

2023 Illinois CASA Annual State Conference



CASA
Court Appointed Special Advocates
FOR CHILDREN

DISPELLING DEI MYTHS

Presentation by Natalie Beck



DIVERSITY EQUITY INCLUSION



Diversity - the range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, and political beliefs.

Equity - refers to fair and just practices that ensure access, resources, and opportunities are provided for all to succeed and grow.

Inclusion is involvement and empowerment, where the inherent worth and dignity of all people are recognized. An inclusive nonprofit promotes and sustains a sense of belonging.

START HERE

- Be where your feet are
- Explore shared history
- Represent your community





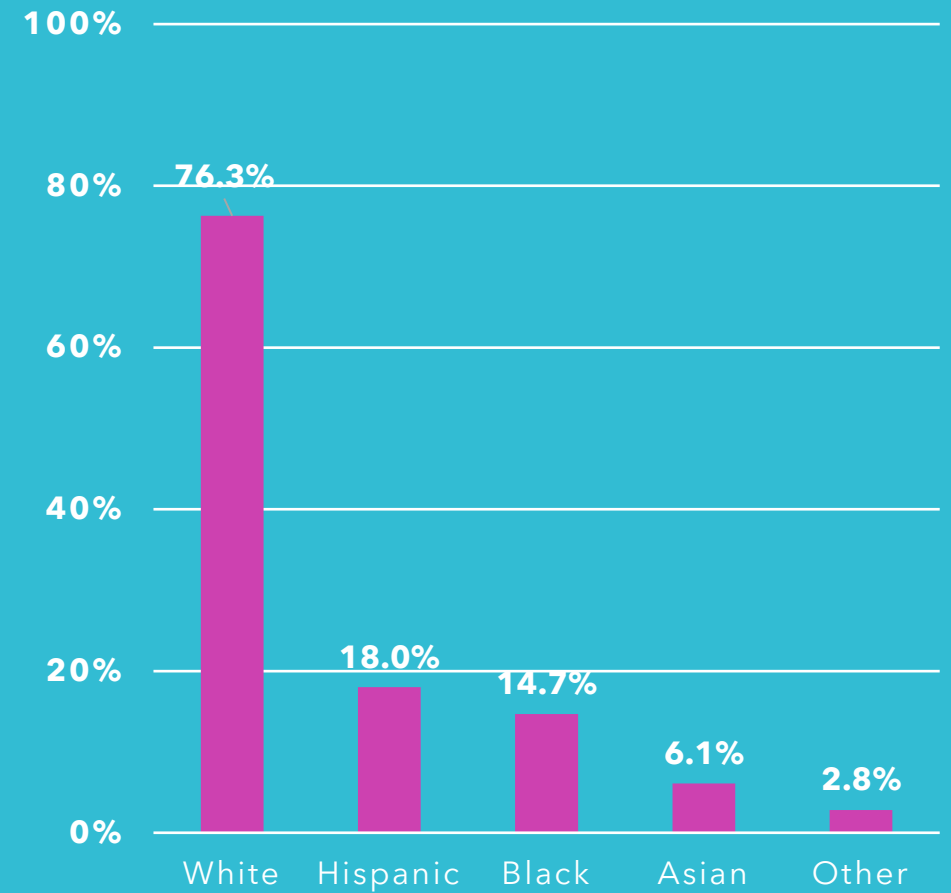
DEI MYTH

Diversity only benefits minoritized
and/or underrepresented populations.



RACE/ETHNICITY ILLINOIS

JULY 1, 2022 US CENSUS DATA





DEI MYTH

Diversity, Equity and Inclusion is
someone else's responsibility.



Diversity, Equity and Inclusion Mission Statement

As an organization, we believe Diversity, Equity, and Inclusion (DEI) are central to our commitment to carrying out our mission of best interests advocacy for children in Illinois who have experienced abuse and/or neglect. We commit to ensuring that our mission aligns with our core values, and that every aspect of our organization incorporates DEI principles.

Specific areas of concentration:

1. **Purposefully** strive to foster diverse Board of Directors and Staff that reflect the diverse population of children we serve throughout the state of Illinois.
2. **Intentionally** build a systemic culture of inclusion and equity that is reflected in our language, actions, policies, and trainings.
3. **Empower** the Illinois CASA network by providing resources that allow for implementation of DEI principles at the local program level.
4. **Actively** empower CASA volunteers to bring awareness to discrimination and implicit bias as it is encountered in our daily advocacy work with children.

Illinois CASA DEI Mission Statement

illinoiscasa.org/who-we-are/diversity-equity-and-inclusion.html



Illinois CASA

CHIEF EXECUTIVE OFFICERS/EXECUTIVE DIRECTORS



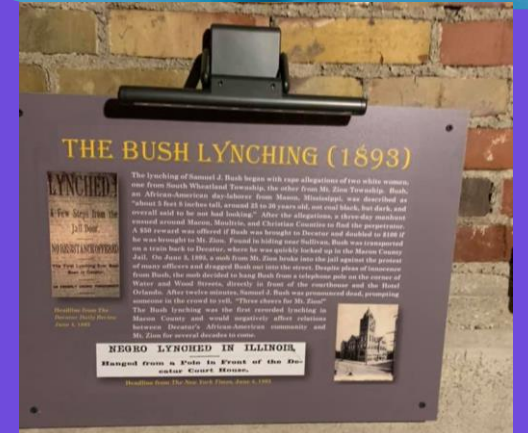
CASA

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DECATUR/MACON COUNTY, IL

2022 US Census Data

- Racial mix – 77% white, 18.3% black 2.6% Hispanic
- Poverty rate – 17%
- Ranked among the least healthy places to live in IL, #89 out of 102
- 2% of black third-graders are reading at grade level
- 1% of black third-graders are doing math at grade level
- 595 children in foster care – 2nd largest per capita rate in IL – source Youth in Care by County Illinois DCFS – March 2023
- Home to global companies – ADM, Tate & Lyle and Caterpillar
- Residential segregation score of 52
- More than 1/3 of the Decatur population stopped education after high school.
- Samuel Bush lynching in 1893
- The Decatur Seven school fight in 1999



BOARD EXECUTIVE TEAM



KRIS LUTT
Chair



DR. DANA RAY
Vice Chair



TONY WILKINS
Secretary



DUANE NOLAND
Treasurer


The
Community Foundation
OF MACON COUNTY

Serving Donors. Leading Change.



Expertise or Attributes	Huss	Lutt	Ray	Wilkins	Noland	Kaczynski	Samuels	Craycraft	Grohne	Guaglianone	Nestler	Reedy
Academia/Education												X
Accounting									X			
Agriculture		X			X							
CEO/Executive Experience	X	X	X	X	X				X		X	X
Environment	X											
Faith-based Organizations			X				X					
Finance/Financial Industry						X					X	
Government/Public Policy	X		X		X							
HR Management									X		X	X
Legal/Regulatory					X			X				
Medical			X							X		
Operations		X		X					X			X
Labor												
Risk Management												
Sector Expert	X	X	X	X	X	X	X	X	X	X	X	X
Social Services			X				X					X
Technology												
Veterans/Military			X									
3rd Term Ends	2025	2025	2027	2029	2028	2029	2029	2031	2031	2031	2031	2031
Race	White	White	Black	Black	White	White	Black	White	White	White		
Sex	Female	Male	Female	Male	Male	Male	Male	Female	Male	Male		Female
CFMC DAF	YES	YES			YES					YES		
CFMC Donor	YES	YES	YES		YES	YES			YES	YES		
Age	40-54	40-54	40-54	55-64	Over 65	Under 40	40-54	Under 40	40-54	55-64	40-54	40-54
22-23 Exec	Chair	Vice Chair	Secretary	Treasurer								
23-24 Exec	Past Chair	Chair	Vice Chair	Secretary	Treasurer							
22-23 Committees	E,BD,S	E,I,BA, S	E,C,	E,C,BD	S,M	I,BA	C,M	C	BA	BD		
23-24 Committees - TBD												

CFMC BOARD SKILLS MATRIX

BUILD YOUR BOARD SKILLS MATRIX

Professional areas of expertise

CEO/CFO experience

Lived experiences

Race/ethnicity/gender

Terms

Fund holder/Advocate experience





DEI MYTH

Our organization is fulfilling our mission, we've never been accused of discrimination, it's not a problem for us.

RICHLAND COMMUNITY COLLEGE FOUNDATION



Welcome Our **NEW** Foundation Board Member
Nikki Garry 🌱

RICHLAND COMMUNITY COLLEGE FOUNDATION

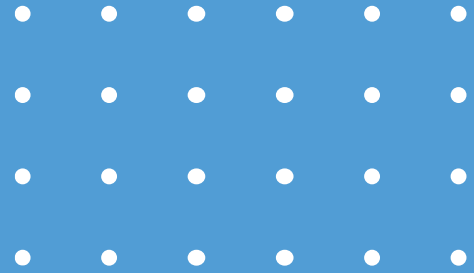


Welcome Our **NEW** Foundation Board Member
Jeff Dase 🌱



Please Welcome Our **NEW** Foundation Board Member
Stacey Young 🌱

LEVERS TO PULL





DEI MYTH

There is a small pool of diverse candidates in my community qualified to be board members.

OPEN CALL FOR BOARD MEMBERS

BWC IS RECRUITING 3 NEW BOARD MEMBERS

Our mission at BWC is to cultivate healthy food and lifestyles through our programs. We support local food production, educate the public, and provide access to affordable, nutritious food.

If you are a community leader or are committed to social service with a finance, nonprofit, health and/or philanthropy background, and you feel you align with our cause, we need you!



If you know someone or are interested, please share or come volunteer!

Deadline is February 1st, 2021.



Hay un asiento en nuestra mesa.

ÚNETE A NUESTRA JUNTA DIRECTIVA

Estamos aceptando solicitudes de pacientes de Crossing Healthcare que estén interesados en contribuir con su voz, liderazgo y experiencia para:

- Mejora la experiencia del paciente
- Mejora los servicios y recursos
- Haz un impacto en nuestra comunidad
- Guía el futuro de Crossing Healthcare

“Ser parte de una Junta Directiva me hace sentir parte de algo positivo. ¡He aprendido tanto al sentarme en la mesa con ejecutivos, médicos y otros!”



Katrina Phillips-Gaines
Junta Directiva de Crossing Healthcare

BENEFICIOS

- ✓ Desarrollar habilidades profesionales
- ✓ Construye tu red
- ✓ Crecer como líder
- ✓ Hacer la diferencia

APLICA HOY!



¡O pídale a su proveedor una aplicación!



www.crossinghealthcare.org



(217) 877-9117 x 1144



320 E. Central Ave.
Decatur, IL 62521



bgotts@crossinghealthcare.org

Este centro de salud recibe fondos del HHS y tiene estatus federal de PHS con respecto a ciertos reclamos de salud o relacionados con la salud, incluidos los reclamos por negligencia médica, para sí mismo y sus personas cubiertas.

KZCF BOARD OF TRUSTEES OPEN APPLICATION

Macaulay Tree House Day Nursery CALL FOR: BOARD OF DIRECTORS

Want to make a difference in your child's community? Macaulay Tree House is looking for new board members to join the team.

All interested applicants are invited to submit our application package to the attention of the Executive Director in person or via email.

Application Deadline:
May 31, 2018



DEI MYTH

Creating an inclusive culture will
just happen - eventually.



DEI MYTH

DEI is expensive. We do not have resources to address it.



Q&A

Natalie Beck, MS, CAP, CFRE
President
The Community Foundation of Macon County
nbeck@maconcountygives.org