



HOLLOWAY FAMILY FOUNDATION

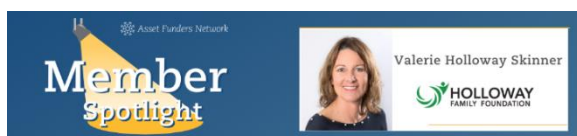
WINTER 2021 NEWSLETTER

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!

A Good Start to the New Year

As I opened my inbox on January 4th, one of the first newsletters awaiting me was from the [Asset Funders Network \(AFN\)](#) with their monthly Member Spotlight on Valerie Skinner! AFN is a diverse, national membership organization of grantmakers focused on economic well-being for all. In addition to the Holloway Family Foundation being an AFN member, Valerie also plays an active role on the Steering Committee for their North Texas Chapter. The spotlight is well-deserved, well-informed, and—of course—well-written!

You may access the full interview [here](#) or by clicking the icon below (make sure to check it out before February 1!)



January is **National Mentorship Month** Shout out to our 2020 grantees serving in this space:

- ✚ ACH Child and Family Services
- ✚ Attitudes & Attire
- ✚ Backfield in Motion, Inc
- ✚ Best Buddies
- ✚ Big Brothers Big Sisters
- ✚ Big Brothers Big Sisters of Middle Tennessee
- ✚ Boys and Girls Club of Greater Dallas
- ✚ C5 Youth Foundation of Texas
- ✚ Communities in Schools of Greater Tarrant County
- ✚ Communities in Schools of Rowan County
- ✚ Edgehill Neighborhood Partnerships
- ✚ Kids Who Care, Inc
- ✚ Pathfinders
- ✚ Preston Taylor Ministries
- ✚ Rainbow Days
- ✚ Saddle Up!
- ✚ Young Women's Preparatory Network

We are so grateful for their dedication to facilitate safe, meaningful, and healthy relationships that support and empower youth to reach their full potential. We look forward to growing these partnerships in 2021!

Journeys to Equity

As part of the foundation's ongoing commitment to gender and racial equity, Valerie and Jenny participated in 'peer learning labs' organized by [Workforce Matters](#), with other funders across the country to gain a greater understanding of how equity (or lack of) impacts workforce and economic development. Valerie took part in the group focused on 'Redesigning Workforce Policies and Systems for Equity and Resiliency' and Jenny engaged in the lab for 'Advancing Equitable Employer Practices.' We met with our separate groups over three, 90-minute virtual discussions, each facilitated by Clair Minson, LCPC, Founder and Principal Consultant at Sandra Grace, LLC. Clair is a talented coach, facilitator, consultant, and public speaker whose work analyzes and addresses the intersections of race, racism, and workforce development. We were able to walk away from the experience with much to consider in our own practices, a network of funders also focused on workforce equity, and a public commitment to ourselves and the groups to continue this work in a tangible way, either by seeding or leading an effort.

As Valerie shared earlier this month, Jenny has joined the [Workforce Matters](#) Steering Committee. Its co-founder, Loh-Sze Leung, led an equity-focused initiative in May of 2020, compiling resources to establish a common language and concrete strategies around embedding equity in the field of workforce development. The collaboration officially launched [A Racial Equity Framework for Workforce Development Funders](#) on Tuesday, January 19th. It is a thorough and clear framework for funders in this space and we are excited to dive deeper into its practices and share it with our networks.

Lastly, Valerie and Jenny are half-way through the *Becoming a Better Ally* series, hosted by [Exponent](#)

Allyship : CLAIM

Care. Being empathetic about marginalized communities' experiences, and believing that everyone deserves equality and equity.

Learn. Actively seeking opportunities to educate oneself holistically about the issue.

Act. Adopting appropriate, considerate, and conscious behavior regularly.

Influence. Deliberately engaging others to promote social justice.

Maintain. Committing to Allyship as a lifestyle that consistently applies Caring, Learning, Acting, and Influencing to the rest of life.

(Service Never Sleeps, Allyship Workshop,

[Philanthropy](#). The 4-part series is led by Whitney Parnell, Founder and CEO of [Service Never Sleeps](#) based out of Washington, D.C., and focuses on understanding allyship, bias and microaggressions, white supremacy and macroaggressions. She defines allyship as "an active way of life that exercises bridge-building ensure equality, opportunity, and inclusion for everyone." Whitney uses the acronym "CLAIM" to help define the key components and actions for allyship, as described above.

Along with our personal commitments, we have a unique opportunity to be allies in our role in philanthropy and are excited to continue learning from this invaluable course as part of our equity journey.

Policy & Advocacy Update

Philanthropy Advocates Membership & News—Jennifer Esterline, Founder of the formerly named Texas Education Grantmakers Advocacy Consortium (TEGAC), has taken a new position with Meadows Mental Health Policy Institute and will be leaving Philanthropy Advocates at the end of February. The position will be filled by long-time associate, Becky Calahan, and partner from Educate TX, Amy Dossler, and consistent governing by their Leadership Committee. After speaking with Jen and the Philanthropy Advocates team, we feel confident that our policy knowledge and advocacy efforts will continue to grow and strengthen as members of this collaboration. As we develop more interest in specific areas, such as Pathways to College and Career as related to workforce development, there are also opportunities to become more involved via their policy work groups. Through these work groups, Philanthropy Advocates compiled a prioritized list of policy recommendations for the 87th Texas legislative session, which is available [here](#).



On January 19th, the Holloway Family Foundation and The Rees-Jones Foundation co-hosted the Dallas Contributor’s Network (DCN) Virtual Luncheon. Our session focused on *“Apprenticeships as a Bridge to Self-Sufficiency”* and drew expert insights from a panel of individuals from The Department of Labor, Dallas College, BNSF Railway, and Wesley-Rankin Community Center ([learn more about our speakers here](#)). This event was originally scheduled for March 2020, but due to Covid-19 was postponed and rescheduled, so we were delighted to finally host this important discussion. The Dallas Foundation [recorded the event](#) (it begins just a few minutes late) and our research regarding local apprenticeships and access points culminated in a [Resource List](#) for all attendees.

We received positive feedback and are hopeful that new interest and appreciation forms around apprenticeships as a viable ‘earn while you learn’ model both for individuals searching for a meaningful career path, as well as employers ready to invest in their workforce and improve employee retention while doing so.

SAVE THE DATE

April 16th-18th, 2021 for HFF’s Annual Board Meeting in **Nashville, Tennessee** at the Bobby Hotel
www.bobbyhotel.com

The 2021 HFF Annual Board Meeting is quickly approaching!

We are greatly looking forward to gathering in Nashville in just 11 short weeks! Thank you all for your quick responses to the poll— I am delighted to report that we will be seeing many of your faces IN PERSON this year! We will continue to keep our fingers crossed that access to the vaccine continues to progress so that 100% of the Board will be able to join, but we will absolutely be prepared for a virtual option so that all can participate, if needed.

To that end, our 2021 grant season is officially upon us with our application deadline approaching on **March 15th**. We will be assigning the evaluators to the requests shortly after this date to ensure all Board Members have as much time as possible prior to the April 17th meeting.

Please remember that as trustees you have the opportunity to invite a new, local organization to apply, foregoing the LOI process. If you have established a relationship with a non-profit and would like for them to submit a request, please email jenny@hollowayfamilyfoundation.org and I will send the applicant their code to access the application.

Thank you in advance for your time and dedication!

HFF Reading List

[Together](#) by Vivek Murthy

[Homegoing](#) by Yaa Gyasi

[Caste](#) by Isabel Wilkerson

Continued 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.