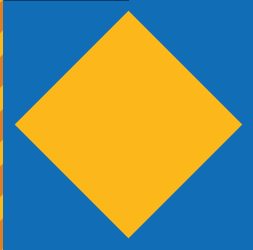




**ABFE**

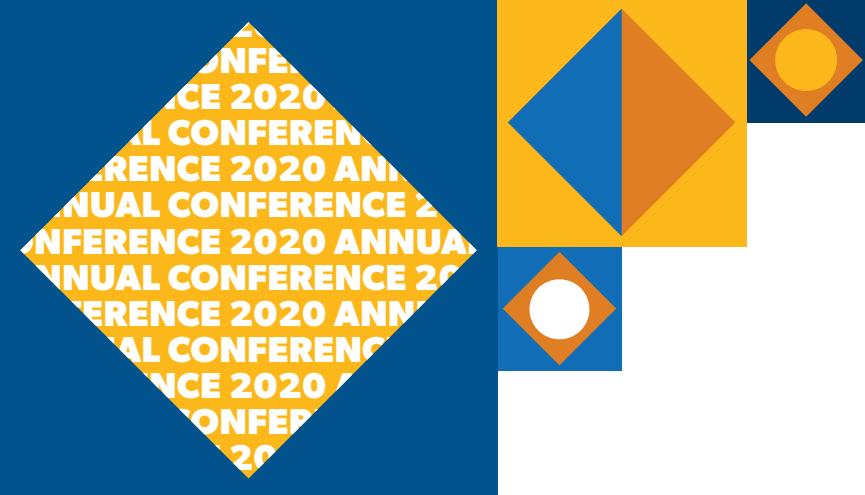
A Philanthropic Partnership for Black Communities



2020 ANNUAL CONFERENCE

# Harambee

Let's All Pull Together



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# About ABFE

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ABFE is a membership-based philanthropic organization that advocates for responsive and transformative investments in Black communities. Partnering with foundations, nonprofits and individuals, ABFE provides its members with professional development and technical assistance resources that further the philanthropic sector's connection and responsiveness to issues of equality, diversity and inclusion. Established in 1971 as the Association of Black Foundation Executives, the organization is credited with being the first philanthropic affinity group in the nation.

## MISSION

To promote effective and responsive philanthropy in Black communities.

## VISION

ABFE is central to a movement of philanthropic entities, donors and nonprofits to improve outcomes for Black communities and the country as a whole.

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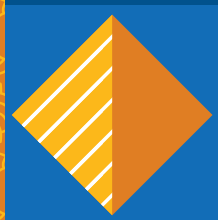
**For more information, visit [ABFE.org](https://www.abfe.org).**

 @ABFE

 @ABFE

 @ABFEPhilanthropy

 @ABFEPhilanthropy



# Welcome Letter

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April 15, 2020

Dear ABFE Colleagues:

We live in extraordinary and challenging times. COVID-19 has taken over the world, our news, our work lives, our inboxes, and our homes. Our daily routines are extremely different and exhausting. For those of us fortunate enough to work from home, we must continue to social distance and stay home. For those heroes on the front lines, we must find meaningful ways to support you to keep you healthy and safe. What we suspected just a few weeks ago, things will get worse before getting better, but the virus will not stop our work.

**Harambee** is a Kenyan tradition of community self-help, fundraising and development. Its literal translation in Swahili is “all pull together.” The Board and staff of ABFE are grateful to have you participate in ABFE’s first ever virtual conference:

**HARAMBEE 2020 - LET’S ALL PULL TOGETHER!**

The meaning of Harambee will mean more to us today than it ever will.

Like us, many of you are disappointed about this change to a virtual conference and we will miss the human connection and opportunity to come together in person as a

community of Black professionals to network and to advance the work of promoting responsive philanthropy in our communities. We received an overwhelming response to our call for sessions and organized over 40 sessions originally when we were all to convene in person in Raleigh, North Carolina. Please know, this virtual conference is just the first of many digital and virtual conversations and webinars that need to happen. If your session was not selected for our first virtual Harambee, we will find a way to share your work and continue our learning together. Onward.

Many of you have very generously waived all or part of a potential refund to support us. For this, ABFE is incredibly appreciative for your donation and we thank you.

ABFE will continue to have meaningful plenaries, sessions, and mini breakouts even in this virtual space. We will still take the time to honor outstanding leadership. We will still find a way to celebrate new members, our work, and each other as we usually do just like any other ABFE conference.

For however long this lasts, let us use this time to re-energize, adjust our priorities, examine our work closely, and show our support and love for each other. Let us continue our work with a fierce focus so that when we all meet again for ABFE’s 50th Anniversary Celebration next year, we will have impacted many more Black communities and have the data and the lessons to share.

We are family.

From all of us at ABFE: stay safe and stay healthy.

Peace.

**Susan Taylor Batten**

PRESIDENT AND CEO



# Board of Directors



**KENNETH JONES**  
CHAIR

Vice President and  
Chief Financial Officer  
Annie E. Casey Foundation



**KAREN MCNEIL-MILLER**  
VICE CHAIR

President  
The Colorado Health Foundation



**TRISTA HARRIS**  
TREASURER

President  
FutureGood Consulting



**CEDRIC BROWN**  
SECRETARY

Chief of Community Engagement  
Kapor Center for Social Impact



**CORY S. ANDERSON**

Executive Vice President  
Winthrop Rockefeller Foundation



**SYLVIA BARTLEY**

Global Director, Philanthropy  
Medtronic



**STEPHANIE BELL-ROSE**

Senior Managing Director  
and Head  
TIAA Institute



**WILLIAM BUSTER**

Executive Vice President of  
Community Investments  
St. David's Foundation



**LAUREN CASTEEL**

President and CEO  
The Women's Foundation  
of Colorado



**JAMES HEAD**

President and CEO  
East Bay Community Foundation



**ANTOINETTE MALVEAUX**

Managing Director, Strategic  
Engagement and Initiatives  
Casey Family Programs



**MELISSA DE SHIELDS**

CEO & Partner  
Frontline Solutions



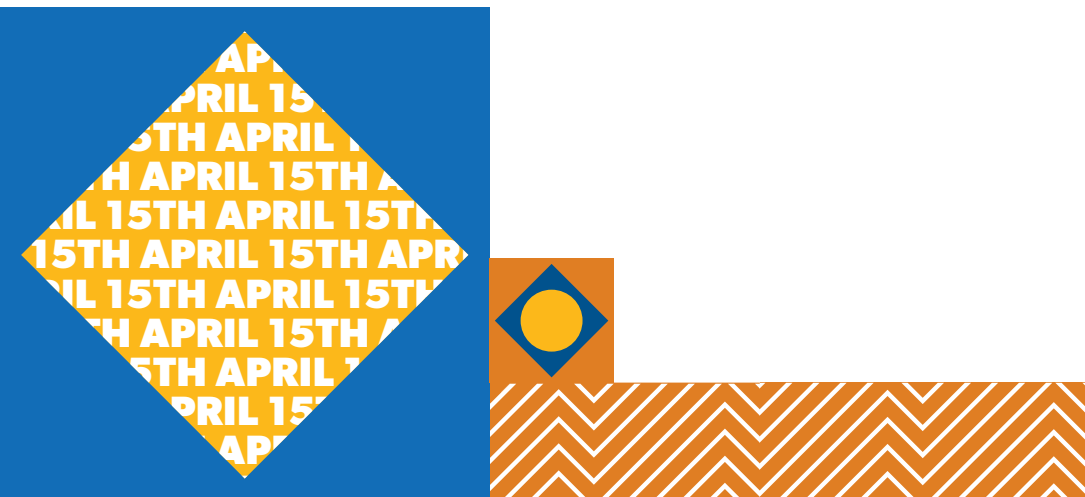
**MARIA WOODFRUFF- WRIGHT**

VP of Operations & CFO  
The Skillman Foundation

# Schedule at a Glance April 15<sup>th</sup>

11:00 AM – 1:00 PM	<b>ABFE Board of Directors Meeting - Private Meeting</b> Virtual Board Room
11:00 AM – 5:30 PM	<b>Whistle Stop Virtual Tour and Goose Chase Gamification</b> Virtual Tour and Game
11:00 AM – 12:30 PM	<b>Building Leadership Resilience</b> Virtual Breakout Room #1
11:00 AM – 12:30 PM	<b>Prerequisites for FUNdraising Success</b> Virtual Breakout Room #2
11:00 AM – 12:30 PM	<b>BRIEFING: TIAA Financial Literacy Report</b> Virtual Breakout Room #3
12:00 PM – 1:30 PM	<b>ABFE Racial Equity 101</b> Virtual Breakout Room #4
2:00 PM – 3:30 PM	<b>ABFE Annual Membership Meeting</b> Virtual Breakout Room #5
4:00 PM – 5:30 PM	<b>Harambee Opening Session: Community Healing “Call to Calm”</b> Virtual General Session Space - Everyone
6:00 PM – 7:30 PM	<b>The Harambee Give Back Welcome Party!</b> Virtual General Session Space - Everyone

ALL TIMES ARE EASTERN TIME ZONE (EST)



# Schedule at a Glance April 16th

11:00 AM-12:30	<b>The State of Black Nonprofits – Leaders Speak Out</b> Virtual General Session Space
1:00 PM – 2:00 PM	<b>Foundation CEO Caucus</b> Virtual Board Room
2:00 PM – 3:30 PM	<b>Black Youth Leading Change</b> Virtual Breakout Room #1
2:00 PM – 3:30 PM	<b>The Future of Learning and Work in Black Communities</b> Virtual Breakout Room #2
4:00 PM – 5:30 PM	<b>This Land is My Land - Protecting What's Ours</b> Virtual General Session Space
5:00 PM - 5:30 PM	<b>The Magic of African Rhythm/ Sundown Meditation</b> Virtual General Session Space - Everyone
6:00 PM – 7:30 PM	<b>CLFP Reunion Reception - Live with DJ Tony Tantrum</b> Virtual Harambee Lounge

ALL TIMES ARE EASTERN TIME ZONE (EST)



# Schedule at a Glance April 17<sup>th</sup>

11:00 AM – 12:00 PM

## **COVID-19 in Black Communities**

Virtual General Session Space

12:30 PM – 1:45 PM

## **Building & Expanding Political Power for Black Women: Building the Black Girl's Emily List**

Virtual Breakout Room #2

12:30 PM – 1:45 PM

## **More Than Money: Providing Non-Financial Support to Black-led Nonprofits**

Virtual Breakout Room #1

2:15 PM – 3:45 PM

## **Reparations: A Tool for Racial Equity**

Virtual General Session Space - Everyone

4:15 PM – 5:30 PM

## **Black Social Change Begins with All of Us**

Virtual General Session Space

**ALL TIMES ARE EASTERN TIME ZONE (EST)**



# Session Descriptions

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**Wednesday, April 15th**

**11:00 AM – 5:30 PM**

VIRTUAL TOUR AND GAME



**Aya Shabu**

Creator of Whistle Stop Tours via  
GooseChase Gamification

## Whistle Stop Virtual Tour and Goose Chase Gamification

GooseChase Gamification Virtual App and Whistle Stop Virtual Tour: In collaboration with community-rooted partners - Pauli Murray Center for History and Social Justice, the Hayti Heritage Center, and the African American Heritage Commission - Whistle Stop Tours strives to be a contributing voice in shaping the public memory of North Carolina's slave past and African American achievement. Whistle Stop Tours is honored to share this history with you on its first completely virtual walking experience. In Durham's quickly changing landscape marked by redevelopment and displacement, the public history of Durham's Black neighborhoods is incomplete. Whistle Stop Tours celebrates the forefathers and foremothers of Durham's Black Wall Street, Hayti and West End neighborhoods — so that the band of Black men and women coming out of slavery may be elevated and their successes emulated. The goal is to complete the missions and earn points. Get ready, this is not just trivia. Challenges require research, creativity, physicality, and most importantly courage. The greater the risk, the higher the point value of the mission.

**Wednesday, April 15th**

**11:00 AM – 12:30 PM**

Virtual Breakout Room #1



**Evelyn (Eva) Montalvo**

EXECUTIVE COACH

Evaluation Leadership LLC

## Building Leadership Resilience

Covid-19 has created a whirlwind of challenges for all of us. But similar to other crises, Covid-19 is simultaneously opening up new opportunities. The challenge is how we maintain our equilibrium as we lead ourselves, our families, and our teams in the midst of all this uncertainty and chaos. Leadership Resilience is the key to our effectively navigating the "new normal": working remotely, finding food and paper goods, schooling our children at home, and meeting the growing critical needs of our communities. Being resilient has nothing to do with being tough or physically strong, rather it is about having the ability to adapt easily to adversity or change and recover quickly. Come join us and learn the simple, practical techniques/skills that you can use to Build [Your] Leadership Resilience!



# Session Descriptions

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**Wednesday, April 15th**

**11:00 AM – 12:30 PM**

Virtual Breakout Room #2

## **Prerequisites for FUNdraising Success**

Are you wondering why it appears easy for some nonprofits to raise money, while it is challenging for others? During this workshop, you will learn 18 prerequisites for fundraising and assess the extent to which they are present in your own organization. The how-to information demystifies fundraising. This workshop builds on information in the book *Prerequisites for Fundraising Success* written by presenters Mel Shaw and Pearl Shaw



**Mel B. Shaw**

FOUNDER  
Saad&Shaw

**Pearl D. Shaw**

PRESIDENT AND CO-FOUNDER  
Saad&Shaw

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**Wednesday, April 15th**

**11:00 AM – 12:30 PM**

Virtual Breakout Room #3

## **BRIEFING: TIAA Financial Literacy Report**

Report Briefing: Financial Literacy and Wellness among African-Americans: New Insights from the Personal Finance (P-Fin) Index.



**Paul J. Yakoboski, Ph.D.**

SENIOR ECONOMIST TIAA INSTITUTE

# Session Descriptions

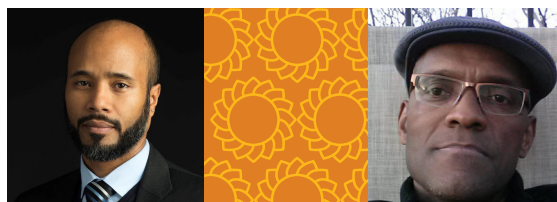
Wednesday, April 15th

12:00 PM – 1:30 PM

Virtual Breakout Room #4

## ABFE Racial Equity 101

The phrase “racial equity” is gaining traction within the philanthropic sector. What is new is how this framework has been elevated and amplified in recent years, with more funders and organizations exploring—in some cases adopting—racially equitable policies and practices. Some, who are familiar with the field’s tendency to follow-fund trends, question if this is just a moment or an actual movement that shifts internal operational philanthropic practices and external grantmaking strategies. Using a racial equity approach is not new. Through film and conversation, explore why more funders are taking an intentional racial equity approach and hear from peers about their journey in applying a racial equity lens to their work. We’ll review definitions, share insights into the institutional impact of policies, and present the context for this work.



**Anthony J. Simmons**

DIRECTOR OF PHILANTHROPIC

Advising Services Association of  
Black Foundation Executives (ABFE)

**Gregory E. Hodge**

PRINCIPAL

KHEPERA Consulting

Wednesday, April 15th

2:00 PM – 3:30 PM

Virtual Breakout Room #5

## ABFE Annual Membership Meeting

ABFE’s 2020 annual membership meeting will include the election of new Board members and the re-election of Directors. Members will also receive an update on ABFE’s finances and as well highlights from the previous year. In addition we will introduce members to the 50th Anniversary campaign planned for next year.



**Susan Taylor Batten**

PRESIDENT AND CEO

Association of Black Foundation  
Executives (ABFE)

**Karen McNeil-Miller**

ABFE BOARD CHAIR

PRESIDENT & CEO  
The Colorado Health Foundation

**Trista Harris**

ABFE BOARD TREASURER

PRESIDENT  
FutureGood Consulting

# Session Descriptions

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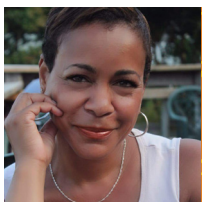
**Wednesday, April 15th**

**4:00 PM – 5:30 PM**

Virtual General Session  
Space - Everyone

## **Harambee Opening Session: Community Healing “Call to Calm”**

Harambee is a Kenyan tradition of community self-help, fundraising and development. Its literal translation in Swahili is “all pull together.” The Board and staff of ABFE are pleased to have you participate in the nation’s largest gathering of Black professionals in philanthropy, where we will network, learn and strategize together to increase public and private investments in Black communities. At ABFE, as we reflect on the ancestral strength that has guided us throughout history, we will move through a writing prompt to create collective calm, resilience, and healing in this time of need.



**Susan Taylor Batten**  
PRESIDENT AND CEO  
Association of Black Foundation  
Executives (ABFE)



**Krystal Grimes**  
DIRECTOR of Inclusion and  
Resilience Bastrop County Cares



**Hannibal Lokumbe**  
Man of Jonah  
CHIEF MUSICIAN  
The Tribe of Jonah



**Gregory E. Hodge**  
PRINCIPAL  
KHEPERA Consulting

**Wednesday, April 15th**

**5:30 PM – 6:00 PM**

Virtual Breakout Room #1

## **Whistle Stop Tours: Meet the Tour Creator Aya Shabu**



**Aya Shabu**  
CREATOR  
WHISTLE STOP TOURS

**Wednesday, April 15th**

**6:00 PM – 7:30 PM**

Virtual General Session  
Space - Everyone

## **The Harambee Give Back Welcome Party!**



# Session Descriptions

**Thursday, April 16th**  
**11:00 AM – 12:30 PM**

**Virtual General  
Session Space**

## **The State of Black Nonprofits – Leaders Speak Out**

People have historically looked to nonprofits and other community-based organizations to help fill gaps created by inequity or respond to urgent and or immediate needs . Black-led organizations are often tasked to do much with little. Our just released report, *Redlining by Another Name: What the Data Says to Move from Rhetoric to Action*, reveals more about Black-led Social Change organizations recent years. Covid-19 has forced the world to look at how persistent inequities have left us unprepared for small or large crises. People have historically looked to nonprofits and other community-based organizations to help fill gaps created by inequity or respond to urgent and or immediate needs . Black-led organizations are often tasked to do much with little. Our just released report, *Redlining by Another Name: What the Data Says to Move from Rhetoric to Action*, reveals more about Black-led Social Change organizations recent years. Covid-19 has forced the world to look at how persistent inequities have left us unprepared for small or large crises.



**E. Bomani Johnson**  
FOUNDER & PRINCIPAL  
Emergent Pathways, LLC



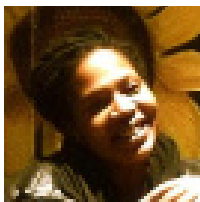
**Lumumba Bandele**  
STRATEGIES AND  
PARTNERSHIPS DIRECTOR  
The Movement for  
Black Lives (M4BL)



**Gina B. Womack**  
EXECUTIVE DIRECTOR  
AND CO-FOUNDER  
Families and Friends of  
Louisiana's Incarcerated Children



**Jawanza Malone**  
EXECUTIVE DIRECTOR  
Kenwood-Oakland,  
Community Organization



**Mary Hooks**  
CO-DIRECTOR  
Southerners On New Ground  
(SONG)



# Session Descriptions

Thursday, April 16th

1:00 PM – 2:00 PM

Virtual Board Room

## Foundation CEO Caucus

By invitation.



**Susan Taylor Batten**

PRESIDENT AND CEO

Association of Black Foundation  
Executives (ABFE)

**Karen McNeil-Miller**

ABFE BOARD CHAIR

PRESIDENT & CEO  
The Colorado Health Foundation

Thursday, April 16th

2:00 PM – 3:30 PM

Virtual Breakout Room #1

## Black Youth Leading Change

Across the country, youth leaders are garnering attention and pushing for change on issues from gun violence to immigrant rights. Learn about the historic and current role of young people in building power to transform our communities. We will hear from young organizers about successful youth-led campaigns in Washington DC and hear from funders about why investments in the next generation of Black civic leaders is necessary to strengthen our democracy.



**Amoretta Morris**

DIRECTOR OF NATIONAL  
COMMUNITY STRATEGIES

The Annie E. Casey Foundation

**Samantha P. Davis**

EXECUTIVE DIRECTOR

Black Swan Academy

**Hashim Benford**

PROGRAM OFFICER

Funders Collaborative on Youth  
Organizing

**Ceon Dubose**

YOUTH ADVOCATE

Black Swan Academy



# Session Descriptions

**Thursday, April 16th**

**2:00 PM – 3:30 PM**

**Virtual Breakout Room #2**

## **The Future of Learning and Work in Black Communities**

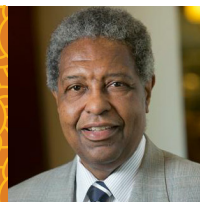
Learners and workers, employers and industries, postsecondary education and employer training providers all face a changing economic climate that current policies and programs weren't designed to address. Many forces are driving these changes, including changes in learning and upskilling needs for workers, even for entry-level jobs. This session will explore the research and proposed solutions on the future of learning and work, its impact on Black communities, and prospective solutions to promote Black economic advancement.



**Dominique Raymond**  
STRATEGY DIRECTOR  
Lumina Foundation



**Spencer Overton**  
PRESIDENT of the Joint Center for  
Political and Economic Studies



**William (Sandy) Darity Jr., Ph.D.**  
PROFESSOR in the Sanford School  
of Public Policy, Duke University



**Tanya Wallace-Gobern**  
EXECUTIVE DIRECTOR  
National Black Worker Center Project

**Thursday, April 16th**

**4:00 PM – 5:30 PM**

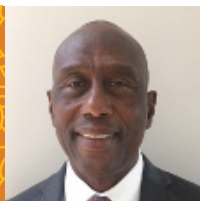
**Virtual General  
Session Space**

## **This Land is My Land - Protecting What's Ours**

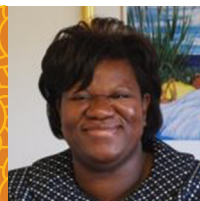
To demonstrate how important land is to the strategic process of empowering grassroots Communities in southern rural areas.



**Delores Pringle**  
Personnel Committee  
CHAIR  
Penn Center, Inc.



**H. L. Mitch Mitchell**  
Board of Trustees  
Penn Center, Inc.



**Jennie L. Stephens**  
CHIEF EXECUTIVE OFFICER -  
Leadership Team The Center for  
Heirs' Property Preservation



**Robert Wynn**  
J.D. PRESIDENT  
Akamai LLC (Consulting Firm)  
FOUNDER  
Asset Builders of America Inc.



**Ann M. English**  
South Carolina NRCS State  
Conservationist United States  
Department of Agriculture

# Session Descriptions

Thursday, April 16th  
6:05PM – 6:25 PM EST  
Virtual General Session  
Space - Everyone

## The Magic of African Rhythm/ Sundown Meditation

BalanKora, is an acoustic ensemble featuring the West African Soso Bala and Kora instruments. It is an enthralling cultural and musical experience for audiences young and old. The whole audience is immediately at ease as the twenty-one stringed Kora welcomes everyone to what becomes a huge family gathering. Ancestor to the harp, the twenty-one stringed Kora eases the entire audience with an ancient aural elegance, welcoming. In perfect companionship, the pearly tones of the Soso Bala (ancestor to the modern marimba) bring a soaring beat that carries the audience on the wings of rhythm and song. Everyone is now clapping and singing as we resolve into our ancient traditional call and response. BalanKora presents the unfamiliar tradition of our lyric and melodic African heritage.



Teli Shabu  
EXECUTIVE DIRECTOR



Mabinti Shabu



# Session Descriptions

Thursday, April 16th

6:00 PM – 7:30 PM

Virtual Harambee Lounge

## CLFP Reunion Reception - Live with DJ Tony Tantrum

REP YOUR CLFP COHORT 2020

Let's come together to celebrate and uplift each other as we continue to unite as a community of professionals to advance the work and honor our virtual conference theme "Harambee: Let's All Pull Together." You are part of an exclusive and amazing philanthropic network, which is now 143 members strong. This event offers a unique opportunity for current fellows to network virtually and forge new relationships with alumni around issues of common concern within our communities. Come ready to party with our virtual DJ Tony Tantrum and rep your cohort. This is a BYOB (Bring Your Own Beverage) event.

## Tony Tantrum On The Wheels



# Session Descriptions

**Friday, April 17th**  
**11:00 AM – 12:00 PM**

**Virtual General  
Session Space**

## COVID-19 in Black Communities

Black political power is paramount to the health and well-being of our communities. As the world combats the COVID-19 pandemic, partners and allies are mobilizing efforts to address the devastating impact of the virus in Black communities where persistent inequities exacerbate the impact of coronavirus. As government and philanthropy ramps up investment and response, the compounding vulnerabilities and disproportionate toll of inequities in health care, education and economic opportunity cannot be ignored. Join philanthropic, government and systems leaders in a discussion about how to build long term political power as we grapple with immediate needs and formulate longer term policy solutions to address the deliberate neglect of the health of Black people in America.



**Antoinette M. Malveaux**  
MANAGING DIRECTOR –  
STRATEGIC ENGAGEMENT  
AND INITIATIVES  
Casey Family Programs



**Congresswoman Karen Bass**  
37TH CONGRESSIONAL DISTRICT



**Flozell Daniels Jr.**  
PRESIDENT AND CEO  
Foundation for Louisiana



**Hon. Ernestine S. Gray**  
SENIOR JUDGE  
Orleans Parish Juvenile Court



**Friday, April 17th**  
**12:00 PM – 12:30 PM EST**

**Virtual General  
Session Space**

## Diaspora Dance Explosion

Are you ready to break away from your computer screen before your next Zoom session? Well, kick off your shoes and get ready to dance your way through the African diaspora! Diaspora Dance Explosion is a fun dance jam to get you moving again. Let the vibration of the drums ground in your African royalty. Reach back across the oceans while you relax, stretch, and tone. Wine your waist like the waves of the Caribbean Sea and find your rhythmic flow. Diaspora Dance Explosion is guaranteed liberation! Grab your beloved kin, some water and let's JAM!! The Magic of African Rhythm will provide live drumming and easy to follow dances moves. Invite your family, reconnect with your ancestral roots, and burn calories while having fun. There's no dress code, but feel free to go barefoot, wear loose pants, sarong or lapa and sport your favorite nation's colors!



**Aya Shabu and Lens Harris** and The Magic of African Rhythm

# Session Descriptions

Friday, April 17th  
12:30 PM – 1:45 PM

Virtual Breakout Room #2

## Building & Expanding Political Power for Black Women: Building the Black Girl's Emily List

Recruiting, educating, and supporting women who desire leadership roles in the civic space is critical for a thriving public sector. The vision of this session is to imagine, explore, manifest a world where black women have achieved parity in the political realm. This session is a conversation about how to intentionally and explicitly support black women seeking and running for public office. She Can Win is one organization tackling this head on, but the issue remains pervasive and widespread. There will be moments of angst, frustration, excitement, and love. It's apparent we have a journey to reach our political parity, but there are dope black women working every day to make that vision a reality. Hear from the ladies in the field getting things done, and let's all hold ourselves accountable for supporting black women and building black political power.



**Dominique Goss, MBA**  
Vice President  
She Can Win

**Jasmine Sessoms**  
FOUNDER  
She Can Win

Friday, April 17th  
12:30 pm – 1:45 pm

Virtual Breakout Room #1

## More Than Money: Providing Non-Financial Support to Black-led Nonprofits

A conversation between Melvin Shaw (Saad&Shaw) and Dr. Jan Young, executive director of The Assisi Foundation of Memphis, Inc. that shares the Assisi Foundation's experience strengthening and supporting Black-led nonprofits in a major Southern city and surrounding community. Mel and Jan will share their stories of how the Foundation partnered with a local consulting firm to help build local capacity in the area of fundraising. Pearl Shaw will moderate the conversation.



**Mel B. Shaw**  
FOUNDER  
Saad&Shaw

**Pearl D. Shaw**  
PRESIDENT AND CO-FOUNDER  
Saad&Shaw

**Eric Robertson**  
PRESIDENT  
Community LIFT

# Session Descriptions

**Friday, April 17th**

**2:15 PM – 3:45**

**Virtual General Session  
Space - Everyone**

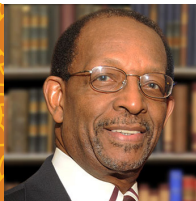
## **Reparations: A Tool for Racial Equity**

America's political and economic systems thrive on their capacity for extraction and violence in every form. Historically, Black people, families, and communities have been most acutely impacted by this virulence. The attacks and extraction have relentlessly taken place over generations and directly contribute to undermining the futures of Black people, families, and communities. In this session we will account for this history and explore how philanthropy can move to the leading edge of the movement for reparations and a reparative political economy.



**Ronnie Galvin**  
**(Kwablaa Mawulolo)**

VICE-PRESIDENT FOR RACIAL EQUITY  
AND THE DEMOCRATIC ECONOMY  
Democracy Collaborative



**Dr. Ron Daniels**  
PRESIDENT

Institute of The Black World,  
National African American  
Reparations Commission



**Andre M. Perry**

FELLOW - Metropolitan Policy  
Program, Brookings Institution,  
author, Know Your Price: Valuing  
Black Lives and Property in  
America's Black Cities



**Dr. Fania E. Davis**  
FOUNDER

Restorative Justice of Oakland (RJOY)

**Friday, April 17th**

**4:15 PM – 5:30 PM**

**Virtual General  
Session Space**

## **Black Social Change Begins with All of Us**

Our fight for Black equity & freedom has been fought, without ceasing, since we were enslaved. The iconic NAACP inspired Student Nonviolent Coordinating Committee (SNCC), was founded 50 years ago at Shaw University. Many other groups have been borne out of the fight for equal justice, through policies, for women, LGBTQIA+ and other Black lives. There is a profound urgency in 2020. We will explore how we must lock arms and fight like our fore-parents did, as we prepare for one of the most important presidential elections of our time. We will hear from some of the change-makers, who are leading the way to Black-led social change.



**James W. Head**

PRESIDENT & CHIEF EXECUTIVE OFFICER  
East Bay Community Foundation



**Julia Beatty**

PROGRAM OFFICER  
Black-Led Movement Fund,  
Borealis Philanthropy



**Jonathan Cunningham**

SENIOR PROGRAM OFFICER  
Seattle Foundation



**Karen Toering**

INTERIM PROGRAM DIRECTOR  
Social Justice Fund NW



**Nat Williams, PH.D.**

EXECUTIVE DIRECTOR  
Hill-Snowdon Foundation

# Staff

Susan Taylor Batten  
PRESIDENT AND CEO

Floria Abney  
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