



DIVERSITY, EQUITY AND INCLUSION (DEI) STAFF COMMITTEE OVERVIEW August 2022

1. Committee Overview

- The Staff DEI Committee was created and began meeting in March 2019. The committee has representation from each CFMC department.
- Current staff members include:
 1. Laurel Lee-Alexander, VP of Community Impact (co-facilitator) – CI department
 2. Susie Polnaszek, Director, Center for Nonprofit Excellence (co-facilitator since May 2021) – CI department

<i>Department</i>	<i>Staff member</i>	<i>Position</i>
Community Impact	Joel Hernandez	Community Impact Officer
Finance and HR	Kim Drabner	VP of Finance and HR
	Sarah Elias	Accounting Associate
Administration	Clarisa Chisum	Administrative Coordinator
Philanthropic Services	TBD	
Philanthropic Services (Communications)	Jane Albertson	Communications Officer

2. Committee Work

- a) Internal: monthly committee meetings, discussion of DEI articles and resources, development and monitoring of annual work plans
- b) Resources created:
 - Resource Folder for all staff
 - Glossary of Equity Terms
 - DEI Statement for CFMC Board consideration
- c) Staff engagement, education, and training:
 - Presentations and exercises at staff meetings
 - Fielding of annual staff surveys
 - Establishment of DEI Book Club (open to all staff)
- d) DEI Book Club
List of books the DEI book club has read so far:
 1. How to be an Anti-Racist, Ibram X. Kendi: [How to be an Anti-Racist](#)

2. Decolonizing Wealth: Indigenous Wisdom to heal divides and restore balance, Edgar Villanueva: [Decolonizing Wealth](#)
3. Evicted, Matthew Desmond: <https://evictedbook.com/>
4. A Thousand Splendid Suns, Khaled Hosseini: [A Thousand Splendid Suns](#)
5. Caste, Isabel Wilkerson: [Caste](#)
6. The New Jim Crow: <https://newjimcrow.com/>
7. Toxic Charity: [Toxic Charity](#)
8. I've Got Your Back: The Indispensable Guide to Stopping Harassment When You See It, Jorge Arteaga, Emily May: [I've Got Your Back](#)
9. Just Mercy: A Story of Justice and Redemption, Bryan Stevenson: <https://justmercy.eji.org/>

3. Committee Purpose and Goals

Purpose: To advise and support the CFMC to become more diverse, equitable and inclusive.

Goals:

1. Continue to support the CFMC staff, committees and Board in becoming more diverse and inclusive. Among other activities, this would include acting as a resource for decision-making bodies within the CFMC and recommending policies related to staff, Board and committee composition.
2. Make recommendations for lowering barriers for inclusion.
3. Develop staff capacity (including individual self-awareness) and authority to support diversity, equity and inclusion.
4. Assure that CFMC provides a safe environment for staff to explore diversity, equity and inclusion issues/challenges.

(CFMC MISSION, VISION and VALUES):

Mission

To inspire philanthropy and be a catalyst for strengthening communities throughout Monterey County

Vision

Healthy, safe, vibrant communities

Values

- We **advance positive change** through grantmaking, community engagement and collaboration.
- We **build a legacy for future generations** through responsible stewardship of the resources entrusted to us.
- We **operate with the highest standards** of integrity, ethics and accountability.
- We **embrace diversity, equity and inclusion**.
- We **commit to fairness and respect** for the dignity of all people.
- We **are open and honest** with our philanthropic partners, grantees and the community.
- We **strive for excellence** in all that we do.