Called meeting on Racial Justice 7.17.20 – on Zoom DRAFT

Present: Jim Whitely, Beth Hudson-Keller, Beth Yingling, Lisa Ogletree, Abigail Meletti, John Cooley, Nikki Mosgrove, Tyler Hoff, Conrad Person, Eric Andrews, Susan Hoskins (ED)

The meeting started with a brief worship after a delay getting people to the meeting.

Susan had asked for guidance on 3 questions which were considered first:

1. When to consider the Sprint group reports. After August 17 but before the next meeting. Not enough time to discuss in regular meeting. It takes time to implement decisions.
2. ARCH- review of the draft proposal, revisiting assessment questions that were asked last year. FFA continues to seek an assessment of the program which will help NYYM organize and plan where to go next and gauge effectiveness of their approach (volunteer visitors), especially before sharing the model with other yearly meetings. It is not meant to be complex nor retrospective. Perhaps better for us to use “older adults” to maintain focus, as indeed we are all “aging.” **Susan will continue dialogue with Callie**. Question: are staff expenses for only 1 person?
3. Ujima- name means collective work and responsibility. There are 2 very distinct goals- one to provide an opportunity for local (senior) women to volunteer and the other to provide supplies to women in Africa. FFA is most interested in the former, as well as opening a relationship with Ujima. Questions about the caliber of materials (durability, possible negative health effects for users) will be raised, as well as offering a resource through Conrad of someone with extensive experience in this kind of effort. **Susan will reach out to Ayesha** with this information and an invitation to submit an updated proposal in the Fall.

**Racial Justice:**

Guiding questions:

How should FFA respond to the call to be antiracist?

How does this work intersect with FFA mission, vision, values?

Is there work FFA needs to do as an organization?

Are there ways we can help grantees engage in this work?

What do we need to know to engage in the work?

The board felt that racial justice is easily consistent with the FFA mission. Racial injustice has been around a long time; there is momentum for change at this time, the solutions will be a long-haul effort, the board does want to engage with the issue, and can take time to discern the more impactful ways to do this for ourselves and our grantees. There are many ways FFA can use its resources to advance change.

We can learn more about our grantee organizations. How are they addressing racial justice and diversity/equity/inclusion? How do their proposed projects advance this issue? What is the diversity of their board/leadership and staff/participants? Grantees may seek funding to help with efforts. We can also seek other Black-led organizations (abfe.org A Philadelphia partnership for Black communities)

People of color and immigrants make up most of our direct care workforce. One Sprint idea was to do an RFP for direct care worker professional advancement. The pandemic also raised questions about compensation and benefits**. Susan will ask Jane Mack** if there has been any discussion around these issues. FSA best at education and training. Organizations like Friends Home & Village are priced out. **Susan to enquire** about whether the discount can be reinstated to help smaller organizations which also have high need for support on pandemic and racial justice. Perhaps FFA subsidizes? Perhaps next symposium with FSA would be on racial justice, but needs right facilitators.

Wealth transfer has often been through property, but there continues to be discrimination in this area. Adequate housing and discrimination in housing underly most other social issues. Young people need reliable advice about building wealth. A Road Scholar program on this issue was recommended.

FFA can look at our investments and where they are held. PYM and Friends Fiduciary have set up a new fund (ask Linell McCurry or Jeff Perkins). Or a community bank that supports Black loans. **Referred to Finance** committee.

**Governance** committee can review FFA policies and practices for consistency with racial justice and trust based philanthropy principles.

Each of us is working on these issues in our own way. Continue to share resources.

NJFA annual conference virtual on August 13-14. **Susan to send** information.

Respectfully submitted,

Susan W Hoskins LCSW