The YWCA Charleston was founded in 1912 to provide safe lodging for young women as they looked for employment outside of their rural communities. This began the YWCA’s century-old work with the “Empowerment of Women” component of our mission. While the “Elimination of Racism” became the second tenet of every YWCA’s mission in 1975, the YWCA Charleston was doing Racial Justice work decades earlier. In 1944, the YWCA Board of Directors issued a public proclamation standing against racial segregation, which at the time was considered very controversial. To lead by example, YWCA Charleston welcomed a woman of color onto the Board of Directors and elevated her into leadership.

While the YWCA was actively involved in Racial Justice work over the next several decades, in 2017, our Racial Justice Program became an official program of the YWCA, where it will live in perpetuity. This program serves as an important resource to our community as we target our efforts upstream in our work to eliminate racism.

Racism in 2019 doesn’t look quite the same as it did in 1944 or in 1975. There are no more bold signs separating whites from blacks. It often manifests itself more subtly, such as the throwing away of a resume because the applicant’s ethnic name is “too hard to pronounce.” It’s believing that in our deeply multicultural country, we should only be allowed to speak English. It’s an Egyptian man falsely accused of kidnapping a young girl while shopping at a mall for his daughter.

One of our guiding principles with our Racial Justice work is “calling people in, not calling them out.” We invite our community to take part in discussions surrounding
race without fear of judgement. We hope that by providing a safe environment to have conversation, we open the minds and hearts of others. Another guiding principle includes being a Racial Justice thought leader. Much like the evolution of our society, the idea of race and how racism manifests evolves as well. We follow this principle by keeping ourselves current on topics surrounding racial and social justice, nationally and locally, and being proactive.

Our Implicit Bias Trainings are mandatory for all YWCA Staff, Board of Directors and committee members, but we have taken this training to business leaders, educators and more. These trainings connect relevant history of racism to clear examples of bias manifesting in today’s world while providing the space for individuals to explore and question their own biases. This work encourages new thoughts and conversation among our participants. This can help spark change in their lives by making them feel more comfortable addressing racial injustices and using their voices to take a stand.

Another way we aspire to be a thought leader is through monthly “Conversation Cafés” where we choose a current Racial Justice topic to discuss with community members during the lunch hour.

Our most well-known and joyous event is the YWCA’s annual Race to End Racism. More than 600 individuals participate in our 1 mile walk or 5K run through Charleston’s West Side. People of all races, religions, ethnicities, and cultural backgrounds show their support for all of our efforts to eliminate racism.

Racism is often reduced to a problem between black people and white people or a determinant of meanness. Racism manifests differently in each person’s life. It does not look the same for everyone, and in the fight against racism we need everyone to step up and weigh in.

If you would like to join our efforts, please contact Deedra Keys-Switzer, Racial Justice Program Director, by phone at 304-340-3614 or by email at dkeysswitzer@ywcacharleston.org.

Deedra Keys-Switzer was welcomed to YWCA Charleston as the Director of the Racial Justice Program in February 2019. As a native of Mississippi, Deedra graduated from the University of Southern Mississippi with a Bachelor’s in Nutrition and Food Systems Management. Through field research, she studied nutrition-related disparities that were not only being experienced by impoverished communities, but also communities of color. Shortly after she graduated, she began her work in campus housing at the University of Charleston while completing her Masters of Business Administration. In this role, she began working with students to educate them on the principles of diversity and inclusion.
“An individual has not started living until he can rise above the narrow confines of his individualistic concerns to the broader concerns of all humanity.” — Martin Luther King, Jr.

At the Greater Kanawha Valley Foundation (TGKVF) we have dedicated ourselves to promoting the common good. Advancing diversity, equity, and inclusion in our organization and grantmaking helps us live up to our values and achieve greater impact.

In 2010, The Council on Foundations defined “diversity” as encompassing “the breadth and depth of human difference.” More specifically, the council stated diversity “includes but is not limited to differences of ethnicity, race, gender, sexual orientation and identification, age, class, economic circumstance, religion, ability, geography, and philosophy among other forms of human expression.” In short, diversity is not about pigeon-holing people, it’s about broadening our definition of what it means to be human. It confronts the old thinking of “us and them” and “same or other” and instead points out the simple fact that we are united in being different. We all have differences, and recognizing and respecting those differences is a strategy to harness them as a force for good.

Improving equity is to promote justice, impartiality, and fairness within the procedures, processes, and distribution of resources by institutions or systems. Tackling equity issues requires an understanding of the underlying or root causes of outcome disparities within our society.

Inclusion refers to the degree to which diverse individuals are able to participate fully in the decision-making processes within an organization or group. While a truly “inclusive” group is necessarily diverse, a “diverse” group may or may not be “inclusive.” In philanthropy, most sources define this idea as a practice which seeks individuals from diverse backgrounds as active participants in the planning, design, implementation and evaluation of programming. The opposite of tokenism, this approach values different perspectives and experiences and aims to make decisions with the people and communities that will be affected.

Our constituencies, from the communities we serve, to our partners in the business, government and nonprofit sectors, are becoming increasingly diverse. We need to understand and reflect this rich variety of perspectives in order to achieve greater impact. Advancing diversity, equity, and inclusion is hard, but leaders in philanthropy have a track record of tackling many of our country’s toughest challenges—and we again have an opportunity to lead the way.
TGKVF is a part of a growing movement in philanthropy to ensure that those who have been historically excluded are at the decision-making table and reflected in our portfolios. We are working to:

- Recruit diverse leaders—including staff, trustees, and volunteers in general;
- Identify the best actions we can take in our organizations to advance diversity, equity, and inclusion;
- Increase funding for diverse communities and ensure that we offer all constituencies equal opportunity to access the resources they need;
- Improve data collection and transparency so we can measure progress.

By bringing new voices and expertise to the table, we have the potential to make the Foundation more effective at advancing the common good. Diversity and inclusion can help the Foundation better identify creative solutions to challenges faced by the communities we serve. And thinking about equity in our grantmaking can help us create opportunities for all communities to thrive.

Go to tgkvf.org for information about how to support the The Greater Kanawha Valley Foundation’s work.
Charleston-The Greater Kanawha Valley Foundation (TGKVF) Board of Trustees approved the distribution of eleven grants totaling $305,400. Of these eleven grants, one supported WVU Tech’s efforts to inspire an interest in STEM in young girls like Ariana.

Ariana attended the four-day GIRLS (Girls Interested in Robotics Lego and Scratch) workshop in 2018. There she learned the basic knowledge of programming and robotics, topics that she had not encountered in the past. She also interacted with female undergraduate students in STEM majors. At the end of the workshop, Ariana programmed a robot. More importantly, she demonstrated success to her three younger sisters. Now, Ariana is a STEM mentor and positive role model to her sisters.

In addition to projects like the one above, TGKVF awarded one field-of-interest and three responsive grants to Arts & Culture programs totaling $106,400 as well as seven grants totaling $199,000 in the Foundation’s proactive priority areas of Education, Health, and Community Economic Development (CED).

**Community Access, Inc.-Horses & Journey-Lessons from the Herd Wellness Programs:** $30,000 (Health)
In its fourth year of support from TGKVF, this program will assist military service members, first responders, adults transitioning from substance use disorder treatment, and community children to identify and strengthen their own practices for wellness. The project combines equine-assisted learning with guided hiking activities. It also promotes healthy lifestyles and develops and strengthens natural and community-based supports.

**West Virginia Free, Inc.-Love Your Birth Control:** $26,000 (Health)
Funding for this project will increase access to the full spectrum of available contraceptive options in Kanawha and Lincoln counties. The project addresses significant barriers such as lacking knowledge of birth control options, directive counseling instead of shared decision-making, and cumbersome billing requirements by insurance companies. The project will implement a community outreach and education campaign, provide training and technical assistance opportunities to healthcare providers and their staff, and work with insurance companies to update billing requirements.

**Partnership of African American Churches-Community Integrated Behavioral Support:** $13,000 (Health)
This project, in its second year of support from TGKVF, is an ongoing collaborative between the Partnership of African American Churches and Charleston Kanawha Housing Authority (CKHA) to continue providing community-based behavior health support services to Charleston’s West Side residents and three CKHA residential locations. Funding will support direct behavioral services.

“I enjoy spending time with the horses and the people at the horse farm. I know it has let me open up more and get in touch with myself.”
– Participant

“By using the contraceptive grid in conference with patients, they will be best informed on all of their choices and making the right decisions for their bodies.”
– Dr. Coy Flowers, OB GYN & President of WV State Medical Association

“PAAC clients walk over a mile, drive motorized wheel chairs, or ride an elevator downstairs to openly discuss their vulnerability. Many clients report a more positive outlook on life.”
– PAAC provider
West Virginia University Institute of Technology-Competition of VEX Educational Robotics to Advance Girls Education (COVERAGE): $40,000 (Education)
This project will support the West Virginia University Institute of Technology in its efforts to assist teachers in organizing Girls Robotics Clubs in Kanawha, Fayette, and Lincoln Counties. The Clubs will inspire female middle school and high school students’ interest in STEM (Science, Technology, Engineering, and Mathematics) and prepare them for a regional robotics competition held in the summer of 2020. Winners of the regional robotics competition will likely be highly competitive at the national VEX robotics competition. TGKVF funds will be used to support educator stipends and equipment.

West Virginia Statewide Afterschool Network-Afterschool and Summer Learning Mapping: $15,000 (Education)
This pilot project will increase knowledge of afterschool and summer learning programs in the six-county footprint of the Greater Kanawha Valley. The effort will identify programs serving youth before school, after school, and during the summer by completing an updated mapping of programs and their offerings available to youth and their families. TGKVF funding will support travel, staffing, and supplies.

West Virginia University Foundation, Inc.-4-H STEM Ambassador Project: $30,000 (Education)
The STEM (Science, Technology, Engineering, and Mathematics) Ambassador Program provides STEM-learning opportunities in each of the counties of TGKVF for K-12 youth. The STEM Ambassadors plan and implement community STEM programs during 4-H camps, community events, and public programming. This program helps to encourage aspirations for careers in STEM and lifelong learning for participants. In its fifth year of support from TGKVF, funding continues and expands the STEM programs that reach nearly 3,000 youth each summer and move the project towards sustainability.

WV Community Development Hub-Energizing Entrepreneurial Communities Year 3: Building Sustainable Products and Data Tracking Systems for Long-Term Integration into Place-Based Community Development Services: $45,000 (CED)
In its third year of support from TGKVF, this project will create community development products, trainings, and evaluation services that will integrate the Energizing Entrepreneurial Communities (“E2C”) program into The Hub’s community coaching services and build a robust sustainable community development data system that...
better tracks, understands, and responds to community measurements of growth, challenges, and change. Serving Boone and Lincoln Counties, the program will work with the Center for Rural Entrepreneurship to complete the E2C program, supporting up to 40 individual entrepreneurs, and will work with Midwest Evaluation to create data-driven metrics that track and support entrepreneurial community development.

**WV Professional Dance Company-2019-2020**

**“Adventures Around the Big Blue Marble!” Educational Tour: $6,835 (Arts & Culture)**

The “Adventures Around the Big Blue Marble!” educational tour is a comprehensive program connecting dance and movement to Science, Technology, Engineering, Arts, and Mathematics (STEAM) disciplines as well as both global and Appalachian cultures and histories. TGKVF funding will support bringing the tour to Boone and Clay County schools.

**FestivALL, Charleston, West Virginia, Inc.- FestivALL 2019: Celebrating 15 Years: $25,000 (Arts & Culture)**

FestivALL 2019 is a project including music, theatre, dance, visual art performance, exhibiting, and learning opportunities in fulfillment of the FestivALL mission to create, produce, and present vibrant arts experiences and entertainment opportunities and also serve as a catalyst for others in the community to do the same. Funding will support activities including Dance FestivALL, major theater performances including American Shakespeare Center, Carriage Trail events, and more. Activities primarily occur in Kanawha County.

**West Virginia Symphony Orchestra-All in for Wild, Wonderful West Virginia Artists: $10,000 (Arts & Culture)**

The West Virginia Symphony Orchestra (WVSO) will connect visual, performing, and culinary artists from West Virginia with 9,000 clients by inviting them to exhibit or perform during Symphony Sunday. Symphony Sunday is a free, daylong celebration of the arts on June 2, 2019, featuring the WVSO and the West Virginia Youth Symphony at the University of Charleston. This project will benefit artists from all West Virginia counties (specifically Boone, Clay, Fayette, Kanawha, Lincoln, and Putnam) by providing the platform for participation. Funding will help support renting and setting up the performing stage, tables and chairs for artists and their merchandise, and other expenses associated with the festival.

“That’s it! That’s what I’m going to do for the rest of my life.”

– First grader after connecting to and being inspired by a dance performance

“When I want to nourish my soul, I look to FestivALL.”

– Heard after attending a dance performance during FestivALL

“I like the diversity of the different styles of music and groups that were offered at this year’s Symphony Sunday”

– Anonymous survey responder 2018
Faith in Action of the Greater Kanawha Valley, Inc.-Helping Hands: Neighbor to Neighbor: $64,565 (FOI)

This project continues Faith in Action of Greater Kanawha Valley’s (FLAGKVV) efforts to build sustainable capacity to serve Kanawha County seniors’ needs through partnerships, volunteer recruitment, and training. Funding for this project will support acceleration of vital volunteer recruitment, retention, and training activities. Funding will also enable enhancements to socialization and community engagement efforts designed to combat isolation and loneliness among our older neighbors; help with expansion of the successful Honey Do Crews program, which perform minor repairs and maintenance to ensure safe home environments; and assist with continuance of our subsidized transportation assistance program.

“It gives me such a feeling of peace knowing they are there for me when I need transportation to an important medical appointment”
– Care Receiver from Charleston, WV

The Greater Kanawha Valley Foundation is grateful to our community of generous donors who make these and other grants possible. The programs and work approved for first quarter 2019 distributions are supported by the following funds: Robert Lytle Anderson, Marian H. Angell Memorial, John C. and Ada K. Arter Memorial, Frank W. & Joan Allison Badger, The Beatrice Bell Memorial, Juanita M. Boll Memorial, Kenneth H. Bowyer Memorial, Cabot Foundation, Miriam Duling Carter Memorial, Mr. and Mrs. W.E. Chilton, Ill, Nelle Chilton Family, Senator William E. Chilton, Sr., Ellsworth R. and Caroline H. Clark, William O. Clarkson, Helen R. Coffindaffer Revocable Inter Vivos Trust, Columbia Gas, Lenore Cox Compton Memorial, Cox-Morton. Additional support came from the following funds: The Jane M. DeVan and Rugeley P. DeVan, Jr., Mary Lewis Dickinson, J. Honor Davis, II, Mr. and Mrs. William L. Goldsmith Memorial, Bernard H. Jacobson Cultural, Lois and Lawrence C. Kaufman, Jr., Harry and Florence Silverstein, Glenn (Fritz) Howard and Lois Wingett Howard Memorial, Lloyd Erhard, Jr. and Margaret B. Erhard Trust.

Interested in learning how you can partner with TGKVF to make grants to programs or communities possible, now and in perpetuity?

Please contact Michelle Foster at 304.346.3620 or mfoster@tgkvf.org
The Greater Kanawha Valley Foundation elected Georgette George to its Board of Trustees at the December 12, 2018 meeting.

Mrs. George is a principal in a number of business enterprises involved in various retail, office, and hotel development projects, of which she manages the administrative and financial operations. She has been engaged in these businesses for more than twenty years. Previously, she held a position in sales management at the Hewlett-Packard Company where she received the President’s Award, that company’s highest sales achievement award.

Mrs. George has served on the Boards of numerous non-profit organizations, including the Thomas Hospital Foundation, Community Council of Kanawha Valley, and the Convention Bureaus of the cities of both Charleston and South Charleston, West Virginia. She currently serves as a director of the WV Regional Tech Park, Summit Financial Group, Inc./Summit Community Bank, and the Tamarack Foundation. She is also a member of the Federal Reserve WV Advisory Committee for the Fifth District. Mrs. George was a recipient of the Women of Achievement Award conferred by the Young Women’s Christian Association of Charleston.

Mrs. George is a graduate of Vanderbilt University where she earned a B.E. degree in Biomedical and Electrical Engineering.

The Greater Kanawha Valley Foundation is looking for investment opportunities on the West Side that:
• improve the economic situation of local residents (disposable income and assets) or local businesses (profitability and growth),
• enhance the community’s quality of life as a whole, and
• contribute to appearance, safety, networks, gathering places and sense of positive momentum of the West Side community.

We are looking for new projects that meet the Foundation’s CED (Community Economic Development) proactive grantmaking priorities, which are as follows:

**Workforce Development**
• Career and technical education for in-demand fields
• Guidance and support for unemployed residents pursuing post-secondary education
• Soft skills training and job placement assistance
• Development of job opportunities that pay livable wages and benefits

**Entrepreneurial Development**
• Business development programs that teach participants business planning and business operations skills

**Community Building and Placemaking**
• Programs that rebuild the community’s social fabric through economic means, such as developing gathering places and networks making visible improvements, and improving safety

To discuss your project idea, contact: Todd Dorcas, Program Officer
tdlucas@tgkvf.org (304) 346-3620 x 28
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TGKVF’s Philanthropy & Friends podcast is available on podbean and itunes

TGKVF — One of the top 100 community foundations in the nation

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