



HOLLOWAY FAMILY FOUNDATION

FALL 2022 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!

Expanding Opportunity in Philanthropy:

HFF's Step into Workforce Equity

We are thrilled to announce that after many hours of listening, learning, collaborating, and crafting, we have launched the first Holloway Family Foundation Internship! This part-time, paid internship was created as way to address several needs and interests of the foundation. In addition to seeking additional administrative assistance, we are also aware of the very limited "earn while you learn" pathways that exist within philanthropy. As a funder in the workforce development space, we sought to create a paid internship to address this gap, as well as to use it as an opportunity to attract and expose diverse talent to the family foundation with an intentional focus

on including persons or groups that continue to be underrepresented in the philanthropy sector as a whole.

According to survey data collected for Exponent Philanthropy's 2020 Foundation Operations and Management Report on lean funders, the majority of full-time staff and CEOs that completed the survey were women (77% and 68%, respectively). However, *"more than three-fourths (78%) of participating staffed foundations had no paid staff members of color, that is, had staff entirely comprising people who identified as White. This trend also was true for CEOs: 90% of participating foundations with full-time CEOs had someone in that role who identified as White."*¹ We believe this can be partly attributed to the exclusive or internal networks from which foundations seek to fill vacancies and/or to the limited pathways to gain professional experience in philanthropy, specifically at private foundations.

Therefore, just as we created the Relay Grant as our way of addressing and amplifying the fact that organizations led by women of color are more likely to experience barriers to foundation funding, we were also mindful in developing an internship that tackled the racial and ethnic

disparities within foundation staff and leadership as noted above.

We immediately thought to partner with Gloria Werthing Reynolds, Co-founder & CEO at the Werthing Foundation, to develop an internship that addressed the goals of young people as well as the needs of the foundation. The Werthing Foundation is home to the [Light Up the World Mentorship & Scholarship Program](#) (LUTW) in Dallas, TX, which “fosters brilliance in young women of color... illuminate[s] paths to success and equips future leaders to Light Up The World.”

Gloria also leads the **Education Pipeline Partnership Program** at the foundation, which works to “*prepare talented diverse students across the country for corporate and community readiness with business soft skills, real world leadership activities, educations and career support and the opportunity for programs, internships, co-op and job shadowing that leads to full time opportunities as well as education to career success.*”

Gloria shared the internship opportunity among her LUTW scholars and prepared three young women to apply for the position. After outstanding virtual interviews with each candidate, Morgan Jordan accepted our offer to join the HFF team this fall!

Morgan started on September 21st and will be assisting in administrative tasks, as well as participating in site visits and professional development opportunities for the duration of the 12-week internship. Welcome, Morgan!



Meet Morgan!

My name is Morgan Jordan.

I am the new intern for the Holloway Family Foundation! I am in my 4th year at the University of Texas at Arlington. There, I am majoring in public relations and minoring in criminal justice. I am very involved on my campus within a variety of organizations. Personally, I have a passion for social justice issues and enjoy traveling! After graduating, I plan to attend law school or work in social advocacy. So far, I’ve loved being an intern at HFF. I’ve learned and experienced so much! I’m so grateful for this opportunity and can’t wait to continue learning.

2022 Visionary Leadership Award



On August 19th, Valerie had lunch with **Byron Sanders**, CEO and President at [Big Thought](#) in Dallas, TX, to present him with the 2022 Holloway Family Foundation’s Visionary Leadership Award.

Byron was equal parts surprised and grateful to receive this award. As a leader, he is steadfast in his mission to center youth in every decision and creatively engage them in opportunities to succeed in school and life. Over the last year, Big Thought has successfully expanded their programs into Tarrant County, and we look forward to following their exciting work!

Relay Grant Awards

At the Annual Board Meeting back in April, the Board of Directors nominated **Teresa Coleman Wash**, Executive Artistic Director at the [Bishop Arts Theatre Center](#) in Dallas, TX, to receive the first 2022 Relay Grant award for her outstanding leadership as a female BIPOC leader in the nonprofit sector.

Teresa then introduced Valerie to her colleague and mentee, **Bridget Moore**, Founder and Artistic Director of [B. Moore Dance](#) in Dallas, to receive her relay grant. Coincidentally, a few weeks later, Bridget was working with a fellow graduate of Booker T. Washington High School for the Performing and Visual Arts (HSPVA) on a production of *The Wiz* for the school's centennial celebration. That colleague and HSPVA alum was **Guinea Bennett Price**, Co-Artistic Director of [Soul Rep Theatre](#) and Theater Coordinator at Booker T. Washington HSPVA, and the final recipient of the 2022 HFF Relay Grant. Valerie was able to meet Guinea briefly after attending the spectacular performance of *The Wiz* on September 8th.

We are incredibly grateful to be able to support these talented creative leaders. We look forward to staying in touch and seeing what they do next!

Fall is for changing colors... and changing time zones

As we mentioned over the summer, many philanthropy support organizations (PSOs) have returned to hosting in-person annual meetings and the majority are happening during the fall. Therefore, we are staying busy participating in several national and regional convenings to learn, connect, and share ideas around workforce, equity, advocacy, and more.

[Below: Valerie with Heather Reynolds, Managing Director at LEO]

South Bend, IN
- The Wilson Sheehan Lab for Economic Opportunities (LEO) at the University of Notre Dame celebrated its 10th anniversary in mid-September and



invited Valerie to attend the weekend of festivities. Although Valerie was unable to stay for the football game that weekend, she did enjoy a full agenda that included meeting with the LEO researchers and faculty, as well as former Speaker of the U.S. House of Representatives, Paul Ryan, who is a long-time advocate of the program.

The highlight of Valerie's visit was hearing from so many LEO team members about their love and admiration for Will Acuff & Shana Berkeley at Corner to Corner in Nashville, TN! Valerie is responsible for introducing their work to LEO, and they have quickly won over many of their partners at Notre Dame. We look forward

to following their research journey in the months to come!



[Above: LEO team shares their Notre Dame 'tailgating glasses' with Valerie]

Minneapolis, MN - At the end of September, **The National Fund for Workforce Solutions (NFWS) Conference** gathered leaders from nonprofit, government, and corporate sectors to learn best practices and innovative solutions around workforce inclusion, career mobility, equitable policies, as well as employee mental health and resiliency.

We were lucky to connect with several of our nonprofit partners who were also attending the conference, including NPower and Network for Teaching Entrepreneurship (NFTE).



[ABOVE: a slide from Anne's presentation at the SHIFT conference helps define the data that found that "90% of the labor market is racially segregated"]

[BELOW: [Anne Price](#), President of the Insight Center for Community and Economic Development, speaks about shared language around the labor market & workers, and the power of narratives as a key driver in workforce development and policy.]



Houston, TX- Valerie and Morgan attended the **Philanthropy Advocates (PA) Annual Meeting** on October 6th. The day focused on the research and strategies developed by Philanthropy Advocates members to influence [legislative priorities](#) for the 88th Legislative Session in Texas that will begin in January 2023.

Current PA-funded research includes a state-wide report on teacher recruitment and retainment, highlighting data that found "40% of new teachers leave the classroom within their first 5 years," as well as research studying the implementation process of HB5 and HB3 since the last legislative session two years prior.

[Below: Morgan and Valerie in Houston, TX]



One surprising fact that was elevated at the meeting reported that 78% of individuals ages 17-24 years old are not eligible to enlist in the military due to three main barriers: academics, physical health/fitness, and/or justice-involvement. This provides significant insight into findings such as decreased enrollment/success of military readiness programs in College, Career & Military Readiness (CCMR) initiatives over the last few years, and hopefully spurs program and policy innovations to address it.

Plano, TX - [The Meadows Mental Health Policy Institute \(MMHPI\)](#) Summit on October 13th-14th was a motivating collection of speakers and topics on mental health policy in Texas. They highlighted the need for mental health priorities in school districts, as well as innovation around recruitment, training, and retainment of mental health professionals in the workforce.

Palm Beach, FL - We were so excited for one of our board members, Cresson Haugland, to be able to join us at the [Philanthropy Roundtable Annual Meeting](#) last week! The conference highlighted various philanthropic priorities including influential policy work on charitable giving, a new initiative around diversity in grantmaking, civic engagement and more.

Upcoming Convenings:

[Workforce Matters Further Together Annual Conference](#)

Washington, DC - November 14th-16th



[Above: The incredible sunset in Palm Beach with colleagues from Fort Worth, TX (Left to right: Holloway Family Foundation, The Miles Foundation, Tailwind Philanthropic Advisors, Rainwater Charitable Foundation. Not pictured: R4 Foundation)]

