for services for survivors of sexual violence through a "more streamlined delivery of services".

Keeping Our Commitments Ongoing

Providing continued support to our past Grants Awardees

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CALL TO ACTION: VOLUNTEERS NEEDED

ROCKY MOUNTAIN CHILDREN'S LAW CENTER is looking for attorneys interested in taking on pro bono cases. Contact Lauren Rafter, staff attorney at lrafter@childlawcenter.org

THE BLUE BENCH has several volunteer opportunities:

1. Hot line responders who answer phone calls from victims, and family and friends of survivors. This requires 35-40 hours of training by BB staff.
2. Special events including annual August Golf tournament. Date TBD
3. Forming a coalition of outreach ambassadors to get BB message & mission out. This is to help replace the visibility and revenue from their neighborhood canvassing which previously raised \$700,000 - 35-40% of operating funds. They want to reach neighborhood associations and churches.
4. Amazon wish list for survivor needs:

https://www.amazon.com/hz/wishlist/ls/1MVGTM72HZGLG?ref_=wl_share

Respond to: Chase Whisenhut at cwhisenhunt@thebluebench.org

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