



Building Democratic
Philanthropy

A Call for Solidarity and Collective Action: Asian American Philanthropy Letter of Intention

March 2021

Asian Americans/Pacific Islanders in Philanthropy

As Asian American philanthropic leaders, we are outraged and horrified by the racially motivated violence, harassment, and discrimination targeting Asian Americans, especially women, youth, and older members of our communities. These anti-Asian attacks are the latest in the U.S.'s long history of white supremacy, systemic racism, and gendered violence.

We are heartened and grateful to see the outpouring of support for Asian American victims and funding for efforts to prevent and combat anti-Asian violence. Much more needs to be done, and the work needs to be sustained.

As Asian American leaders, we offer this letter as our firm commitment to address these challenges, and we urge other funders to join us.

First, we start with solidarity. Asian American, Pacific Islander, Black, Latinx, Native Hawaiian, Indigenous, Middle Eastern Americans, other people of color, and immigrants all experience the harsh reality of systemic racism in America. We further denounce all hate-based violence, including anti-Semitism. This letter is a declaration of our interdependence and mutuality.

To make progress, we will redouble our support of multi-racial coalitions to combat systemic racism and ensure that our own country embraces us for who we are, and not as perpetual outsiders.

Second, we reject the model minority stereotype and commit to lifting up narratives that foreground the diversity of experiences lived by Asian Americans and other people of color. Too often, the model minority myth is used by white-dominated institutions as a racial wedge to divide communities of color on issues ranging from affirmative action to police brutality. These stereotypes reinforce white supremacy and obscure the challenges that various Asian American communities face, rendering them invisible in our society. Asian Americans must advocate for our own communities while also standing shoulder to shoulder with all communities against these divisive tactics.

We commit to supporting work that dismantles racist and sexist narratives and opposes efforts to pit communities of color against each other. We will ensure that the diversity of stories about Asian Americans and other people of color are told and recognized as essential American stories. We will also demand that publicly funded research efforts collect disaggregated data that captures the diversity of Asian Americans, Native Americans, and other persistently overlooked demographic groups, toward a more nuanced and inclusive belonging.

Third, we commit to expanding philanthropic support for Asian American communities and organizations and all historically underserved communities of color. Funding to support the needs of people of color in the U.S. is disproportionately low. In 2014, just 1.25 percent, 1.06 percent, 0.30 percent, and 0.26 percent of all foundation dollars were specifically dedicated to Latinx, Black, Native American, and Asian American and Pacific Islander (AAPI) communities, respectively. To explain away this severe underinvestment in communities of color, funders have often used a frame of scarcity rather than abundance.

We commit to making the pie bigger and combatting systemic racism by working with multiracial coalitions and funding organizations in communities of color, including those led by and serving Asian Americans. We wish to secure commitments from foundations and donors that will result in a significant, sustained increase in funding for these communities. This can include funding for immediate needs, like relief for survivors of racist attacks and direct services, or to serve long-term goals such as building civic power and protecting voting rights.

Fourth, we invite allies to join our efforts. Asian Americans are severely underrepresented in philanthropic leadership roles, and we cannot accomplish these goals by ourselves. Together, as part of a multi-racial coalition, we will build a fairer, kinder America in which everyone can thrive. Our efforts will extend beyond the philanthropic sector to include partnerships with the affected communities, government agencies and officials at all levels, companies and business leaders, educators and scholars, health professionals, community-based organizations, nonprofits and civil society leaders, as well as journalists, artists, and cultural workers.

Finally, as Asian American philanthropy leaders, we will use our voices to advance these goals across a broad spectrum of communications platforms and will help other Asian American leaders develop their voices to make an impact.

Through these efforts, we aim to help build a more visible and accurate portrayal of AAPI people and other groups of color in the American consciousness. Our long-term vision is to support efforts to guide this country to realize its best self as an inclusive multi-racial democracy in which everyone can flourish.

Signatories:

Philanthropy CEOs (AAPI):

ORGANIZATION	NAME	TITLE
AAPI Civic Engagement Fund	EunSook Lee	Director
Andy Roddick Foundation	Richard Tagle	Chief Executive Officer
Arabella Advisors	Sampriti Ganguli	CEO
Asian Americans/Pacific Islanders in Philanthropy (AAPIP)	Patricia Eng	President & CEO
Asian Pacific Community Fund	Chun-Yen Chen	Executive Director
Asian Pacific Fund	Audrey Yamamoto	President & Executive Director
Blowitz-Ridgeway Foundation	Serena Moy	Executive Director
Blue Shield of California Foundation	Debbie I. Chang, M.P.H.	President and CEO
Cambridge Community Foundation	Geeta Pradhan	President
Chan Zuckerberg Initiative	Priscilla Chan, MD	CEO
Claneil Foundation	Mailee Walker	Executive Director
Collective Future fund	Aleyamma Mathew	Director
Common Counsel Foundation	Peggy Saika	Executive Director
Dwight Stuart Youth Fund	Wendy Chang	Director
Evelyn and Walter Haas Jr. Fund	Cathy Cha	President and CEO
Foundation for MetroWest	Jay Kim	Executive Director
General Service Foundation	Dimple Abichandani	Executive Director
Geraldine R. Dodge Foundation	Tanuja M. Dehne	President and CEO
Grantmakers Concerned with Immigrants and Refugees	Marissa Tirona	President
Groundswell Fund	Vanessa Daniel	Executive Director
Henry Luce Foundation	Mariko Silver	President & CEO
Hope for New York	Elise Chong	CEO
Hsu Hwa Chao Foundation	Susan Lew	Executive Director
James B. McClatchy Foundation	Priscilla Enriquez	CEO
Jeremy Lin Foundation	Jeremy Lin	President
Jessie Smith Noyes Foundation	Rini Banerjee	President
Korean American Community Foundation	Kyung B. Yoon	President & Co-Founder
Korean American Community Foundation of San Francisco	Lina Park	Executive Director
Levi Strauss Foundation	Daniel J. Lee	Executive Director
Lloyd A. Fry Foundation	Unmi Song	President
Long Family Foundation	Vivian Long	Executive Director
Masto Foundation	A. Sparks	Executive Director
Medtronic Foundation	Paurvi Bhatt	President

Nancy Wang Family G&G Education Fund	Nancy Wang, MSW	Director
New Breath Foundation	Eddy Zheng	Founder & President
Northwest Fund for the Environment	Pam Fujita-Yuhas	Foundation Director
Okura Mental Health Leadership Foundation	Karen L. Ishizuka, Ph.D.	President
Philanthropic Initiative for Racial Equity	Lori Villarosa	Executive Director
Potomac Health Foundation	Susie Lee	Executive Director
Resource Generation	Ilimay Ho	Executive Director
Robert Sterling Clark Foundation	Philip Li	President & CEO
Shadhika	My Lo Cook	Executive Director
Sheng-Yen Lu Foundation (SYL Foundation)	Fo-Ching Lu	President
Solidaire Network and Solidaire Action Fund	Rajasvini Bhansali	Executive Director
Surdna Foundation	Don Chen	President
Tarsadia Foundation	Priya Bery	CEO
The Asian American Foundation (TAAF)	Sonal Shah	President
The Boone Family Foundation	Cynthia Yung	President
The Fund for New Jersey	Kiki Jamieson	President
The Fund for Women and Girls	Michelle Legaspi Sanchez	Executive Director
The Health Trust	Michele Lew	CEO
The Ong Family Foundation	Nelson Louis	Executive Officer
The Prospect Hill Foundation	Penny Fujiko Willgerodt	Executive Director
The Rockefeller Foundation	Rajiv Shah	President
The Whitman Institute	Pia Infante	Co-Executive Director & Trustee
Unbound Philanthropy	Taryn Higashi	Executive Director
United Way of the Columbia-Willamette	Cindy Adams	President and CEO
Vesper Society	Miyoko Oshima	President
Wallace Alexander Gerbode Foundation	Stacie Ma'a	President
Women's Foundation California	Surina Khan	CEO

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**Philanthropy CEOs (non-AAPI):**

| <b>ORGANIZATION</b>                                    | <b>NAME</b>             | <b>TITLE</b>                          |
|--------------------------------------------------------|-------------------------|---------------------------------------|
| ABFE                                                   | Susan Taylor-Batten     | President & CEO                       |
| Adirondack Foundation                                  | Cali Brooks             | President & CEO                       |
| Akron Community Foundation                             | John T. Petures, Jr.    | President & CEO                       |
| Amalgamated Foundation                                 | Anna Fink               | Executive Director                    |
| Andrus Family Fund                                     | Manuela Arciniegas      | Director                              |
| Arca Foundation                                        | Anna Lefer Kuhn         | Executive Director                    |
| Arcora Foundation                                      | Vanetta Abdellatif      | President and CEO                     |
| Arizona Community Foundation                           | Steven G Seleznow       | President and Chief Executive Officer |
| Arthur M. Blank Foundation                             | Fay Twersky             | President                             |
| Bainum Family Foundation                               | David Daniels           | CEO and President                     |
| Ballmer Group                                          | Terri Ludwig            | President of Philanthropy             |
| Bamford Foundation                                     | Holly Bamford Hunt      | Executive Director                    |
| Bank of America Foundation                             | Kerry Sullivan          | President                             |
| Barr Foundation                                        | Jim Canales             | President and Trustee                 |
| Blue Cross and Blue Shield of Massachusetts Foundation | Audrey Shelto           | President and CEO                     |
| Blue Cross Blue Shield North Carolina Foundation       | John R Lumpkin, MD, MPH | President                             |
| Blue Meridian Partners                                 | Nancy Roob              | CEO                                   |
| Boston Women'sFund                                     | Natanja Craig Oquendo   | Executive Director                    |
| Brandywine Health Foundation                           | Vanessa B. Briggs       | President/CEO                         |
| Butler Family Fund                                     | Molly Schultz Hafid     | Executive Director                    |
| California Wellness Foundation                         | Judy Belk               | President & CEO                       |
| Carnegie Corporation of New York                       | Vartan Gregorian        | President                             |
| Catalyst of San Diego & Imperial Counties              | Megan Thomas            | Interim President                     |
| Center for Disaster Philanthropy                       | Patricia McIlreavy      | President & CEO                       |
| Central Indiana Community Foundation                   | Brian Payne             | President and CEO                     |
| Central Valley Community Foundation                    | Ashley Swearingin       | CEO                                   |
| Chandler Foundation                                    | Tim Hanstad             | CEO                                   |
| CHANGE Philanthropy                                    | Carly Hare              | Director                              |
| Channel Foundation                                     | Katrin Wilde            | Executive Director                    |
| Cheney Foundation                                      | Brad Cheney             | President & Executive Director        |
| Chorus Foundation                                      | Farhad Ebrahimi         | President                             |
| Circle for Justice Innovations                         | Aleah Bacquie Vaughn    | Executive Director                    |
| Community Foundation for Greater Atlanta               | Frank Fernandez         | President & CEO                       |
| Community Foundation for Northern Virginia             | Eileen Ellsworth        | President and CEO                     |

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|-------------------------------------------------|---------------------------|--------------------|
| Community Foundation for Southeast Michigan     | Mariam C. Noland          | President          |
| Community Foundation for Southwest Washington   | Jennifer Rhoads           | President          |
| Community Foundation of Greater Chattanooga     | Maeghan Jones             | President & CEO    |
| CommunityGiving and Partner Foundations         | Steven Joul               | President & CEO    |
| Conant Family Foundation                        | Leslie Ramyk              | Executive Director |
| Consumer Health Foundation                      | Yanique Redwood, PhD, MPH | President and CEO  |
| Decolonizing Wealth Project & Liberated Capital | Edgar Villanueva          | Principal          |
| Delaware Community Foundation                   | Stuart Comstock-Gay       | President & CEO    |
| Democracy Fund                                  | Joe Goldman               | President          |
| East Bay Community Foundation                   | James W. Head             | President and CEO  |
| ECMC Foundation                                 | Peter Taylor              | President          |
| Edward W. Hazen Foundation                      | Lori Bezahler             | President          |
| Emerging Practitioners in Philanthropy (EPIP)   | Storme Gray               | Executive Director |
| EMpower -The Emerging Markets Foundation        | Cynthia Steele            | President and CEO  |
| Essex County Community Foundation               | Beth Francis              | President & CEO    |
| Fondo Semillas                                  | Tania Turner              | Executive Director |
| Ford Foundation                                 | Darren Walker             | President          |
| Forest and Sequoia Foundations                  | Brian Boyd                | Executive Director |
| Foundation for a Just Society                   | Nicky McIntyre            | CEO                |
| Foundation for Louisiana                        | Flozell Daniels, Jr.      | President and CEO  |
| Foundation for Opioid Response Efforts          | Karen A. Scott, MD, MPH   | President          |
| Foundation for Tacoma Students                  | Dr. Tafona Ervin          | Executive Director |
| Funders for LGBTQ Issues                        | Kristina Wertz            | Interim President  |
| George Gund Foundation                          | David T. Abbott           | President          |
| Give2Asia                                       | Birger Stamperdahl        | President & CEO    |
| Grantmakers for Education                       | Celine Coggins            | Executive Director |
| Grantmakers for Effective Organizations (GEO)   | Marcus Walton             | President and CEO  |
| Grantmakers In Health                           | Cara V. James             | President and CEO  |
| Greater Cincinnati Foundation                   | Ellen M Katz              | President/CEO      |
| Greater Tacoma Community Foundation             | Kathi Littmann            | CEO/President      |
| Group Health Foundation                         | Nichole June Maher        | CEO and President  |
| Hartford Foundation for Public Giving           | Jay Williams              | President & CEO    |
| Heising-Simons Foundation                       | Deanna Gomby              | President and CEO  |
| Hirsch Philanthropy Partners                    | Susan Mayer Hirsch        | CEO and Founder    |
| Hispanics in Philanthropy                       | Ana Marie Argilagos       | President          |

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|------------------------------------------------|----------------------------|---------------------------|
| Houston Endowment                              | Ann B. Stern               | President & CEO           |
| Howard Gilman Foundation                       | Laura Aden Packer          | Executive Director        |
| Island Foundation                              | Denise Porche              | Executive Director        |
| Jacobs Family Foundation                       | Reginald Jones             | President and CEO         |
| Jeannette Rankin Foundation                    | Karen Sterk                | CEO                       |
| Jewish Community Federation and Endowment Fund | Danny Grossman             | CEO                       |
| Josephine & Louise Crane Foundation            | Josie Greene               | President                 |
| Julian Grace Foundation                        | Alison Upton Lopez         | Executive Director        |
| Kalamazoo Community Foundation                 | Carrie Pickett-Erway       | President/CEO             |
| Kataly Foundation                              | Nwamaka Agbo               | CEO                       |
| Kenneth Rainin Foundation                      | Jennifer Rainin, PhD       | CEO                       |
| Kentucky Foundation for Women                  | Sharon LaRue               | Executive Director        |
| Kolibri Foundation                             | Eileen Farbman             | President                 |
| Krupp Family Foundation                        | Liana Krupp                | President                 |
| LA84 Foundation                                | Renata Simril              | President & CEO           |
| Latino Community Fund of WA State              | Lilliane Ballesteros       | Executive Director        |
| Liberty Hill Foundation                        | Shane Murphy Goldsmith     | President/CEO             |
| Libra Foundation                               | Crystal Hayling            | Executive Director        |
| Lumina Foundation                              | Jamie Merisotis            | President & CEO           |
| MADRE                                          | Yifat Susskind             | Executive Director        |
| Maine Community Foundation                     | Steven Rowe                | President & CEO           |
| Maine Women's Fund                             | Kimberly Crichton          | Executive Director        |
| Marguerite Casey Foundation                    | Dr. Carmen Rojas           | President & CEO           |
| Mary Reynolds Babcock Foundation               | Micah Gilmer, Ph.D.        | Interim CEO               |
| Mat-Su Health Foundation                       | Elizabeth Ripley           | President & CEO           |
| McKnight Foundation                            | Tonya Allen                | President                 |
| Metta Fund                                     | Janet Y. Spears            | Chief Executive Officer   |
| Meyer Foundation                               | Nicky Goren                | President and CEO         |
| Meyer Memorial Trust                           | Michelle J. DePass         | President & CEO           |
| Minnesota Council on Foundations               | Susie Brown                | President                 |
| Missouri Foundation for Health                 | Robert Hughes              | President & CEO           |
| Ms. Foundation for Women                       | Teresa C. Younger          | President and CEO         |
| Nathan Cummings Foundation                     | Rey Ramsey                 | Interim President and CEO |
| National AIDS Memorial                         | John Cunningham            | Executive Director        |
| National Center for Family Philanthropy        | Nicholas Tedesco           | President & CEO           |
| National Committee for Responsive Philanthropy | Aaron Dorfman              | President & CEO           |
| National Public Education Support Fund         | Dr. Frank London Gettridge | Executive Director        |
| Native Americans in Philanthropy               | Erik Stegman               | Executive Director        |

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|------------------------------------------|-----------------------------|---------------------------------------|
| Neighborhood Funders Group               | Adriana Rocha               | President                             |
| New England Foundation for the Arts      | Cathy Edwards               | Executive Director                    |
| New Hampshire Charitable Foundation      | Richard Ober                | President & CEO                       |
| New Venture Fund                         | Lee Bodner                  | President                             |
| New York Foundation                      | Maria Mottola               | Executive Director                    |
| Northern California Grantmakers          | Dwayne Samuel Marsh         | President and CEO                     |
| Northland Foundation                     | Tony Sertich                | President                             |
| Northwest Area Foundation                | Kevin Walker                | President and CEO                     |
| Omaha Community Foundation               | Donna Kush                  | President & CEO                       |
| Omidyar Network                          | Mike Kubzansky              | CEO                                   |
| Open Impact                              | Heather McLeod Grant        | Co-Founder                            |
| Open Society Foundations                 | Mark Malloch-Brown          | President                             |
| Park Foundation                          | Rachel Leon                 | Executive Director                    |
| Peace Development Fund                   | Paul Haible                 | Executive Director                    |
| PEAK Grantmaking                         | Satonya C. Fair, JD         | President & CEO                       |
| Peggy and Jack Baskin Foundation         | Nicole Baran                | Executive Director                    |
| Philadelphia Foundation                  | Pedro A. Ramos              | President and CEO                     |
| Philanthropy Colorado                    | Joanne Kelley               | CEO                                   |
| Philanthropy Massachusetts               | Jeff Poulos                 | CEO                                   |
| Philanthropy New York                    | Kathryn O'Neal-Dunham       | CEO                                   |
| Philanthropy Together                    | Sara Lomelin                | Executive Director                    |
| Planting Fields Foundation               | Gina J. Wouters             | Executive Director                    |
| Polk Bros. Foundation                    | Gillian Darlow              | CEO                                   |
| PSE Foundation                           | Andy Wappler                | President & Chairman                  |
| Raikes Foundation                        | Dennis Quirin               | Executive Director                    |
| Rasmuson Foundation                      | Diane Kaplan                | President & CEO                       |
| RCF Connects                             | James Becker                | President and CEO                     |
| Renton Regional Community Foundation     | LeAnne Moss                 | Executive Director                    |
| Restaurant Workers' Community Foundation | John deBary                 | Co-Founder, Board President           |
| RHE Charitable Foundation                | Jennifer Heyneman<br>Sousae | CEO                                   |
| Robertson Foundation for Government      | Cynthia Robinson            | President                             |
| Rockefeller Brothers fund                | Stephen Heintz              | President & CEO                       |
| Rose Community Foundation                | Lindy Eichenbaum Lent       | President & CEO                       |
| Rosenberg Foundation                     | Tim Silard                  | President                             |
| Sacramento Region Community Foundation   | Linda Beech Cutler          | CEO                                   |
| Salesforce Foundation                    | Ebony Beckwith              | Chief Philanthropy Officer<br>and CEO |
| San Francisco Foundation                 | Fred Blackwell              | Chief Executive Officer               |
| Satterberg Foundation                    | Sarah Walczyk               | Executive Director                    |



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|------------------------------------------------|--------------------------|-------------------------|
| Scherman Foundation                            | Mike Pratt               | President               |
| Schultz Family Foundation                      | Tyra Mariani             | President               |
| Seattle Foundation                             | Tony Mestres             | President & CEO         |
| Seventh Generation Fund for Indigenous Peoples | Tia Oros Peters          | CEO                     |
| Sierra Health Foundation                       | Chet P. Hewitt           | President/CEO           |
| Silicon Valley Community Foundation            | Nicole Talyor            | CEO and President       |
| Skoll Foundation                               | Don Gips                 | CEO                     |
| Sobrato Philanthropies                         | Sandy Herz               | President               |
| Southern California Grantmakers                | Christine Essel          | President & CEO         |
| Southwest Initiative Foundation                | Diana Anderson           | President/CEO           |
| Spencer Foundation                             | Na'ilah Nasir            | President               |
| Spokane County United Way                      | Tim Henkel               | President & CEO         |
| Stanislaus Community Foundation                | Marian Kaanon            | CEO                     |
| Stolte Family Foundation                       | Kim Wright               | Executive Director      |
| Strategic Philanthropy, Ltd.                   | Betsy Brill              | President               |
| Stuart Foundation                              | Sophie Fanelli           | President               |
| Stupski Foundation                             | Glen Galaich             | CEO                     |
| Texas Women's Foundation                       | Roslyn Dawson Thompson   | President & CEO         |
| The Andrew W. Mellon Foundation                | Elizabeth Alexander      | President               |
| The Boston Foundation                          | Paul S. Grogan           | President and CEO       |
| The California Endowment                       | Dr. Robert K Ross        | CEO/President           |
| The Chicago Community Trust                    | Dr. Helene Gayle         | President & CEO         |
| The Cleveland Foundation                       | Ronn Richard             | President and CEO       |
| The Collins Foundation                         | Cynthia G. Addams        | Chief Executive Officer |
| The Colorado Health Foundation                 | Karen McNeil-Miller, EdD | President & CEO         |
| The Columbus Foundation                        | Douglas Kridler          | President and CEO       |
| The Community Foundation for Greater New Haven | William W. Ginsberg      | President & CEO         |
| The Denver Foundation                          | Javier Alberto Soto      | President & CEO         |
| The Duluth Superior Area Community Foundation  | Shaun R. Floerke         | President/CEO           |
| The Eisner Foundation                          | Trent Stamp              | CEO                     |
| The Field Foundation                           | Angelique Power          | President               |
| The Fish Family Foundation                     | Tref Borden              | Executive Director      |
| The Greater Milwaukee Foundation               | Ellen Gilligan           | President & CEO         |
| The Healy Foundation                           | Suzanne Geary            | Executive Director      |
| The Heinz Endowments                           | Grant Oliphant           | President               |
| The James Irvine Foundation                    | Don Howard               | President and CEO       |
| The Joyce Foundation                           | Ellen S. Alberding       | President               |

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|---------------------------------------------------------|----------------------------------------------------|----------------------------------------|
| The Klarman Family Foundation                           | Kim Philbrick McCabe                               | Executive Director                     |
| The Kresge Foundation                                   | Rip Rapson                                         | President & CEO                        |
| The Lenny Zakim Fund                                    | Eric Esteves                                       | Executive Director                     |
| The Miami Foundation                                    | Rebecca Fishman<br>Lipsev                          | President and CEO                      |
| The Minneapolis Foundation                              | R.T. Rybak                                         | President & CEO                        |
| The Nellie Mae Education Foundation                     | Nicholas C. Donohue                                | President & CEO                        |
| The New York Women's Foundation                         | Ana. L. Oliveira                                   | President & CEO                        |
| The Proteus Fund                                        | Paul Di Donato                                     | President                              |
| The San Diego Foundation                                | Mark A. Stuart, CFRE                               | President & Chief Executive<br>Officer |
| The Sheltering Arms Foundation                          | Denise Mayotte                                     | Executive Director                     |
| The Sozosei Foundation                                  | Melissa Beck                                       | Executive Director                     |
| The Wallace Foundation                                  | Will Miller                                        | President                              |
| The WISE Fund and Black Philanthropy<br>Month           | Dr. Jackie Bouvier<br>Copeland                     | Founder                                |
| The Women's Foundation of Colorado                      | Lauren Y. Casteel                                  | President & CEO                        |
| The Women's Fund of Central Ohio                        | Kelley Griesmer                                    | President & CEO                        |
| Tides                                                   | Janiece Evans-Page                                 | CEO                                    |
| Tides Advocacy                                          | Romy Avila                                         | CEO                                    |
| Tipping Point Community                                 | Sam Cobbs                                          | Chief Executive Officer                |
| Tufts Health Plan Foundation                            | Nora Moreno Cargie                                 | President                              |
| United Philanthropy Forum                               | David Biemesderfer                                 | President & CEO                        |
| United Way of King County                               | Gordon McHenry, Jr.                                | President & CEO                        |
| United Way of Kitsap County                             | Carl Borg                                          | President & CEO                        |
| United Way of Massachusetts Bay and<br>Merrimack Valley | Bob Giannino                                       | President & Chief Executive<br>Officer |
| United Way of Pierce County                             | Dona Ponepinto                                     | President and CEO                      |
| Untours Foundation                                      | Jonathan Coleman                                   | Co-CEO                                 |
| Untours Foundation                                      | Elizabeth Killough                                 | Co-CEO                                 |
| Urgent Action Fund for Women's Human<br>Rights          | Kate Kroeger                                       | Executive Director                     |
| van Loben Sels/RembeRock Foundation                     | Nancy L. Wiltsek                                   | Executive Director                     |
| Vermont Community Foundation                            | Daniel Smith                                       | President                              |
| Vermont Women's Fund                                    | Meg Smith                                          | Director                               |
| Victoria Foundation                                     | Irene Cooper-Basch<br>La June Montgomery<br>Tabron | Co-Executive Officer                   |
| W.K. Kellogg Foundation                                 | Ellen Dorsey                                       | President and CEO                      |
| Wallace Global Fund                                     | Jamie Allison                                      | Executive Director                     |
| Walter & Elise Haas Fund                                | Jennifer Lockwood-<br>Shabat                       | Executive Director                     |
| Washington Area Women's Foundation                      | Maria Kolby-Wolfe                                  | President & CEO                        |
| Washington Women's Foundation                           |                                                    | President & CEO                        |

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|------------------------------------------|-----------------------------|-------------------------|
| Way to Win & Way to Rise                 | Tory Gavito                 | President Way to Win    |
| Weingart Foundation                      | Miguel A. Santana           | President & CEO         |
| Whatcom Community Foundation             | Mauri Ingram                | President & CEO         |
| William and Flora Hewlett Foundation     | Larry Kramer                | President               |
| William Caspar Graustein Memorial Fund   | David Addams                | Executive Director      |
| William T. Grant Foundation              | Adam Gamoran                | President               |
| Winthrop Rockefeller Foundation          | Sherece Y. West-Scantlebury | President               |
| Women's Foundation For A Greater Memphis | Ruby Bright                 | President & CEO         |
| Women's Foundation of Minnesota          | Gloria Perez                | President & CEO         |
| Women's Fund of Greater Chattanooga      | Erika R. Burnett            | Executive Director      |
| Women's Fund of Hawai'i                  | Leela Bilmes Goldstein, PhD | Executive Director      |
| Women's Fund of Rhode Island             | Kelly Nevins                | CEO                     |
| Women's Funding Network                  | Elizabeth Barajas-Román     | President & CEO         |
| Woods Fund Chicago                       | Michelle Morales            | President               |
| Woodward Hines Education Foundation      | James E. McHale             | President & CEO         |
| Y&H Soda Foundation                      | Luis Arteaga                | Chief Executive Officer |
| Yakima Valley Community Foundation       | Sharon F. Miracle           | President and CEO       |

*The following individuals provided organizational affiliations for identification purposes only.*

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Philanthropy Professionals (AAPI):

NAME	TITLE	ORGANIZATION
Abby Burkland		New England Grassroots Environment Fund
Adam Fong	Program Officer, Performing Arts	William and Flora Hewlett Foundation
Adele Lee	Director, TRHT-LA	Southern California Grantmakers
Alex Chan	Strategic Initiatives Director	Tipping Point Community
Alex Kenzan Sasayama	Senior Relationship Manager	NeighborWorks America
Alexandra McKay	VP Programs	Rasmuson Foundation
Alexandra McKay	VP Programs	Rasmuson Foundation
Alice Cabrera Bryant	Director of Finance & Operations	Northern California Grantmakers
Alice Y. Hom	Director, Equity and Social Justice	Northern California Grantmakers
Alina Arutyunyan		Boston Foundation
Amardeep Singh	Vice President of Programs	Proteus Fund
An Nguyen	Program Manager	The California Endowment California Community Foundation
Andrea Abeleda		
Angela Hsiaowen Cheng	Senior Program Officer	The JPB Foundation
Angelica Das	Senior Associate	Democracy Fund
Angie Junck	Human Rights Director	Heising-Simons Foundation
Anita Patel	Leadership Programs Director	Bush Foundation
Anjana Pandey	Executive Vice President	Philanthropy Northwest
Anna Jen	Program Associate for Economic Development and Arts & Culture	The Boston Foundation
Anne Im	Director, Community Investment	Silicon Valley Community Foundation
Anne Katahira	Senior Advisor	The Giving Practice, Philanthropy Northwest
Anne Kiyono Calef	Research Fellow, Boston Indicators	The Boston Foundation
Annie Yang-Perez	Executive Affairs & Special Projects Officer	New England Foundation for the Arts
April Suwalsky Khan	AAPIP Chapter Co-Chair	AAPIP Silicon Valley Chapter Greater Tacoma Community Foundation
Art Wang	Board Chair	
Atsuko T. Fish	Trustee	The Fish Family Foundation
Beadsie Woo	Senior Associate	The Annie E. Casey Foundation

Betty Francisco	Board Member	The Boston Foundation and Nellie Mae Education Foundation
Bing Wang	Data Analytics Manager	Tipping Point Community
Camille E. Serrano	Program Coordinator	Rockefeller Philanthropy Advisors
Caressa G. Sanchez	Talent Operations Coordinator	Tipping Point Community
Carol Kim	Senior Director of Finance	Tipping Point Community
Carolyn Wang Kong	Chief Program Director	Blue Shield of California Foundation
Cathy Choi	Senior Director of Programs	The Eisner Foundation
Cathy Fong	Executive Committee	Asian Mosaic Fund
Charmaine Brown	Sr. Scholarship Officer	The Denver Foundation
Chris Bui, JD, MPH	Senior Program Officer, AAPIP Chapter Co-Chair	The Colorado Health Foundation, AAPIP Rocky Mountain Chapter
Christine AuYeung	Senior Program Officer, AAPIP Chapter Co-Chair	Robin Hood, AAPIP New York Chapter
Christine Lim	Director of Business Development & Operations	Silicon Valley Community Foundation
Christine Tien	Senior Program Manager	The California Endowment
Christine Yoon	Sr. Program Officer, AAPIP Chapter Co-Chair	The Wallace Foundation, AAPIP New York Chapter
Courtney Banayad	Director of Membership and Communications	Neighborhood Funders Group
Dan Teng	Grants Administrator	Howard Gilman Foundation
Daniel T. Lee	Chief Financial Officer	The Denver Foundation
David Y. Moy	Deputy Director	Hyams Foundation
Debra Nakatomi	Board Member	California Wellness Foundation
Diane Nguyen	VP, Donor Engagement	Silicon Valley Community Foundation
Dien Yuen	Asst Professor of Philanthropy	The American College of Financial Services
Edna Wu, CPA	Senior Accountant	The Henry Luce Foundation, Inc.
Edward Wang	Director, Corporate Social Impact	Tides
Edwin Ou	Managing Director	Skoll Foundation
Elaine Mui	Grants & Operations Manager	General Service Foundation
Elizabeth Yee	Executive Vice President, Program Strategy & Chief of Staff	The Rockefeller Foundation
Emil Kang	Program Director, Arts and Culture	The Andrew W. Mellon Foundation
Emma Schwarz	Controller	Rose Community Foundation
Erin Limlingan	Donor Relations Officer	California Community Foundation
Fatima Angeles	Vice President of Programs	California Wellness Foundation
Fontane Lo	Senior Impact Assessment & Learning Officer	The James Irvine Foundation

Gao Lee	Talent Development Coordinator	Bush Foundation
George Lin	SVP, IT	Silicon Valley Community Foundation
Geri Yang-Johnson	Board Member	California Wellness Foundation
Giles Li	Senior Program Officer	Barr Foundation
Grace Chiang Nicolette	Vice President	Center for Effective Philanthropy (CEP)
Grace Ha	Program Associate	the Schmidt Family Foundation
Hanh Le	Vice President of Strategic Partnerships	Consumer Health Foundation
Hehershe Busuego	Director of Programs & Racial Equity, AAPIP Chapter Co-Chair	Essex County Community Foundation, AAPIP Boston Chapter
Hilesh Patel	Leadership Investment Program Officer	Field Foundation
Huong Nguyen-Yap	Director of Community Investment	Women's Foundation California
Iris Shih	Communications Manager	Henry Luce Foundation
Jaimini Parekh		Northwest Fund for the Environment
James Liou	Senior Director, AAPIP Chapter Co-Chair	Equal Measure, AAPIP Philadelphia Chapter
Jasmine Lacsamana	Program Officer	Archstone Foundation
Jeannie Park	Board Co-Chair	Donors of Color Network
Jennifer Heymoss	Community Investment Officer	Kalamazoo Community Foundation
Jennifer Jaramillo	Chief Talent Officer	The Kresge Foundation
Jennifer Lee	Managing Director, Community Health Grantmaking	Health Resources in Action
Jin Tsuchiya	Public Policy Officer, AAPIP Chapter Co-Chair	The Colorado Health Foundation, AAPIP Rocky Mountain Chapter
Jina Song Freiberg	Grants Manager	Public Welfare Foundation
Jing-Jing Zheng		Hewlett Foundation
Joanna Kong	Co-Chair	National Asian American Community Foundation
Joe Lumarda	Board Member	California Wellness Foundation
John Ho	Manager of Strategic Initiatives and Learning	The Boston Foundation
John Tobe	Chair	National Japanese American Memorial Foundation (NJAMF)
Joseph Lee	Philanthropic Advisor	The Philanthropic Initiative, The Boston Foundation
Joyce Ybarra	Director, Grant Operations	Weingart Foundation
Judilee Reed	Director	William Penn Foundation
Kallie O'Hara	Operations Officer	Bush Foundation
Kara Inae Carlisle	Vice President of Programs	McKnight Foundation
Kareem Elsaadi	Legal Counsel	Democracy Fund

Karthick Ramakrishnan	Trustee	The California Endowment
Kathy Ko Chin	Trustee	The Kresge Foundation
Kelly Hayashi	Director of Grants Management	Heising-Simons Foundation
Kenji Hakuta	Board Member	William T. Grant Foundation
Kenji Treanor	Director of Strategy, Effectiveness & Learning	Stuart Foundation
Kevin Chen	Chairperson	Asian American Impact Fund
Khanh Nguyen	Senior Program Officer	The Colorado Health Foundation
Kim Szeto	Program Director, Public Art	New England Foundation for the Arts
Kimberly Blakemore	Program Officer	Tufts Health Plan Foundation
Kinkini Banerjee	Director, Community and Networks	Chan Zuckerberg Initiative
Kristi Keolakai	Vice President, Partnership, Policy & Learning	The Denver Foundation
Laleh Ispahani	Managing Director, Open Society-U.S.	Open Society Foundations
Laura Kim Lee	Director of Grantmaking	Maine Community Foundation
Leah Hong	Program Partner	Imago Dei Fund
Leisle Lin	Former Board Chair	Philanthropy New York
Leslie Tsai	Director of Social Impact	Chandler Foundation
Lillian Cheng	Senior Program Officer	Liz Claiborne & Art Ortenberg Foundation
Lilly Athamanah	Digital Communications Specialist	The Chicago Community Trust
Linshuang Lu	Board Member	Untours Foundation
Lu Jiang, J.D.	AAPIP Chapter Co-Chair	AAPIP Seattle Chapter
Luna Yasui	Senior Program Officer, Civic Engagement and Government	Ford Foundation
Ly Nguyen	Advisor	Tides
Lyle Matthew Kan	Senior Fellow	CHANGE Philanthropy
Lyn Hunter	Director, Regional Strategies & Networks	Philanthropy Northwest
Mala Thao	Philanthropic Advisor	Saint Paul & Minnesota Foundation
Margaret Yao	Senior Advisor for Leadership Development	Democracy Fund
Margie Jo Eun Joo Andreason	DEI Manager	Northwest Area Foundation
Margie Jo Eun Joo Andreason	DEI Manager	Northwest Area Foundation
Maria Torres-Springer	Vice President, US Programs	Ford Foundation
Mariella Puerto	Director of Climate Program	Barr Foundation
May Yang	Public Policy Manager	Minnesota Council on Foundations
Maya Singh	Philanthropy Associate	New Hampshire Charitable Foundation
Meena Malik	Program Manager, Theater	New England Foundation for the Arts

Meenakshi Abbi	Senior Advisor, AAPIP Chapter Co-Chair	Rockefeller Philanthropy Advisors, AAPIP San Francisco Chapter
Meenakshi Menon	Chief Development Officer	Groundswell Fund
Meghan Montelibano- Gorman	Alumni Engagement Coordinator	University of Denver
Melody Lee	Managing Director	JustFund
Meredith Higashi	Director, Public Policy & Advocacy	Philanthropy Northwest
Miguel In Suk (인 석) Lovato	Senior Program Officer	The Colorado Health Foundation
Miki C. Akimoto	Board member	The Lenny Zakim Fund
Milton Chen	Former Chair	Panasonic Foundation
Mitchell Lee	Program Associate	Heising-Simons Foundation
Nadia Firozvi		Democracy Fund
Nadir Shams	Associate Director	Skoll Foundation
Neesha Kharva	Donor Services, Grants Dept	Silicon Valley Community Foundation
Nhia Vang	Leadership Programs Coordinator	Bush Foundation
Nicole Boucher	Senior Advisor	Way to Rise
Nicole Kyauk	Director of Philanthropic Services	San Francisco Foundation
Nina Sawhney	Senior Program Manager	McNulty Foundation
Nishka Chandrasoma	General Counsel	Ford Foundation
OiYan Poon	Program Officer	Spencer Foundation
Pahoua Yang Hoffman	Senior Vice President of Community Impact	Saint Paul & Minnesota Foundation
Paul Cheung	Director of Journalism and Technology Innovation	Knight Foundation
Paul W. Lee	Chair	Asian Community Fund at The Boston Foundation
Pauline Yu	Trustee	Henry Luce Foundation
Peggy Chang	Program Associate	Heising-Simons Foundation
Phuong Pham	Vice President, Knowledge & Communications	Southern California Grantmakers
Pratima Patil	Senior Manager for Programs and Policy	Boston Opportunity Agenda
Rahim S. Rajan	Deputy Director, Postsecondary Success Lead, US, Mexico, Caribbean Foundation Programs	Bill & Melinda Gates Foundation
Raymond G Ampil		Fondation CHANEL
Rhea Yap	Senior Philanthropic Advisor	Oak Park-River Forest Community Foundation
Ria Pugeda	Senior Program Officer	Consumer Health Foundation
Richard Woo	Board Member	Greater Tacoma Community Foundation
Ritika Kumar	Donor Engagement Officer	The Boston Foundation

Roger Nozaki	Vice President for Strategy & Programs	Barr Foundation
Rose Veniegas, Ph.D.	Senior Program Officer - Health	California Community Foundation
Rosie Abriam	Advisor, AAPIP Chapter Co-Chair	Abriam-Lee-Yago Fund, AAPIP-Metro D.C. Chapter
Rupal Soni	Senior Program Officer	Paul M. Angell Family Foundation
Sachi Ishida	Impact Project Manager	The Denver Foundation
Sachi Yoshii	Vice President, Strategy & External Relations	East Bay Community Foundation
Sally Lew	Member	AAPIP-LA
San San Wong	Director, Arts + Creativity	Barr Foundation
Sandra Liu Huang	Head of Education	Chan Zuckerberg Initiative
Sara Tian		Saffron Circle
Sarah Huang	Director of Learning	New England Grassroots Environment Fund
Sarah Lee	Director, Marketing Communications	Kalamazoo Community Foundation
Sarita Gupta	Director, Future of Workers Program	Ford Foundation
Sharon Hsiang Chen	Board President	Donors of Color Action
Shiho Fuyuki	Lead	Canopy
Shireen Zaman	Director, RISE Together Fund	Proteus Fund
Shivani Garg Patel	Chief Strategy Officer	Skoll Foundation
Shivani Garg Patel	Chief Strategy Officer	Skoll Foundation
Shuaib A. Siddiqui	Director of Impact Investing	Surdna Foundation
Soni Gupta	Director, Neighborhoods and Housing	The Boston Foundation
Sonia Mathew	Program Officer, AAPIP Chapter Co-Chair	Robert R. McCormick Foundation, AAPIP Chicago Chapter
Sophy Yem	Philanthropy Program Officer	Surdna Foundation
Srik Gopal	Managing Partner	Humanity United
Stacey Shigaya	Program Director	Sakura Foundation
Stella Xu		Stop AAPI Hate
Stephen Chan	Vice President, Strategy and Operations	The Boston Foundation
Suneela Jain	Chief Legal and Ethics Officer	Tides / Tides Advocacy
Suneela Jain	Chief Legal and Ethics Officer	Tides / Tides Advocacy
Susan Kagehiro	Director of Programs	Stuart Foundation
Susana Liu- Hedberg	Program Analyst	Open Society Foundations
Taara Rangarajan	Chief of Staff	Ford Foundation
Ted Wang	US Program Director	Unbound Philanthropy
Tenzin P. Lama	Program Administrative Specialist	Open Society Foundations
Thao Do	Senior Accountant	Colorado Health Foundation

Tida Leagnavar		The California Endowment
Tiffany Woon	AAPIP Chapter Co-Chair	AAPIP Silicon Valley Chapter
Tina Joh	Senior Advisor	Rockefeller Philanthropy Advisors
Tori Miyagi	VP & Chief of Staff	Way to Win
Tracy Palandjian	CEO & Co-Founder; Trustee; Trustee	Social Finance, Inc; Surdna Foundation; The Boston Foundation
Tricia Bonman	Program Officer	Rose Community Foundation
Valerie DCosta	CEO	Circle Coaching and Consulting LLC
Vera deVera	Program Director	Weingart Foundation
Victor Ng	Creative Director	Ford Foundation
Vivian Fong	Sr. Donor Services Manager	The Boston Foundation
Vivian Tseng	Senior Vice President, Program	William T. Grant Foundation
Vivian Wu	Managing Partner, Ventures	Chan Zuckerberg Initiative
Vy Nguyen	Director of Special Projects and Communications	Weingart Foundation
Winnie Chen	Strategy and Learning Manager	Democracy Fund
Yen Chau	Sr. Learning & Evaluation Officer	The Colorado Health Foundation
Yna Moore	Director of Marketing and Communications	Center for Disaster Philanthropy
Yuting Li, Ph.D.	Program Associate	Henry Luce Foundation

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### Philanthropy Professionals (non-AAPI):

| NAME                   | TITLE                                        | ORGANIZATION                                     |
|------------------------|----------------------------------------------|--------------------------------------------------|
| Aasha M. Abdill, PhD   | Strategy and Learning Manager, Public Square | Democracy Fund                                   |
| Adriana Loson-Ceballos | Director, Network EPIP                       | Emerging Practitioners in Philanthropy (EPIP)    |
| Aimee Scorziello       | Program Officer, Arts & Culture              | The Boston Foundation                            |
| Alethia Jones          | Program Director                             | Open Society Foundations                         |
| Alison Corwin          | Senior Program Officer                       | Surdna Foundation                                |
| Allison Picott         | Director of Development                      | The Lenny Zakim Fund                             |
| Amy Klement            | Managing Partner                             | Imaginable Futures                               |
| Anastacia Lamb         | Office Manager                               | Greater Tacoma Community Foundation              |
| Andie Byrd             | Senior VP                                    | Southern California Grantmakers                  |
| Andrew Arnott          | Board Member / President & CEO               | The Boston Foundation / John Hancock Investments |
| Armando Castellano     | Family Trustee                               | Castellano Family Foundation                     |
| Belinda Stubblefield   | Vice President, Diversity Equity & Inclusion | Chan Zuckerberg Initiative                       |
| Ben Lazarus            | Board Member                                 | Satterberg Foundation                            |

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|---------------------------|-------------------------------------------|----------------------------------------------------------------|
| Beverly Cox CFP           | Board Member                              | Greater Tacoma Community Foundation                            |
| Bob Dunn                  | Former President & CEO                    | Synergos Institute                                             |
| Brian Collier             | Executive Vice President                  | Foundation For The Carolinas                                   |
| Brian Eule                | Director of Communications                | Heising-Simons Foundation                                      |
| Brian Green               | Director                                  | Greater Tacoma Community Foundation                            |
| Brooke Stafford-Brizard   | Vice President, Research to Practice      | Chan Zuckerberg Initiative                                     |
| Bruce Boyd                | Board member                              | The Windward Fund                                              |
| C.A. Webb                 | Board Director                            | The Boston Foundation                                          |
| Caitlin Boger-Hawkins     | Vice Chair                                | Surdna Foundation Board                                        |
| Caitlin Brune             | Senior Fellow                             | Northern CA Grantmakers                                        |
| C'Ardiss Gleser           | Chair, Andrus Family Fund                 | Andrus Family Fund                                             |
| Carlotta M. Arthur, Ph.D. | Program Director                          | Henry Luce Foundation                                          |
| Chelsea Mason             | Director of External Relations            | The Eisner Foundation                                          |
| Cindy Berman              | Fair Work Team Manager                    | Open Society Foundations                                       |
| Colleen Thouez            | Director                                  | Open Society Foundations                                       |
| Cori Bargmann             | Head of Science                           | Chan Zuckerberg Initiative                                     |
| Dan Shannon               | Chief Partnerships Officer                | Tides                                                          |
| Daniel Gonzales           | Senior Program Officer                    | Open Society Foundations                                       |
| Davis Benedict            |                                           | Surdna Foundation                                              |
| Depelsha McGruder         | COO                                       | Ford Foundation                                                |
| Devon Ysaguirre           | Associate Director, Strategy and Learning | Democracy Fund                                                 |
| Diana Birkett Rakow       | Board Chair                               | Alaska Airlines Foundation                                     |
| Diana Fontaine            | Program Manager                           | New England Grassroots Environment Fund                        |
| Diane Samuels             | Vice President, People and Culture        | The Ford Foundation                                            |
| Digna Sanchez             | Board member                              | Puerto Rico Women's Foundation                                 |
| Digna Sanchez             | Board member                              | Puerto Rico Women's Foundation                                 |
| Dominique Ramos           | Program and Office Administrator          | The Lenny Zakim Fund                                           |
| Doug Stamm                | Senior Advisor                            | The Giving Practice                                            |
| Dr J Keith Motley         | Board Member                              | Boston Foundation                                              |
| Dr. Gisele C. Shorter     | Education Strategy Program Officer        | Raikes Foundation                                              |
| Dr. Jannah Garfio         | Senior Manager, Inclusive Design          | Chan Zuckerberg Initiative                                     |
| Dr. Myechia Minter-Jordan | Board Member                              | The Boston Foundation, AccelR8 Ventures, The Boston Foundation |
| Dwight Poler              | CEO, Trustee                              | The Boston Foundation                                          |
| Ed Grogan                 | Board Chair                               | Pacific Lutheran University                                    |
| Eileen M. O'Connor        | Senior Vice President                     | The Rockefeller Foundation                                     |

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|---------------------------|-----------------------------------------------------------------|-----------------------------------------------------|
| Elaine Gast Fawcett       | Principal                                                       | PhilanthroComm                                      |
| Elba Montalvo             | Co-Chair                                                        | Puerto Rico Women's Foundation                      |
| Eliel Gebru               | Learning & Evaluation Officer                                   | The Colorado Health Foundation                      |
| Elizabeth Aviles          | Advisor                                                         | Tides                                               |
| Elizabeth Cahill          | Director of Communications and Engagement                       | Surdna Foundation                                   |
| Elyse Cherry              | Board Member/CEO                                                | The Boston Foundation/<br>BlueHub Community Capital |
| Elyse Gordon              | Director of Programs                                            | Emerging Practitioners in Philanthropy (EPIP)       |
| Emiko Thompson            | Scholarships Associate                                          | Silicon Valley Community Foundation                 |
| Emily Klass               |                                                                 | Andrus Family Fund                                  |
| Emily Serafy-Cox          | Foundation Officer                                              | Peace Development Fund                              |
| Eric Doppstadt            |                                                                 | The Ford Foundation                                 |
| Erin Roberts              | Community Engagement Manager                                    | Emerging Practitioners in Philanthropy (EPIP)       |
| Erwin Lee Acox, Jr.       | Director of Justice, Equity, Diversity & Inclusion              | Tides                                               |
| Eva Bennett Rosenberg     | Interim Director, Arts & Culture                                | The Boston Foundation                               |
| Evelyn Ryberg             | Senior Director of Philanthropic Services                       | Greater Tacoma Community Foundation                 |
| Fernanda Campbell         | Senior Manager of Research                                      | Boston Opportunity Agenda                           |
| Gabriela Cinquegrana      | Special Assistant                                               | Surdna Foundation                                   |
| Gregory M. Korchnak       | Board Member                                                    | Andrus Family Fund                                  |
| Gwen Walden               | Senior Managing Director<br>Philanthropy Administration Officer | Arabella Advisors                                   |
| Heather Kemp              |                                                                 | The Boston Foundation                               |
| Hilary Pennington         | Executive Vice President                                        | Ford Foundation                                     |
| Hunter Meyer              | Program Associate,<br>Chronic Homelessness Initiative           | Tipping Point Community                             |
| Jacques Colon             | Board Member                                                    | Greater Tacoma Community Foundation                 |
| James A. Goldston         | Executive Director                                              | Open Society Justice Initiative                     |
| James Davitt Rooney       | Senior Fellow                                                   | The Boston Foundation                               |
| Jamie Austin              | Senior Director, Impact                                         | Tipping Point Community                             |
| Janasha Higgins           | Learning + Evaluation Manager                                   | Tipping Point Community                             |
| Janece Levien             | Senior Program Officer                                          | Greater Tacoma Community Foundation                 |
| Janna Rolland             | Trustee                                                         | Northwest Fund for the Environment                  |
| Jared Joiner              | Director, Educational Practice                                  | Chan Zuckerberg Initiative                          |
| Jeanne Argoff, Ph.D.      | Founder and former Executive Director                           | Disability Finders Network                          |
| Jeffrey Jimenez-Kurlander | Senior Analyst                                                  | Surdna Foundation                                   |
| Jennifer Oakley           | Program Partner                                                 | Imago Dei Fund                                      |

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|----------------------------|-----------------------------------------------------------------|---------------------------------------------|
| Jessica Berns              | Network Vibrancy Director                                       | Philanthropy Massachusetts                  |
| Jessyca Dudley             | Director                                                        | Chicago African Americans in Philanthropy   |
| Jim Casselberry            | CIO 4S Bay Partners/<br>Board Member JGF                        | 4S Bay Partners/<br>Julian Grace Foundation |
| John Esterle               | Co-Executive Director & Trustee                                 | The Whitman Institute                       |
| Jonathan Goldberg          | Director of Learning<br>& Grant Operations                      | Surdna Foundation                           |
| Jonathan VanAntwerpen      | Program Director for<br>Religion and Theology                   | Henry Luce Foundation                       |
| Josh Elliott               | Manager, Human Resources &<br>Administration                    | Surdna Foundation                           |
| Julia Tockar               | Office Manager                                                  | Surdna Foundation                           |
| Julie Smith-Bartoloni      | Senior Director, Philanthropy                                   | The Boston Foundation                       |
| June Lee                   | Director, Measurement and<br>Evaluation                         | The ELMA Philanthropies                     |
| Justin Barra               | Vice President, Education                                       | Chan Zuckerberg Initiative                  |
| Karen Allston              | Trustee                                                         | Northwest Fund for the Environment          |
| Karen Freeman              | COO                                                             | Southern California Grantmakers             |
| Kate Guedj                 | Senior Vice President<br>& Chief Philanthropy Officer           | Boston Foundation, Inc.                     |
| Katharine Len Yee Mitchell | Vice President of Community<br>Impact                           | WFSA                                        |
| Kathleen Traphagen         | Lead Facilitator                                                | Grantmakers for Thriving Youth              |
| Katinka Hakuta             | Grants Manager                                                  | Imago Dei Fund                              |
| Katy Pelissier             | Director, Programs &<br>Conferences                             | Southern California Grantmakers             |
| Keith A. Mahoney           | Vice President,<br>Communications & Public<br>Affairs           | The Boston Foundation                       |
| Kelly Nowlin               | Trustee                                                         | Surdna Foundation                           |
| Kim Fisher                 | Board Member                                                    | Greater Tacoma Community<br>Foundation      |
| Kim Van Horn               | Managing Director                                               | Paul M. Angell Family Foundation            |
| Kim Walker                 | Senior Director,<br>Head of Diversity, Equity, and<br>Inclusion | Arabella Advisors                           |
| Kit Evans                  | Ambassador                                                      | Greater Tacoma Community<br>Foundation      |
| Kristina Delgado-Zupan     | Program Analyst                                                 | Open Society Foundation                     |
| Kumella Aiu                | Senior Program Officer                                          | Delta Dental of Colorado Foundation         |
| Lea Trusty                 | Program Associate                                               | Democracy Fund                              |
| Linda Mason                | Chair                                                           | The Boston Foundation                       |
| Lindsay Louie              | Program Officer                                                 | Hewlett Foundation                          |
| Lisa R Jackson, Ph.D.      | Managing Partner                                                | Imago Dei Fund                              |
| Lise Landeau               | Executive Assistant                                             | Open Society Foundations                    |
| Lise Woods Fink            | Sr. Advisor, Talent Acquisition                                 | Democracy Fund                              |

|                           |                                                          |                                        |
|---------------------------|----------------------------------------------------------|----------------------------------------|
| Lori Forte Harnick        | Vice Chair                                               | Greater Tacoma Community Foundation    |
| Luis Roman                | Steering Committee                                       | Chicago Latinos in Philanthropy (CLIP) |
| Madeline Porter           | Program Associate                                        | James B. McClatchy Foundation          |
| Marc de Venoge            | VP Finance & Administration                              | Surdna Foundation                      |
| Margaret Belais           | Board Member                                             | Andrus Family Fund                     |
| Margaret Boles Fitzgerald |                                                          | Henry Luce Foundation                  |
| Mari Brennan Barrera      | Principal                                                | Barrera Consulting                     |
| Martin Abregu             | Vice-President,<br>International Programs                | Ford Foundation                        |
| Mary Cruz                 | Program Manager                                          | The Durfee Foundation                  |
| Mary Gauger               | Grants Associate                                         | Chan Zuckerberg Initiative             |
| Matthew Walegir           | Controller                                               | Surdna Foundation                      |
| Maureen Middleton         | Senior HR Manager                                        | Tides                                  |
| Meagan Gable              | Board of Directors                                       | Satterberg Foundation                  |
| Megan Bang                | Senior Vice President                                    | Spencer Foundation                     |
| Megan Powers              | International Program Officer                            | McKnight Foundation                    |
| Megan Smedsrud            | Senior Program Officer                                   | Greater Tacoma Community Foundation    |
| Michael S Spensley, DVM   | Emeritus Director, Surdna Foundation                     | Surdna Foundation                      |
| Michele Moore             | Vice President, Global Communications                    | Ford Foundation                        |
| Molly Thorpe              | Board Member                                             | Andrus Family Fund                     |
| Mona Chang                | Senior Major Gifts Officer                               | Tipping Point Community                |
| Monica Greco              | Program Officer                                          | Open Society Foundations               |
| Monica Munn               | Managing Director, Philanthropy                          | World Education Services               |
| Nanette Fok               | Board Member                                             | Mize Family Foundation                 |
| Natalie Foster            | Co-chair                                                 | Economic Security Project              |
| Neill Coleman             | Chief Philanthropy Officer                               | Trinity Church Wall Street             |
| Nicole Eley-Carr          |                                                          | Ford Foundation                        |
| Nola Frost                | Business Systems Analyst                                 | New Hampshire Charitable Foundation    |
| Nyoka Acevedo             | Program Officer                                          | Andrus Family Fund                     |
| Pamela Gray Payton        | Vice President,<br>Chief Impact and Partnerships Officer | The San Diego Foundation               |
| Patrice R. Green          | Program Officer, Inclusive Economies                     | Surdna Foundation                      |
| Paul Gannon               |                                                          | The Boston Foundation                  |
| Paul Shoemaker            | Author. Consultant.                                      | Social Venture Partners                |
| Paul Silva                | Director of Strategic Communications                     | Ford Foundation                        |
| Pete Helsell              | Board member                                             | Satterberg Foundation                  |

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|----------------------------------------|-----------------------------------------------|----------------------------------------------------------|
| Phil Buchanan                          | President                                     | Center for Effective Philanthropy                        |
| Phillip Gonzalez                       | Senior Program Officer                        | Tufts Health Plan Foundation                             |
| Pierce County Councilmember Ryan Mello | Board Member                                  | Greater Tacoma Community Foundation                      |
| Priscilla Lisicich                     | Secretary, Executive Director                 | Greater Tacoma Community Foundation, Safe Streets        |
| Renee Karibi-Whyte                     | Vice President                                | Rockefeller Philanthropy Advisors                        |
| Richard Tate                           | Executive Vice President                      | California Wellness Foundation                           |
| Rick Oldenburg, CAP                    | Executive Director                            | South Sound Planned Giving Council                       |
| Robert Smith III                       | Program Officer, Thriving Cultures            | Surdna Foundation                                        |
| Robin Callahan                         | VP of Philanthropic Services                  | Greater Tacoma Community Foundation                      |
| Rommi Ahmed                            | Finance                                       | The Surdna Foundation                                    |
| Ronald P. O'Hanley                     | Director                                      | The Boston Foundation                                    |
| Ronald P. O'Hanley                     | Director                                      | The Boston Foundation                                    |
| Rudy Guglielmo                         |                                               | Bush Foundation                                          |
| Scott E. Squillace, Esq.               | Attorney                                      | Board member, The Boston Foundation                      |
| Seth Kirby                             | Vice President for Community Impact           | Greater Tacoma Community Foundation                      |
| Shante K. Avant                        | Vice President                                | Women's Foundation for a Greater Memphis                 |
| Shari Wilson                           | Board Member                                  | Surdna Foundation                                        |
| Sheila M Leddy                         | Program Partner                               | Imago Dei Fund                                           |
| Sheri J Tonn                           | Past Board Chair                              | Greater Tacoma Community Foundation                      |
| Sheryl Seller                          |                                               | The Sillerman Center for the Advancement of Philanthropy |
| Silvana Serafimovska                   | Grants Manager                                | Surdna Foundation                                        |
| Stacey Guadnola                        | Director of Philanthropic Engagement          | Greater Tacoma Community Foundation                      |
| T.J. Rose                              | Vice Chairman                                 | The Boston Foundation                                    |
| Tammy Cook                             | Accounting Specialist                         | The Denver Foundation                                    |
| Tim Thorpe                             | Board Member                                  | Surdna Foundation                                        |
| Todd & Teresa Silver                   | Director                                      | Todd & Teresa Silver Funds                               |
| Toryono Green                          | Board Member                                  | Greater Tacoma Community Foundation                      |
| Tuly Martinez                          | Senior Vice President, Programs & Conferences | Southern California Grantmakers                          |
| Vanessa Calderon-Rosado, Ph.D.         | Board of Directors Member                     | The Boston Foundation                                    |
| Ysabel Y. Gonzalez                     | Assistant Director                            | Geraldine R. Dodge Foundation                            |
| Zaira Cedano                           | Program Associate                             | Andrus Family Fund                                       |
| Zamawa Arenas                          | Board Member                                  | The Boston Foundation                                    |
| Zoe Stemm-Calderon                     | Director, Education                           | Raikes Foundation                                        |





**Allies:**

| <b>NAME</b>               | <b>TITLE</b>                                | <b>ORGANIZATION</b>                 |
|---------------------------|---------------------------------------------|-------------------------------------|
| Alexa Cortes Culwell      | Co-Founder                                  | Open Impact                         |
| Alexandra Pineros Shields | Executive Director                          | Essex County Community Organization |
| Anne Ishii                | Executive Director                          | Asian Arts Initiative               |
| April Chou                | Independent Advisor                         |                                     |
| Brandy Loveland, LMSW     | Achievement Coach                           | WNY Women's Foundation              |
| Brian Han                 |                                             |                                     |
| Charlotte Min-Harris      | Chief Operating Officer                     | Nurse-Family Partnership            |
| Christine Lam             |                                             |                                     |
| Elaine Abelaye-Mateo      |                                             | Everyday Impact Consulting, Inc.    |
| Emily Weltman             | Founder                                     | Collective Flow Consulting          |
| Eric Aaholm               | Executive Director                          | YES Nature to Neighborhoods         |
| Erin Mulligan Nelson      | CEO                                         | Social Solutions Global, Inc.       |
| Glen Price                | Founder                                     | Glen Price Group                    |
| Harry Wilson              | Sr. Consultant                              | National University Systems         |
| Helena Kolenda            |                                             |                                     |
| Jaehyeon Ahn              | HR Manager                                  |                                     |
| Jane Nishida              |                                             |                                     |
| Jessica Sarowitz          | Co-founder                                  | Julian Grace Foundation             |
| Joe Le Roy                | President & CEO                             | HopeSparks Family Services          |
| Julie Castro Abrams       | Founder and CEO                             | How Women Lead                      |
| Karina Guadalupe          | Community Organizer                         |                                     |
| Kody Russell              | Executive Director                          | Kitsap Strong                       |
| Kristin McSwain           | Executive Director                          | Boston Opportunity Agenda           |
| Laura Duymovic            | Director, Sales Strategy & Operations       | Arabella Advisors                   |
| Lee Pelton                | President                                   | Emerson College                     |
| Mari Brennan Barrera      | Principal                                   | Barrera Consulting                  |
| Martha Strebinger         | Finance Liaison                             | NWFE                                |
| Nancy Cunningham          | Former Executive Director                   | Funders for LGBTQ Issues            |
| Nancy Lee, MA, LPC        | Individual Philanthropist & Psychotherapist |                                     |
| Pam Eddinger, PhD         | President                                   | Bunker Hill Community College       |
| Rachele C Espiritu, PhD   | Founding Partner                            | Change Matrix                       |
| Repa Mekha                | President & CEO                             | Nexus Community Partners            |
| Sandra Aponte             |                                             |                                     |
| Sean Yantz                | CRPA, CARC                                  |                                     |
| Tiffany Austin Liston     | Interim Executive Director                  | Mobilization for Justice, Inc.      |

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**Organizations:**

Annenberg Foundation  
Haymarket People's Fund