

TO: The Community Foundation in Jacksonville
FROM: GLBT Exploration Committee

OPPORTUNITIES FOR GLBT PHILANTHROPY IN JACKSONVILLE

SUMMARY: After nine months of learning and deliberation, the members of the GLBT Exploration Committee encourage The Community Foundation in Jacksonville to take steps and initiate activities that will:

- **Set an example and provide leadership around GLBT issues in the community;**
- **Nurture and grow GLBT-supportive philanthropy in the community;**
- **Use those philanthropic resources to strengthen not only the GLBT community, but the entire community.**

BACKGROUND:

In 2011, a donor, who requested anonymity, encouraged The Community Foundation in Jacksonville to explore the merits of creating a philanthropic fund to benefit the gay, lesbian, bisexual and transgender community in greater Jacksonville. The donor recognized that among the most important components of any effective philanthropic endeavor is the work done on the front end -- developing knowledge about the issue or field in which one wishes to make a philanthropic investment, and identifying the ways in which philanthropic dollars and resources can best impact that issue or field. To that end, the donor underwrote the costs of convening a GLBT Exploration Committee to look at existing research, community infrastructure, policies, practices and environmental factors that influence the lives of GLBT citizens and the broader community.

A committee of 21 individuals convened first in June 2011, with regular meetings beginning in September 2011. Together they explored the history of Jacksonville's GLBT community; the laws, policies and practices that impact that community; the roles that philanthropy can play in creating change and the ways in which other communities have used philanthropy in support of GLBT issues; and the strengths and needs of Jacksonville with regard to GLBT issues. The recommendations contained in this report are informed by those learnings, as well as by the members' local knowledge, individual expertise and personal experiences.

RECOMMENDATIONS:

The GLBT Exploration Committee recognizes that The Community Foundation in Jacksonville has the capacity to do much more than make grants. As a strong community-based philanthropic organization, it also can provide leadership in the community and, through its actions, influence the actions of others.

The GLBT Exploration Committee also understands that the process of developing philanthropic resources is deliberate and requires time. Recognizing these facts, the GLBT Exploration Committee encourages The Community Foundation to undertake a continuum of activities, some of which can be initiated immediately at relatively little cost, and others that will require more time, more planning and more financial resources.

Early Stage Activities:

The Community Foundation should examine, and if appropriate amend, its own policies, practices and procedures, including anti-discrimination policies, values statements and the like, to ensure that they are fully inclusive and reflect respect for the GLBT community.

The Community Foundation should require that the grantees over which it has discretion demonstrate that their organizations have in place policies, practices and procedures, including anti-discrimination policies, values statements and the like, that ensure they are fully inclusive and reflect respect for the GLBT community.

The Community Foundation should work to ensure that GLBT-supporting organizations are invited to participate in all existing Foundation grantmaking initiatives, convenings and other activities.

Mid-Stage Activities:

The Community Foundation should consider collaborating with the Nonprofit Center of Northeast Florida and available corporate diversity resources to enhance nonprofit leaders' knowledge, skills and capacity to provide a workplace that is supportive of and welcoming to GLBT employees and volunteers.

The Community Foundation should consider the merits of providing small dollar grants to incentivize organizations to implement necessary changes.

The Community Foundation should convene groups of nonprofit and for-profit service providers working in common service areas to build understanding of strategies for effectively meeting the needs of GLBT clientele. For example:

- Convene youth-serving organizations around meeting the needs of GLBT youth
- Convene senior-serving organizations around meeting the needs of GLBT elders.
- Convene organizations engaged in the foster care system around issues of GLBT youth in foster care.

The Community Foundation should consider the merits of providing small dollar grants to incentivize organizations to implement necessary changes.

The Community Foundation should begin the deliberate process of identifying and cultivating donors with the potential to support a GLBT Field of Interest Fund. The Foundation should assemble a group of donors, practitioners and community leaders to articulate the mission and focus of the fund. The Fund, once established, should be advised by a similar group of donors, practitioners and community leaders.

Mature-Stage Activities:

The Community Foundation, using the resources of its GLBT Field of Interest Fund, should consider supporting:

- Capacity Building for nonprofit organizations serving the GLBT community.
- Leadership Development for emerging and existing leaders within the GLBT community
- Communication activities (i.e. marketing campaigns, communication vehicles, use of social media, speakers bureaus) to build community knowledge and understanding about the GLBT community.

- A coordinating council, outside of The Community Foundation that could build a GLBT agenda for Jacksonville
- Development of a physical center for the area GLBT community.

The GLBT Exploration Committee encourages The Community Foundation to leverage its relationships and influence in such a way as to build knowledge and understanding across the community. The Committee members believe that these efforts will accrue benefits not only to the GLBT community, but to The Community Foundation, which will establish new relationships, new networks, new resources and new opportunities to practice philanthropy across greater Jacksonville.

GLBT Exploration Committee Members:

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Nancy Broner, consultant

Edi Castro, Wells Fargo

Jim Crooks, community volunteer

Nancy Dreicer, child advocate

Tina Vaughan, community volunteer

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