



2019

BREAKIN' IT DOWN CONFERENCE

FULFILLING THE PROMISE

OCTOBER 11, 2019 | 9:00 AM
Columbia College Chicago



“I'm excited!”

The 2019 BID Conference: Fulfilling the Promise is a must-attend empowerment event for professionals in the nonprofit fund development field, who serve under-represented and underserved communities in the Chicago area..

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Acknowledgements

We would like to thank all our partners and sponsors for their generous support.

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8:30 AM	Breakfast
8:30	Registration
9:00	Welcome Remarks
9:00 - 10:45	Plenary Panel
11:00 AM - 12:15 PM	Workshops (Concurrent)
12:15 - 12:45	Lunch
1:00 - 1:15	Presentation of the Denise Stennis Awards
1:30 - 3:00	Speed Networking with Funders
3:00 PM	Closing



Steve Becker, Photographer

Welcome from the Conference Chair

Dear Colleagues,

On behalf of the 2019 Planning Committee, I am honored and pleased to welcome you to the 2019 Breakin' It Down Conference at Columbia College Chicago. The conference theme *Fulfilling the Promise* has been carefully chosen, as it is central to nonprofit fund development.

To put a conference of this magnitude together is not a small task. To that end, we are grateful for generous support of our sponsors and partners: the Grand Victoria Foundation, the Lloyd A. Fry Foundation, and the Polk Bros. Foundation; to Columbia College Chicago; to the Asian Americans/Pacific Islanders in Philanthropy and the Filipino American Council of Greater Chicago. We are also grateful to Woods Fund Chicago for a special scholarship grant, and to our exhibitor the Axelson Center for Nonprofit Management. We would like to thank all of the conference speakers, presenters, volunteers, and participants for their contributions which are the foundation of this conference. Thank you.



Rhea Yap
Conference Chair

It Started with an Idea. Back in 2003, Denise Stennis and Juan Calixto recognized the opportunity to build up diverse people via peer-to-peer skills training to make the social impact sector stronger and more equitable. They realized that while their organizations could afford to invest in their professionalization, some grassroots organizations doing integral work could not afford similar professional development of their staff. They also realized that in working together to train their affinity group memberships, together they could combine resources to cultivate the next generation of diverse professionals in nonprofit and philanthropic services.

While we have come a long way, of course, there is much more to do.

Fulfilling the Promise. Our vision is that the organizations who serve our communities have leaders who reflect us so we can move the needle on equity. We are not marginalized communities needing to be fixed with charity. We are underserved who need investment and affirmation.

We are at a critical point in time with various social movements: #MeToo, Black Lives Matter, overcoming internal organizational scandal, backlash towards immigrants, impact investing and finally defining the difference between diversity vs. equity vs. inclusion. How do we fulfill our missions in these times? How do we heal? How do we fulfill the promise?

Our hope is that we learn from what others are doing to ensure respect for women, embrace diversity, ensure equity and design programs for full inclusion.

The Breakin' It Down Conference is for your professional and personal benefit in our shared community to stop the discourse of hate and embrace our common humanity.

Rhea Yap
Conference Chair

2019 Theme

Fulfilling the Promise

At the center of nonprofit fund development and management is fulfilling the promise - of the organization, its mission and vision, its community, and its donors and funders. Are nonprofit organizations able to live up to their potential given the systemic barriers at play, predominately in communities of color that have dealt with historic structural racism?

At 2019 BID, we're exploring the ways nonprofit professionals and philanthropists are realizing their promises given historic and systemic barriers. Inspired by a Racial Equity framework and commitment to healing practices, 2019 BID seeks to engage the nonprofit fundraising professional's and philanthropy leader's relentless pursuit of equity and healing to overcome historic barriers and fulfill its promise. We aspire to spark conversation on how to respond to the state of our society and shape it moving forward through a racial equity framework and lens of the practice of healing as we explore donor-donee and funder-grantee relationships, diversity, racial equity and inclusion in the nonprofit sector, and the role of philanthropy and more.

At 2019 BID, we seize the moment to look backward and forward, to examine how diverse professionals have progressed and what we must do to be a society that is inclusive, equitable, and capable of sustaining its forward momentum. At 2019 BID, we will explore how our analysis and engagement can help transform systems, attitudes, and outcomes, and increase impact on society.

“We have to
change our
way of
thinking”

9:00 AM - 10:45 AM

The Game Plan: Fulfilling the Promise, A Cross-sector Conversation with Funders on
How do Nonprofit Grantees Fulfill the Promise in a Time of Crisis?

Under the organizing rubric of racial equity and healing practices each plenary participant will be asked to address this broad questions based upon their work.

Speakers:

Felicia S. Davis, President and CEO - Chicago Foundation for Women;

Antonio Martinez Jr., President and CEO - Oak Park-River Forest Community Foundation;

Tuyet M. Le, Independent Consultant; Disability Fund at The Chicago Community Trust

Moderator:

Gil Zamora, Director of Development - Mujeres Latinas en Acción

“Perfect
balance
of talk and
questions—”

11:00 AM – 12:00 PM (Concurrent)

Workshop 1 - How to Reach Young People of Color using Social Media and Build Community Engagement

Presenter:

Pedro Alonso Serrano, Project Director - Hektoen Institute LLC

Serrano's experience is how to employ social media to engage youth in public health campaigns, specifically young queer youth of color. He has learned how organizations can effectively employ social media to have authentic engagement with youth. These lessons can be applied to building young professional board, crowd rising for small campaigns, and building support for advocacy.

Workshop 2 - Putting into Practice Principles of Equity and Inclusion

Presenters:

Linda Tortolero, CEO - Mujeres Latinas en Acción

Caronina Grimble, Program Officer - Woods Fund Chicago

What are unique challenges and opportunities that organizations led by people of color face when putting into practice the principles of equity and inclusion?

Workshop 3 - What To Do in October to Raise More Money in December

Presenter:

Joan Flanagan, Professional Fundraiser, Consultant, Speaker, and Author

Research tells us that almost one-third (31%) of all annual donations occur in December. Even more surprising, twelve percent (12%) of all annual donations occur on December 29, 30, and 31. Learn what your organization can do in October to:

- 1. Get ready for "Giving Tuesday", December 3, 2019*
- 2. Prepare winning emails and letters for year-end gifts*
- 3. Develop strong leaders able to ask*

“My love and faith in mankind is a driving force in my commitment to the profession and to those non-profits I have been fortunate to work with.”

- Denise Stennis

Denise Stennis Awards



DENISE STENNIS

Founding Member of Breakin' It Down
Community Leader, Mentor, Friend

The Denise Stennis Awards pays tribute to the memory of Denise Stennis, a community leader, mentor, friend, and a founding member of the Breakin' It Down conference.

The Denise Stennis Awards honor an individual in the nonprofit fund development field and a nonprofit organization who, like the award's namesake, have sustained strategic collaborations by lifting pragmatic, action-oriented and tenacious change makers. Denise Stennis Award recipients are credited with sustained contribution of leadership excellence and service in their communities, and inspiring others to do the same.

Inaugural Denise Stennis Awards



Sharon Bush
Executive Director
Grand Victoria Foundation

The 2019 Breakin' It Down's Planning Committee is pleased to announce that the inaugural Individual award in memory of Denise Stennis will be presented to Sharon Bush, Executive Director, of the Grand Victoria Foundation.

The selection of Sharon rewards her tireless commitment to empowering communities in Illinois to thrive.

"Throughout her tenure, she has always focused on philanthropic solutions that are responsive and equitable in communities of color. Her experience in business commerce has also informed how workforce development and economic opportunities increase community viability for the persons who live there. Sharon is a natural collaborator and has used her voice at the table of influentials to effect system change in workforce development and environmental issues."

"She is a clear bridge builder and always finds a way to create connection and community with all whom she encounters."

"She is also aware of the organic nature of the environments in which she operates and allows them to inform her strategy and approach."

Inaugural Denise Stennis Awards



The 2019 Breakin' It Down's Planning Committee is pleased to announce that the inaugural Organization award in memory of Denise Stennis will be presented to Erie Neighborhood House.

The selection of Erie House is for "*their monumental legacy in lifting up disadvantaged immigrant communities and empowering them through education, training, advocacy, and support. Transformative work like that of Erie Neighborhood House is what creates a just, more inclusive society. We cannot think of a better way to celebrate their strength and resilience that has brought positive change to Chicago over the last 150 years ...*"

"*Erie House has proven their collaborative spirit through sharing best practices and screening tools This is a testament to their continuing efforts to collaborate with sister organizations, stay action-oriented and create powerful communities.*"

"*Erie Neighborhood House collaborates with the community they serve to enable participants to engage in advocacy issues which are important to them and their community. Through their extensive education, mental health, and other supportive programming, Erie Neighborhood House is creating leaders within disadvantaged communities, and in doing so, creating equity in a more inclusive Chicago. Erie Neighborhood House is an example we should all live by.*"

"Very
Impressive."

Speed Networking with Funders

Participating Foundations

- 1 Paul M. Angell Family Foundation
- 2 Chicago Foundation for Women
- 3 Community Memorial Foundation
- 4 Grand Victoria Foundation
- 5 Healthy Communities Foundation
- 6 Illinois Arts Council Agency
- 7 Mayer and Morris Kaplan Family Foundation
- 8 MacArthur Foundation (Chicago Commitment)
- 9 Robert R. McCormick Foundation
- 10 Polk Bros. Foundation
- 11 J.B. and M.K. Pritzker Family Foundation
- 12 The Springboard Foundation
- 13 Third Wave Fund
- 14 Woods Fund of Chicago

Speakers, Presenters, and Participating Foundations

Speakers: Plenary Panel



Felicia S. Davis
President and CEO
Chicago Foundation for Women

Felicia S. Davis, President and CEO of is a self-described “girl from the South Side of Chicago.” Davis has spent the bulk of her professional career in public service. Most recently, Davis served as the interim president of Olive-Harvey College, one of the seven City Colleges of Chicago (CCC). She was named to this post by CCC Chancellor Juan Salgado in May 2017. As interim president, her primary responsibility was to provide vision for the College and continuous leadership and direction for the planning and operation of all aspects of the College's programs and services in conformity with CCC Board policies, Illinois Community College Board (ICCB) and Illinois Board of Higher Education (IBHE) rules and regulations, and State law. She was also responsible for developing, maintaining and evaluating the academic programs and student services of the College and creating a climate which enhances student learning, stimulates creative approaches to teaching and learning and motivates both staff and students to optimum achievement.

Prior to joining City Colleges, Davis held several executive positions in city government. She served as Mayor Rahm Emanuel’s first deputy chief of staff, the first executive director of the Mayor’s Office of Public Engagement, and as commissioner of the City of Chicago’s Department of Buildings. She also led the Public Building Commission (PBC) as its executive director. As a public developer, the PBC plans, designs and builds schools, parks, libraries and municipal buildings that help to make the communities of Chicago and Cook County better and safer places to live. Under Davis’s leadership, the PBC developed more than \$200 million worth of public projects. With Davis at the helm, the PBC’s annual Minority Business Enterprise and Women Business Enterprise participation rate was nearly forty percent.

Davis spent ten years in administration at Kendall College, rising to vice president of operations and student administration. Davis began her public sector career with the Chicago Police Department (CPD), where Davis served with distinction for ten years. Davis is a native Chicagoan and life-long resident of the city’s South Side, where she resides with her family. This dynamic leader and mother of five is deeply committed to community. She is proud to serve on the Advisory Board for the Willie’s Warriors Leadership Initiative and is a founding member of the South Side Giving Circle at Chicago Foundation for Women.

Speakers: Plenary Panel



Tuyet M. Le
Independent Consultant

Tuyet M. Le is an independent consultant for nonprofits and government. Previously, Le served as executive director of Asian Americans Advancing Justice | Chicago (Advancing Justice | Chicago) for nearly 19 years. Established in 1992, Advancing Justice | Chicago is a pan-Asian, not-for-profit organization that builds power through collective advocacy and organizing to achieve racial equity. During her tenure, Le grew the organization from one staff to fourteen full-time staff. Advancing Justice | Chicago's programs included civic engagement, community organizing, leadership development and legal advocacy. Her current board service includes Access Living and One People's Campaign. She has been a panelist, keynote, and rally speaker on a wide range of issues including immigration, disability rights, census, redistricting, and political empowerment.

Le is a polio survivor and came to the United States as a refugee at the age of three from Vietnam. Some of her previous board service includes the Illinois Coalition for Immigrants and Refugee Rights, Asian Americans Advancing Justice | AAJC, Disabilities Fund, and the Leadership Fellows Association for Leadership Greater Chicago. She was also a 2013 Rockwood Leadership Institute Fellow and a 2004 Leadership Greater Chicago Fellow.

Speakers: Plenary Panel



Antonio Martinez, Jr.
President and CEO
Oak Park-River Forest Community Foundation

Antonio Martinez, Jr. is President and CEO of the Oak Park-River Forest Community Foundation. As president and CEO, Martinez leads and directs the advancement and fulfillment of the mission of the Community Foundation. He is responsible for the achievement of the operational and strategic goals, including fund and donor development, fiscal management, grants and programming, board relations, staff oversight, community relations and management. Before joining the Oak Park-River Forest Community Foundation, Martinez served as director of development for The Chicago Community Trust, Chicago's community foundation, where he was instrumental in increasing the organizations assets by \$1.6 billion. Martinez also worked for the American Bar Association, Museum of Science and Industry and the Chicago Cubs. Martinez serves on the board of the Hispanic Alliance for Career Enhancement, The Resurrection Project and Future Leaders of Chicago. Martinez is founder and chair of LEARN West Rogers Park, a collaboration of nonprofits, community leaders, and business leaders focused on building solutions to address the needs of Chicago's West Rogers Park neighborhood.

A graduate of Columbia College, Martinez holds a bachelor's degree in Marketing Communications. He has served on the Bateman Elementary Local School Council in Chicago and has volunteered on aldermanic and congressional campaigns. Martinez is a 2017 Edgar Fellow, 2014 Leadership Greater Chicago Fellow, a 2012 Fellow of Great Cities Institute at University of Illinois Chicago, and a 2008 graduate of Metropolitan Leadership Institute. In 2017, Martinez received recognition for his work in non profits by Negocios Now in their annual *Who's Who in Chicago Hispanic Power* magazine edition.

Presenters: Workshops



Joan Flanagan
Professional Fundraiser, Consultant, Speaker, and Author

Nationally-recognized fundraising expert Joan Flanagan is the author of three bestselling "how-to" books, including international best-sellers *The Grass Roots Fundraising Book: Raising Money in Your Own Community* and *The Successful Volunteer Organization*. As a professional, she has raised money as the director of development for the Interfaith Worker Justice's national office in Chicago while she served as consultant to its sixty-five local worker rights chapters nationwide. As a trainer, she has led fundraising workshops in forty-seven states, six Canadian provinces, and seven formerly Communist countries. Flanagan worked for two grant-making foundations in Chicago and Washington, D.C. that have made more than \$300 million in grants.

Currently, Flanagan serves as the fundraising advisor for ECON, the European Community Organizing Network, serving leaders and staff from nine formerly communist countries to establish a fundraising mentoring program. She volunteers for her church, where she is leading a \$60,000 campaign to create a columbarium, and Journey Care Hospice and Palliative Care.



Caronina Grimble
Program Officer
Woods Fund Chicago

Caronina has been a Program Officer at Woods Fund Chicago since 2013. As Program Officer, she shares responsibility for reviewing grant proposals, making informed funding recommendations to Woods Fund's Board of Directors, monitoring relationships with organizations that Woods Fund supports, and identifying service gaps and areas appropriate for Woods Fund's support. Caronina works to leverage the impact of Woods Fund's grantmaking into increased interest and engagement from other foundations. In addition to supporting Woods Fund's grantmaking, Caronina also leads the foundation's racial equity work.

Before joining Woods Fund Chicago, Caronina served as Acting Associate Director of the Division of Family and Community Services at the Illinois Department of Human Services (IDHS), managing a group of human services programs that provided homeless services, emergency food services, immigrant and refugee services, domestic violence services, and managed a federal block grant that funded an array of community services programs. Prior to that, she served as a Senior Policy Advisor in the Office of the Assistant Secretary at IDHS, where she was responsible for the planning and execution of executive level tasks, special statewide projects, multi-agency projects, and other initiatives.

Prior to that, Caronina worked as a therapist and case manager at Wheaton Youth Outreach, a multi-purpose community resource center, where she provided mental health services for individuals and families, emergency crisis intervention for locked-out and runaway youth and their families, and an array of services to homeless and at-risk youth, as well as pregnant and parenting teenage girls.

Presenters: Workshops



Pedro A. Serrano, MPH
Project Director
Hektoen Institute LLC

Pedro A. Serrano, MPH, is Project Direct for the Hektoen Institute LLC. He is a public health researcher with experience directing epidemiological, behavioral and clinical trials. In particular, his research has utilized mobile and web health strategies to improve HIV prevention efforts among gender and sexual diverse adolescent and young adult populations. He has worked on protocols of the Adolescent Trials Network, HIV Prevention Trials Network, Microbicide Trials Network and is currently directing a limited interaction targeted epidemiology study named “#keepingitLITE: Exploring HIV Risk in Vulnerable Youth with Limited Interaction.” #keepingitLITE is a cohort study designed to describe and characterize multi-level socioecological factors that impact attitudes toward sex, sexual behaviors and ongoing HIV/STI infection trends across the United States.

Serrano’s experience is how to employ social media to engage youth in public health campaigns, specifically young queer youth of color. He has learned how organizations can effectively employ social media to have authentic engagement with youth. These lessons can be applied to building young professional board, crowd rising for small campaigns, and building support for advocacy.



Linda X. Tortolero
President and CEO
Mujeres Latinas en Acción

As of September 2017, Linda X. Tortolero assumed the position of President and CEO of Mujeres Latinas en Acción. She is a highly regarded development and communications professional, having served most recently as the director of development at the Association House of Chicago. In her role, she was responsible of managing Association House’s daily operations for all fundraising and marketing activities. She built strategic relationships with stakeholders and created and executed the annual development plan in order to support the organization’s mission. Previously, Linda served as the special projects director at the National Museum of Mexican Art and as the development manager at Mujeres. In addition to having more than a decade of fundraising experience, Tortolero brings a legal and policy background to her new role. In 2012, Tortolero was a Proteus Fund Diversity Fellow at the Nellie Mae Education Foundation – a one-year fellowship designed to provide individuals of color with a comprehensive understanding of the philanthropic sector. Tortolero has a Bachelor of Arts from Brown University in Political Science and History of Modern Latin America and a Juris Doctor from Northwestern Pritzker School of Law.

Speed Networking with Funders

Participating Foundations

Paul M. Angell Family Foundation

The Paul M. Angell Family Foundation was founded in 2011 to support work in ocean conservation, performing arts and social causes. New applicants can submit a Letter of Inquiry in May and November. Learn more about the foundation at www.paulmangellfamfound.org.

Chicago Foundation for Women

Chicago Foundation for Women (CFW) is a public foundation working to advance gender equity which we believe is inherently interconnected with racial, economic and health equity. CFW envisions a world in which all women and girls have the opportunity to thrive in safe, just and healthy communities. We celebrate the spectrum of identities and experiences of women and girls, uplift their leadership and center the voices of community to achieve true equity. Learn more about the CFW at www.cfw.org.

Community Memorial Foundation

Community Memorial Foundation aims to improve the health of those who live and work in the western suburbs of Chicago. Through partnership with grantees and community stakeholders, we manage a grantmaking portfolio that includes our Regional Health and Human Services Agenda, Responsive Grants and Building Organizational Effectiveness programs. Our priorities include ensuring access to physical and behavioral healthcare and advancing health equity. New applicants can submit a LOI in February and August. Learn more about CMF at www.cmfdn.org.

Grand Victoria Foundation

The Grand Victoria Foundation's mission is to empower communities to ensure Illinois is a great place to live and work. We believe people and communities are at the center of social and economic change. Through our funding, we aim to change and improve conditions that persistently hold problems in place. Our grantmaking is organized into five program areas – Economy, Education, Elgin, Engagement, and Environment. For more information, visit www.grandvictoriafdn.org.

Healthy Communities Foundation

We are a community informed grantmaking foundation that seeks to measurably improve the health and well-being of individuals, families, and communities in our service area by promoting health equity, quality, and access. We understand that systemic conditions such as implicit bias and institutional/structural racism impede access and opportunities that improve well-being and a sustainable quality of life. We intend to use our platform and resources to create change, forge partnerships, and share learning through a focused and visible commitment to address these disparities and achieve health equity. Learn more about the foundation at www.hcfdn.org.

Illinois Arts Council Agency

The Illinois Arts Council Agency provides public funding to Illinois residents, not-for-profit, tax exempt (501c3) organizations, units of government, and institutions of higher education. Applicants must include proof of eligibility at the time of application. Learn more about the agency at www.arts.illinois.gov.

Mayer and Morris Kaplan Family Foundation

The Mayer and Morris Kaplan Family Foundation is a multi-generational family foundation inspired by a tradition of Tzedakah, lifelong learning, and a commitment to social justice. We are dedicated to advancing educational opportunities for young people and promoting the sustainability of our natural environment. We focus our efforts in Chicago and in communities in which family members live. For more information, visit www.kapfam.com.

Speed Networking with Funders

Participating Foundations, cont'd

MacArthur Foundation (Chicago Commitment)

The John D. and Catherine T. MacArthur Foundation supports creative and effective organizations and influential networks working to improve the quality of life and the prospects for residents to make our hometown a city where opportunity is equitable, and justice can thrive. Organizations that wish to be considered for support may submit a brief description of their work at www.macfound.org.

Robert R. McCormick Foundation

The Robert R. McCormick Foundation works with communities in Chicagoland and across Illinois to develop educated, informed and engaged citizens. The Communities Program invests in programs that improve the education, health, employment and economic opportunities for individuals living on Chicago's south and west sides where racial and economic disparities are prevalent. Please visit our website to learn more about our grantmaking process at donate.mccormickfoundation.org.

Polk Bros. Foundation

Polk Bros. Foundation is a private, independent foundation that focuses its work at the intersection of Chicago's most pressing issues to address the complex roots and devastating effects of poverty, challenge inequity, and ensure that all Chicagoans have the opportunity to reach their full potential. To learn more about the foundation, visit www.polkbrosfdn.org.

J.B. and M.K. Pritzker Family Foundation

The J.B. and M.K. Pritzker Family Foundation has a national focus on catalyzing entrepreneurial change that promotes greater equity and fairness. The Foundation and its affiliates anticipate continuing to make substantial philanthropic investments in excess of \$1 billion over 20 years. The Foundation's primary areas of strategic focus are early childhood development, community healthcare and upholding and expanding individual civil and human rights. The Foundation also maintains a portfolio of grants that meet critical community needs in the state of Illinois.

The Springboard Foundation

The Springboard Foundation provides start-up grants to nonprofits to help them "springboard" to the next level of growth and development. We believe in small barrel grantmaking, thoughtfully crafted. Our mission is to improve the lives of youth in under-resourced Chicago communities through the support of grassroots educational afterschool programs and their intrepid leaders with our resources—time, treasure, knowledge, and network. Learn more about the foundation at www.springboardfoundation.org.

Third Wave Fund

Third Wave Fund is an activist fund led by and for women of color, intersex, queer, and trans people under 35 years of age that resources and supports youth-led gender justice activism to advance the political power, well-being, and self determination of communities of color and low-income communities. Our grantmaking includes a rapid response fund, multi-year support, capacity building fund, and a sex worker-led giving circle. Learn more about Third Wave's work at www.thirdwavefund.org.

Woods Fund of Chicago

The Woods Fund of Chicago is a private foundation committed to the promotion of social, economic, and racial justice through the support of community organizing and public policy advocacy that engages people most impacted. New applicants can submit a Letter of Inquiry in May and December. Learn more about our foundation at www.woodsfund.org

About Breakin' It Down

About Breakin' It Down

The Breakin' It Down conference enriches and strengthens under-represented and underserved communities in the Chicago area by cultivating diverse change agents in the nonprofit fund development field through relevant programming to actively strengthen their fundraising capabilities, fund development and resources, and mission impact.

Launched in 2003, the Breakin' It Down conference grew out of a desire to engage diverse nonprofit management and fundraising professionals in conversations about the present state and future of the nonprofit and philanthropic sectors. Over the years, BID has dedicated ourselves to partnering with diverse nonprofit and community leaders in the city, to plan and execute our conference programs. We believe this is the best way to help our communities thrive, and to continue to provide our nonprofit professionals with opportunities to build acumen and strengthen networks integral to organization success.

The BID conference brings together seasoned and emerging nonprofit fund development professionals and administrators; academics; students; and other stakeholders who serve under-represented and underserved communities, with experts and distinguished philanthropic and nonprofit leaders in the field.

BID PARTNERS

ASIAN AMERICANS & PACIFIC ISLANDERS IN PHILANTHROPY (AAPIP)

ASIAN PACIFIC AMERICANS IN DEVELOPMENT (APAID)

BLACKS IN DEVELOPMENT (BID)

CENTER FOR ARAB AMERICAN PHILANTHROPY (CAAP)

CHICAGO AFRICAN AMERICANS IN PHILANTHROPY (CAAIP)

CHICAGO LATINOS IN PHILANTHROPY (CLIP)

LATINOS IN DEVELOPMENT (LID)



2019 Breakin' It Down Rules of Conduct

Non-Discrimination and Harassment Policy

The Breakin' It Down conference advocates a positive culture of inclusion and respect for the dignity of each individual. BID opposes all forms of discrimination against and harassment on the basis of an individual's race, age, religion, creed, color, ancestry, citizenship, national or ethnic origin, language preference, immigration status, disability, medical condition, military or veteran status, social or socioeconomic status or condition, sex, gender identity or expression, sexual orientation, or any other classification protected by applicable local, state or federal law. This policy applies to attendees, BID volunteers, staff, speakers, program mentors, facilitators, exhibitors, or event venue staff at any BID event, activity, or meeting.

Videography and Audio Recordings in Sessions

Photos, videos or audio recordings may not be taken during session, workshops, and speed networking program without the permission of the BID Committee. Anyone doing so without permission will be asked to leave the conference.

BID Photo and Video Release

When attending the BID Conference, you consent to photography and video recording and its release, publication, exhibition, or reproduction to be used for news, web casts, promotional purposes, advertising, inclusion on websites, social media, or any other purpose by the BID Committee. Images, photos and/or videos may be used to promote similar BID events in the future, highlight the event and exhibit the capabilities of BID. When you register to attend, you release BID's volunteers, employees, and each and all persons involved from any liability connected with the taking, recording, digitizing, or publication and use of photographs, computer images and/or video. You also waive any right to inspect or approve any photo, video, or audio recording taken by BID or the person or entity designated to do so by BID. By registering for and attending the conference and any of its components, you agree to our above photography/videography terms and conditions.

Non-Solicitation

The BID Conference is designed as a collegial learning and networking space for diverse professionals and leaders - including nonprofit professionals, grantmakers, consultants - from across the nonprofit and philanthropic sectors. We strive to ensure all participants feel welcome and comfortable, and are able to engage fully in the opportunities such a gathering provides. BID enforces a strict policy prohibiting the solicitation of grants, donations, or business. No grant inquiries, requests for funding, or requests for business are allowed at the Conference, except in approved areas. The BID conference participants expect that participation in the conference will not result in future solicitations unless the participant specifically invites future contact. Accordingly, we ask that all participants at the BID conference refrain from using attendee lists or similar information for solicitation purposes without the express permission of the BID Committee. Anyone found in violation of this policy will be asked to leave the conference, and no fees will be refunded.

Your cooperation is appreciated.

2019 Breakin' It Down Planning Committee

The Breakin' It Down Planning Committee, comprising diverse nonprofit professional, philanthropic, and community leaders, brings together seasoned and emerging professionals, students, thinkers, and experts in the nonprofit management and fund development field for a day of learning, debate, and expression about social impact. Our purpose is to engage participants in conversation on how to respond to the state of our society and shape it moving forward, inspired by a racial equity framework and lens of the practice of healing.



Rhea Yap, Chair
Senior Philanthropic Advisor
Oak Park-River Forest Community Foundation
Affinity Groups: Asian Americans and Pacific Islanders in Philanthropy (AAPIP); and Asian Pacific Americans in Development (APAID)



Juan Calixto, CFRE
Vice President, External Relations
Chicago Community Loan Fund
Affinity Group: Latinos in Development (LID)



Deborah Clark
Grants and Operations Manager,
Assistant Corporate Secretary
Woods Fund Chicago
Affinity Group: Chicago African Americans in Philanthropy (CAAIP)



Alejandra Ibañez
Program Officer
Woods Fund Chicago
Affinity Group: Chicago Latinos in Philanthropy (CLIP)



Elaine Lehman
Executive Director
Filipino American Council of Greater Chicago
Affinity Group: Asian Pacific Americans in Development (APAID)



Roselle Olea
Executive Director
Chicago Gay Men's Chorus;
President, National Association of Asian American Professionals - Chicago
Affinity Group: Asian Pacific Americans in Development (APAID)



Deidra Somerville, PhD
Director
Research and Sponsored Programs
Roosevelt University
Affinity Group: Blacks In Development (BID)



Tekla Syers
Consultant
Syers TA Consulting
Affinity Group: Blacks In Development (BID)



Gil Zamora
Director of Development
Mujeres Latinas en Acción
Affinity Group: Latinos in Development (LID)



Email: hello@breakinitdownchicago.org
Website: www.breakinitdownchicago.org