



A New ABFE Agenda for Change

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Association of Black Foundation Executives (ABFE)

**May 3rd, 2009
Atlanta, Georgia**

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2007-2010 Strategic Plan: ABFE Results

- Leaders in philanthropy have an increased understanding of the issues facing Black communities and are better equipped to act as strong advocates for Black communities in the philanthropy sector
- ABFE and its members are recognized as key partners and valued contributors to philanthropic efforts that strengthen Black communities
- Foundation staff, donors and trustees are better linked to one another to develop joint or coordinated strategies that leverage resources for the greatest social impact on Black communities
- New and more philanthropic dollars are targeted to priority issues in Black communities

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Where We Are Today At ABFE

- 7 staff
- 300 members
- Programs
 - *James A. Joseph Lecture and Awards Series* recognizes excellence
 - *Connecting Leaders Fellowship* supports emerging leaders
 - *Improving outcomes for Black men and boys* to lift up what works
- Tools and Resources
 - Array of new publications
 - Interactive membership data base that facilitates peer exchange

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Three Early Ideas

1. Broaden our movement of Blacks in philanthropy
2. Contribute to the national reform of policies and programs re: implications for Black communities and the role of philanthropy
3. Build our diversity pipeline activities to recruit and retain high-level executives in philanthropy (CEO, CFO, Trustees)

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Where We Are Today: In our communities:

- Even as an African American man holds the highest office in the country, African Americans remain:
 - 2x as likely as whites to be unemployed
 - 3x more likely to live in poverty
 - more than 6x times as likely to be incarcerated
- While we have a larger Black middle class, this does not protect Black children as it protects whites

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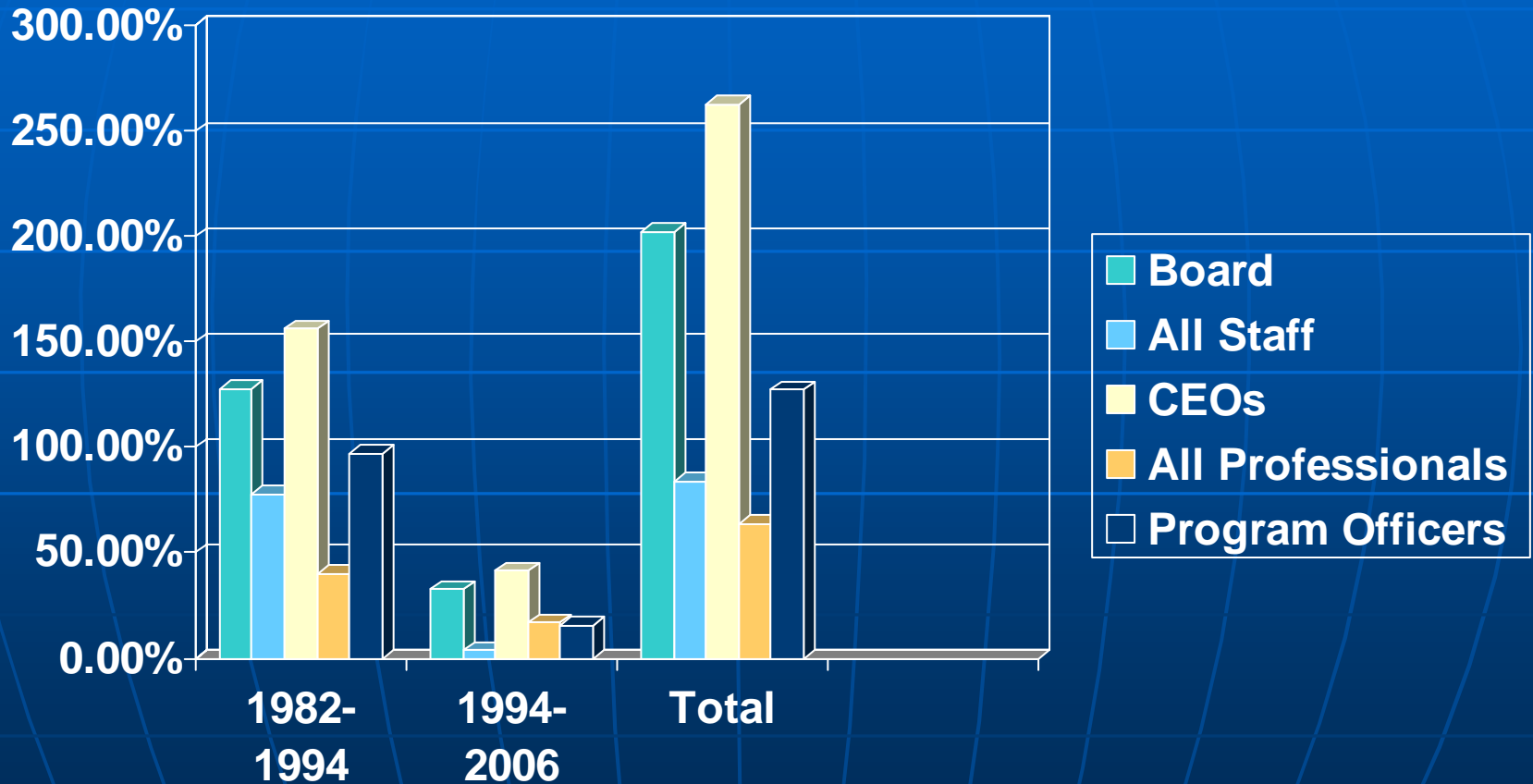
Where We Are Today: In the field:

- 2006, 23% of all staff and 13% of all Board members were people of color; people of color were 33.8% of US the total population
- 5% of all CEOs were diverse; 35% of all Program officers were diverse
- There has been much progress over the last 25 years...but progress has not been consistent

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Foundation Diversity Rate Change (1982 – 2006)

Source: Council on Foundations



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Where We are Today In the field:

- **2006, African Americans comprised:**
 - 2.9% of all CEO
 - 16.9% of program officers
 - 12% of total US population
- **A closer look: New York City, African Americans comprised**
 - 18.8 percent of Program Officers
 - 23.7% of total city's population

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1. Broaden our Movement of Blacks in Philanthropy – *How?*

Regional Blacks in Philanthropy Groups

- Bay Area Blacks in Philanthropy
- Black Philanthropic Alliance (DC)
- Chicago African Americans in Philanthropy
- Colorado Blacks in Philanthropy
- Indiana Blacks in Philanthropy
- Michigan African Americans in Philanthropy
- New England Blacks in Philanthropy
- Southeastern Network of African Americans in Philanthropy

African American-focused funds

The United Way system

Black Philanthropists

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2. Contribute to National Reform – *How?*

- Build data base of promising philanthropic strategies
- Launch Funder Learning Communities
- Occasional Paper Series (*Families Matter*)
- Increase our policy/advocacy voice and visibility

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3. Build A High-Level Diversity Pipeline – *How?*

- Create a Member Network and Talent Bank
- Convene Trustees /CEOs to spot opportunities
- Stronger relationships with Executive Search firms
- Customized *Executive Transition Management* strategies

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Other Issues On Our Radar:

- Economic downturn; unprecedented movement of funds
- 2010 Census
- Authentic Black voice on access to foundations
- Diversity efforts that focus on composition *and* competency
- Develop tools on effective grantmaking in Black communities

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What we Ask of Our Members

- Stay connected to us -- we need you *NOW* more than ever
- Get engaged with a regional Blacks in Philanthropy group
- Send us examples of what works
- Share ideas about how we are doing
- Help bring the resources to make it happen!