



Diversity, Inclusion, and Equity in Community Foundations

Engaging Trustees & Senior Management In Leadership For Change—Conversation with Ruth Shack, CEO Dade County CF

Over the course of the last 17 years Ruth Shack has enlisted the leadership of the wide array of community, civic, and business leaders to transform the Dade Community Foundation. Through a visionary and practical set of leadership strategies Ms. Shack has succeeded in encouraging and challenging community leaders and donors to reach consensus on an agenda for change; and more importantly to make a sustained commitment to become co-investors in the development of corpus of unrestricted resources act on that change agenda.

An excerpt from a recently published book on community foundations (*An Agile Servant. Community Leadership by Community Foundations*, Edited by Richard Magat) provides a glimpse into the Dade Community Foundation's leadership work to address inter-ethnic issues in the community:

"The intercultural message has become primary in Dade Community Foundation business—it is brought up in all meetings, and it now sparks initiatives that extend beyond those funded directly by the Ford Foundation money. The board composition has changed from an old Miami look to reflect the demographics of the new Miami. The staff is also has become ethnically diverse. In addition, groups with which the community foundation deals now view the organization having a focus and area of great expertise. People come to foundation looking not just for money, but advice, which of course was one of the intentions of the program to begin with, enhancing the Dade Community Foundation image as well as its size."

Regarding the critical issues facing Miami and the foundation's leadership in responding to them, Ms. Shack said:

"The major problem affecting this community is the pervasive feeling of cultural alienation and lack of effective mechanisms for building a cohesive community....It has been made clear to the community that the Dade Community Foundation is particularly interested in cross-cultural programs to promote a more cohesive Miami...Another advantage to the foundation stems from these projects: our assets grow, our visibility grows, and our technical capacity grows."

In this two-hour working session, Ms. Shack will share nuts and bolts details of her work to transform the Dade Community Foundation. Especially interested in supporting the work of the four community foundations involved in this effort, Ms. Shack is also prepared to offer advice based on insights gained through her experience as an advocate and leader in the community foundation field.

Agenda:

- Winsome Hawkin's Introduction of Ms. Shack--5 Minutes
- Short Round of Intros ("Who's in the room")-5 Minutes
- Identification of Issues & Questions (LBE Network Members)-10-15 Minutes
- Ms. Shack's Remarks--45-60 Minutes
- General Questions & Answers—20 Minutes