

Inclusivity Fund Advisory Committee
December 5, 2018

Present Committee Members: Co-Chair Damon Barry, Co-Chair Benita Duran, Secretary Tony Garcia, Maruca Salazar, Susan Jenson, Regan Linton, Will Chan, Malik Robinson, Tariana Navas-Nieves, Jasmine Crane, Susan France

Present SCFD Staff: Deborah Jordy

Absent Committee Members: Anthony Aragon, Chip Walton, Dan Hopkins, David Atekpazin Young, Crisanta Duran

Present Public Participants: Khadija Haynes

Mile High United Way Staff: Jo-Ann Scharmann, Chief Financial Officer; Eddie Koen, Chief Impact Officer; Karla Maraccini, Vice President of Community Impact and Strategy; Roweena Naidoo, Senior Director, Policy and Impact Investing; Michael Burke, Senior Director, Finance; Kevin Coffey, Grants and Contracts Accountant; Robert Neumann, Coordinator, Community Investment Division Programs

1. Welcome, Introductions & Lunch

The meeting was called to order at 11:50 a.m.

2. Discussion of contract with Mile High United Way

Description of contract process with initial draft, comments, and need for approval by the end of the year.

Biggest discussion item: What is the role of Inclusivity Fund Committee and what role will MHUW provide? Need to determine the best practices for operation.

Tony Garcia made a motion to approve the contract with MHUW. Malik Robinson seconded the motion. The motion passed unanimously.

Co-chair Damon Barry and Deborah Jordy will contact the Tier I organizations, announce the agreement, and introduce Jo-Ann Scharmann and Mile High United Way.

Thank you was extended to everyone for their work on the contract.

3. Decision-making Process

Karla described a process around decision-making, highlighting the "Fist Of Five" process, asking for a group decision of 3 or higher to move forward on positions. The committee agreed.

4. Survey Results

Eddie Koen discussed the survey results, highlighting that Values, Role Clarity, and Grant Structure lead the categories. This discussion led to small group work developing aspirational statements for the Tier III organizations, Advisory Committee, and Community.

- Tier III Perspective: "We are being responsive in building support systems for Tier III organizations."

- Advisory Committee Perspective: "Create the mechanism for identifying criteria for how organizations can participate." "Build the model for change and equitable investments."
- Community Voice Perspective: "A thriving artistic community deserving of financial support"

The committee then brainstormed a series of values which fell in line with the aspirational statements developed by the small groups: Integrity, Trust, Transparency, Generosity, Equity, Commitment, Investment, Rootedness, Civic duty, Consistency, Tolerance, Openness, Bravery, Kindness, Sincerity, Global, Honesty, Heart, Liberation, Humility, and Constructiveness.

Each committee member was asked to vote three times to highlight the values they think are most important. The top three values, per votes, were Transparency, Equity, and Integrity. All values passed, via committee evaluation using the Fist of Five process.

5. Break

The committee took a short break at 12:46 p.m.

6. Framing the Discussion

Using the values decided on by the committee, the group was asked to evaluate three options for the grant structure and process as presented by Roweena Naidoo from Mile High United Way.

- Option 1: MHUW leads review of all applications and decisions
- Option 2: MHUW reviews all applications and provide grant summaries to the committee for review, letting the committee make the final decisions (Recommended by MHUW)
- Option 3: A sub-committee from within the larger committee will review all grant submissions, making decisions for the larger group

After discussion it was decided that the Advisory Committee would move forward with Option 2, including an option for committee members to choose to not participate in the application review. Additionally, a community review process would be built into the grant review process, using community voices and committee members to review the grants and make recommendations to the committee.

Damon Barry moved to approve Roweena's recommendation with the changes provided above. Tony seconded the motion. The motion passed, with no dissenting votes, and one vote abstention from Tariana Navas-Nieves.

7. Timeline and Next Steps

Roweena Naidoo from Mile High United Way presented the next steps for discussion at a future meeting, including specific discussion topics and clarity of roles for the Advisory Committee, Mile High United Way, Applicants, and the general public. A question was asked about who would be responsible for making annual reports on funding, which Roweena stated MHUW would handle.

Benita Duran asked about confidentiality and how that affects the public. The confidentiality piece mentioned during the role clarity discussion was intended for grant review volunteers and the information submitted by potential grantees, not as an effort to obscure processes from the public.

Benita asked about the timing around the inclusivity grant process and whether this schedule would impact other SCFD funding. It was thought that additional funding through this process works well with the existing schedule.

8. Public Comment

There were no public comments made during the meeting.

9. Parking Lot

Items submitted for future discussion included:

- Tony presented a question around providing training for multi-year grantees. The inclusion of financial training and assessment could be included in the process and would open the conversation of the possibility of multi-year grant requests. It would help encourage organizations to explore that element of longer range change.
- How can the grant help mentor organizations in how to approach growth? Can a third-party be brought in to help move organizations ahead?
- Committee needs to confirm who is involved for the long-term process. Are the committee members prepared to commit? What would be criteria for membership, terms and responsibilities.
- The granting process could include organizational assessments or tools as part of the participation.
- Organizational succession needs, planning and implementation funding could be explored as organizations address long-term health.

10. Adjournment

The meeting adjourned at 1:42 p.m.

Next meeting is planned for January 9th, 2019 at 11:30 a.m. at the Mile High United Way. Plan to discuss an ongoing meeting schedule at that meeting.