



HOLLOWAY FAMILY FOUNDATION

SUMMER 2020 NEWSLETTER

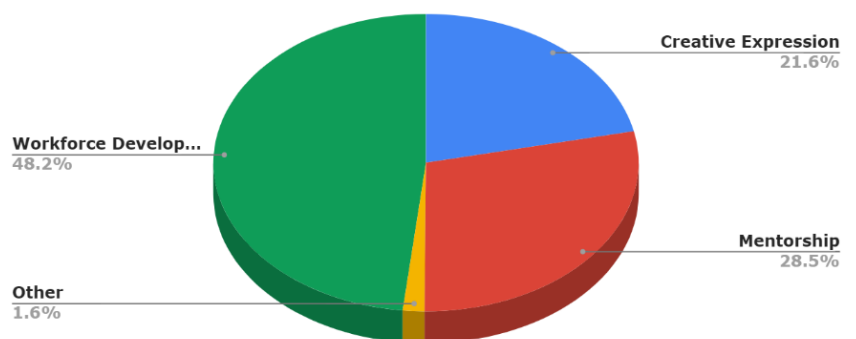
July 2020

Welcome to our foundation newsletter! We hope to engage you, as members of the Board, in the foundation's latest efforts, news, and accomplishments including seasonal goals and outreach, updates on our partners, and an overall pulse on research and philanthropy. Enjoy!

Response & Reflection

It is remarkable to think that just three months ago, I was writing to you with a summary of the foundation's response to COVID-19, a global pandemic that shook our families, our communities, and our country. This included the board's swift approval for a first-time effort to provide emergency funding to previous grantees who continued to provide direct services to their communities. Then, just 8 weeks later at the annual board meeting, you agreed to pivot from providing program-specific grants to approving general operating support for all 2020 grantees in acknowledgement of the ongoing and overwhelming need from the non-profit community for flexible funding.

Distribution of HFF 2020 Spring Grants per Focus Area



What an impressive, nimble, and passionate stance the foundation has taken in the face of the unknown: since April 2020, **the Holloway Family Foundation has granted \$556,000 for immediate and long-term relief to agencies withstanding this health and economic crisis.** And while we are not nearly finished witnessing the full impact of the coronavirus on our communities and daily life, it seems like in many ways, the infectious disease outbreak was only the prelude to 2020's main event. I especially thought [this article](#) helped bridge the (very close) gap between COVID-19 and the issue of racial equity in America. This, of course, occurring simultaneously as the loss of Black lives and police brutality are making headlines around the world.

Therefore, it seems I cannot write about grants, community partners, or philanthropy without also discussing the current national uprising around racial injustice and inequality. At the 2019 annual HFF board meeting, the trustees voiced approval for the foundation to intentionally focus on racial and gender equity, in addition to public policy, as we continually develop best practices for our own grantmaking. Since then, as you all know, Valerie and I have been actively involved in these conversations, conferences and trainings addressing equity and equitable solutions within our sector. And because of the amazing data, speakers, and resources available to us, I would have ventured to say that I was someone more on the 'enlightened' side of racial equity. And I would have been wrong.

Over the last six weeks, I realized that I have only begun to scrape the surface of the anti-racism work that needs to be done, both personally and professionally. I want you to know that I will be dedicated to this work, because I cannot see a more pertinent cause than this; one that effects every aspect of our communities, schools, businesses, neighborhoods, and children. The time to engage in uncomfortable conversations is long past due; as Valerie has willfully demonstrated over the last year by eagerly requesting to schedule a coffee, lunch or phone call to pursue a conversation with a leader of color after a chance introduction. [Akilah Wallace](#), Executive Director of Faith in Texas and founder of HERitage Giving Fund at Texas Women's Foundation, was one such encounter that has led to consistent communication with Akilah generously sharing her knowledge and resources in the arena of racial equity and justice.

Discussions about race and privilege are difficult to navigate—we will inevitably mess up, but we will learn from it and deliberately do better next time. I plan to be awkward, supportive, and relentless with my voice in the future; I believe this is the only way forward.

HFF and Equity

As a foundation we are implementing many of the efforts that grant seekers recommend for improving equity: providing an open platform for grant applications, performing site visits and building relationships with grantees, limiting/simplifying reporting requirements for organizations. But there is always room for



improvement, and Valerie and I have discussed some additional equitable practices that the foundation may consider in the future:

using a 'common application' in an effort to streamline the process for local agencies;

assessing the gender and racial equity work within our nonprofit partners (you can view our revised follow-up report for general operating grants that addresses this topic [here](#));

assessing equity within our own grantmaking and portfolio (for instance, in an informal analysis of the Executive Directors/CEOs for HFF 2020 grantees, at least 57% of these nonprofit leaders are women; however, at least 87% of the organization leaders are white... for HFF to efficiently and formally analyze this data, demographic information would need to be collected in the application);

creating intentional opportunities to encourage nonprofit leaders of color to apply for funding;

advocating for systems and policy change; and so much more.

Philanthropy offers the opportunity and privilege to create real, sustainable change through lifting up and supporting community voices and leaders that may otherwise go unheard. So how can we best show up as an ally in this work? As a family foundation and all-white staff, how can we raise up different viewpoints and cultures? How can we

engage in and promote honest diversity within our sector? These are questions I have been asking myself.

Equity vs Justice

Lastly, I would like to offer a resource that Valerie and I have referenced in the past and have been revisiting as of late: [Grantmaking with a Racial Justice Lens](#). If you are not already familiar with it, this introduction offers some helpful language and discussion regarding equity and justice, as well as the different approaches to both within philanthropy. It is the Philanthropic Initiative for Racial Equity’s most recent publication, following their equally influential and initial work, [Grantmaking with a Racial Equity Lens](#), in which they “successfully argued that an explicit racial equity lens ensures that the particular needs and assets of communities are taken into account.”

The guide offers several key components to help funders identify and support efforts for transformative interventions in society:

Racial Equity Lens

I.	Requires analyzing data and information about race and ethnicity
II.	Requires understanding disparities and the reasons they exist
III.	It looks at the structural, root causes of problems
IV.	It names race explicitly when talking about problems and solutions

Racial Justice Lens

(each of the above elements is preserved with a racial justice lens)

V.	An explicit focus on power building in multiple forms, centered on those people who are most impacted
VI.	An emphasis on transformative, high leverage systemic advances, including fundamental changes in policies, establishing new norms, or designing alternative systems

As we delve deeper as a foundation into this work, specifically during this historic time, it is helpful to reflect on these definitions, recommendations, and strategies to create a common language as well as a common vision for engagement.

Grantee Spotlight: Communities in Schools of Greater Tarrant County

COVID-19, Mental Health & Child Safety

During the springtime school closures, social isolation, and stressful home environments, the topic of mental health and children’s safety became a common concern among the nonprofit community. In an effort to learn about what resources already existed, as well as where any holes might be, Valerie and I reached out to other funders that focus heavily in the areas of local childcare, mental health, and education. A one-time conference call turned into weekly Zoom meetings to share and discuss ever-evolving findings and circumstances.

We reached out to Communities in Schools (CIS) to assess how their transition to virtual case management and mental health services for students had gone since schools had closed. They reported feeling relatively prepared, since all of their documentation was already managed electronically, and they had successfully implemented a HIPAA-compliant platform for their mental health services. After 5 weeks of stay-at-home orders, they had made over 15,000 “contacts” with students and/or their families via phone, video or text. They were providing essential support to vulnerable families and connecting them to necessary resources and social service needs. They were creating and sharing social-emotional learning (SEL) videos for students and parents to access online and assisting teachers with classroom ideas for SEL

and mindfulness. However, we also learned that they were not planning to continue their services throughout the summer, since during a typical school year their staff and programs follow the school calendar, much like teachers' contracts.

Since CIS was providing the type of support for children and families that we felt were essential in preserving a hint of stability and safety to those most vulnerable, we were able to partner with the Rainwater Charitable Foundation and jointly fund the first CIS Summer Program beginning June 8, 2020. This initial program includes 15 case managers and 1 mental health specialist, serving 3 different school districts over a 4-week period. The CIS executive team created assessments for the summer staff members to complete and we look forward to hearing their responses and evaluating the effectiveness of the program upon completion.

ACTION ITEMS for the Board

LOOK HERE FOR ITEMS THAT REQUIRE YOUR FEEDBACK/ INPUT REGARDING UPCOMING FOUNDATION DECISIONS... AND THANK YOU, IN ADVANCE!

- ❖ **2021 Annual Board Meeting** is set for Nashville, Tennessee at the [Bobby Hotel](#). However, in order to utilize our credit with the hotel, **we need to book our spring date by 7/31/20**. Please help us decide by filling out this doodle poll with the available 4 options, so that we may plan accordingly:
<https://doodle.com/poll/insxr9ibsf5yzc2i>

2020 CONFERENCES

The Philanthropy Roundtable 2020 Annual Meeting **October 14-16**
Naples, FL

CASEL 2020 SEL Exchange**
***This conference will now be held virtually on October 15*

Philanthropy Southwest Annual Meeting **October 20-23**
Lost Pines, TX

Interested in Attending? Email Jenny@hollowayfamilyfoundation.org for details.

HFF in the Community

Throughout the process of researching the mental health and child safety resources that were available in Tarrant County during COVID-19, we learned first-hand of the difficulty and potential barriers to easily accessing this information. We compiled the most referenced and utilized resources to create one streamlined [list](#). Later this month, two local nonprofits, Best Place 4 Kids and Read Fort Worth, will be distributing “readiness bags” for children via front porch visits in preparedness for the fall, and [this resource list](#) will be included in the bags for these families.

After several weeks of distance learning, the Holloway Family Foundation also co-sponsored a [teacher appreciation event](#) that coincided with businesses reopening around Fort Worth. The event served over 4,000 teachers at six participating vendors—a win-win for all!

HFF Summer Reading List

You may notice the ‘HFF Book Club’ recommended reading section is unusually long this quarter... Valerie and I have not yet completed all the titles mentioned here (although that may be the goal!), nor is it an exhaustive list. It does, however, offer content and authors to aid in the effort of diversifying our bookshelves.

For the sake of space, I will simply lead you to the [New York Times Bestsellers List](#), as the majority of book titles are race-related and includes several that Valerie and I have read/are reading.

Additional recommendations:

I’m Still Here: Black Dignity in a World Made for Whiteness by Austin Channing Brown

In addition to the non-fiction titles, there has been important dialogue about the benefit of reading works of fiction by non-white authors as well—building empathy through reading stories about shared emotions of joy and sorrow, love and loss, fear and hope.

Additional recommendations:

Dear Martin by Nic Stone

Other resources for learning: <http://bit.ly/ANTIRACISMRESOURCES>

We would love to hear from other board members and highlight any recommendations here! Feel free to send any titles/authors you would like to share to Jenny@hollowayfamilyfoundation.org to be included.