

Ensuring No One is Left Behind₀₆

Leader



About Leader

Leader offers information and updates on The Dallas Foundation's strategic priorities, highlights nonprofit and donor partners deeply engaged in the work alongside us, and showcases our leadership, expertise, and catalytic investments.

About the Foundation

The Dallas Foundation brings together people, ideas, and investments in Greater Dallas so individuals and families can reach their full potential. Working closely with our donor partners, we share our expertise, leadership, and the opportunity to co-invest in solutions that match their interests and make a meaningful difference. We also support programs that benefit children ages birth to 3 as well as those that advance equity and inclusion, ensure community and economic resilience, and enhance our community's nonprofit ecosystem, prioritizing partnerships that reduce intergenerational poverty and meet today's pressing needs while positioning Greater Dallas for a brighter, more equitable tomorrow.

#HereforGood

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Leading Off

A Letter from
Matthew Randazzo



Friends,

For nearly a century, The Dallas Foundation has helped improve lives and make progress throughout North Texas. Over the course of that history and in partnership with families, fundholders, and businesses who care deeply for Dallas, we've granted over \$1B to the full spectrum of community-centered causes—from those that align with our donors' charitable passions to others which our board has prioritized for the benefit of Greater Dallas. Some of these investments can be seen in the skyline of Dallas, others are visible in the upward trajectory of test scores for third graders across Dallas ISD, still others won't be seen for several years.

While we are proud of all that the Foundation has invested in and accomplished, the important role of philanthropy has never been greater. We must shift the focus away from "dollars granted" and, instead consider how our collective investments are making an impact. We must adopt a strategic mindset, spur collaboration with and among donors and funder partners, and strive for measurable outcomes. We must be intellectually honest with ourselves and our community, and course correct when needed. Rinse. Repeat.

The Dallas Foundation is the first community foundation in Texas. And, we have evolved our approach to that of a modern community foundation. We remain Here for Good. We are also here for results. Our team is devoted to deeply understanding every donor's goals for how each wants to make an impact and we are relentless in our pursuit of better outcomes for our neighbors. Our progress can be seen in the investments we make alongside our donors and partners, investments with the potential to transform our community.

This issue of *Leader* centers on the first grants awarded from The Dallas Foundation's *Racial Equity Fund*. This summer, 25 area nonprofit organizations received more than \$2.5M in funding to address the ongoing disparities that directly impact Dallas' Black and Hispanic residents, which start before birth and are seen at nearly every step of life. It's a significant investment and a promise of change to come, but these dollars barely scratch the surface of what's needed to support organizations on the front lines of combating systemic inequities.

We cannot move this—or any—needle on our own. I invite you to be in conversation with us, to help you explore your philanthropic passions and translate that generosity into actionable, impactful philanthropy.

With gratitude for your partnership,

Matthew Randazzo
President & CEO

Leadership

President & CEO
Matthew Randazzo

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TDF People



The Dallas Foundation's staff continues to grow and evolve to meet the needs of the Foundation and provide the highest levels of service to our fundholders and partners. We are excited to introduce our newest team members.

To learn more about us, visit:
dallasfoundation.org/who-we-are/team



In June 2022, the Philanthropic Partnerships team was joined by **Kevin Betancourt**. As the new Advisor Relations Manager, his focus is to enhance our professional advisor outreach and business development in addition to overseeing the Foundation's fund administration.



The Foundation welcomed **Paulino Lopez** to the Philanthropic Partnerships team at the beginning of the summer. As the Grants Processing Associate, he works closely with our scholarship and hardship funds which fuels his passion for helping students achieve their educational aspirations.

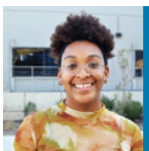


Angela Woodson became a part of the growing Philanthropic Partnerships team this summer and began her role as Director of Stewardship & Strategic Initiatives. She serves as the primary contact for the Foundation's Supporting Organizations and it's most impact-focused donors.

Interns

Paul Quinn College Work Program

In partnership with the Paul Quinn College Work Program, The Dallas Foundation is proud to host Mandy Brooks and Ericka Drinker.



Mandy Brooks supports the Foundation's Philanthropic Partnerships and Marketing & Communications teams. She will graduate in 2023 with a degree in psychology. Mandy was also the 2021 PQC corporate work program student of the year.

She has a keen interest in graphic design and an entrepreneurial spirit, having established her own t-shirt business, Tribe. Mandy also volunteers at EarthX, the African American Museum and her church.



Ericka Drinker is currently earning her bachelor's degree in communications and hopes to be an editorial writer, creating visual and print content for culinary brands. Ericka previously served as an intern at Capital One, where she worked in corporate communications and social innovation and Commit!, where she provided interdepartmental support. Ericka is a Paul Quinn Honors Program Scholar, a Crow Residential Ambassador, and a FedEx HBCU Student Ambassador.



The Work Program at Paul Quinn College strives to "poverty proof" a student's education experience by providing them with meaningful work opportunities that allow them to better serve the Paul Quinn community; developing the necessary skills, habits, and experiences needed to be competitive in the 21st-century job market; and actively contributing towards the cost of their education.

Cristo Rey Dallas College Prep

The Dallas Foundation also welcomed four students from Cristo Rey Dallas College Prep.



(Clockwise, top left) Mia Lopez, 9th Grade; Liliana Ponciano, 12th Grade; Yareli Gonzalez-Chavez, 10th Grade; Guadalupe Aguilar, 10th Grade.

Cristo Rey Dallas is a Catholic, College Prep high school committed to academic excellence for students of all faiths.

During the 2022-23 school year, these students will help The Dallas Foundation with a variety of projects and tasks that support the needs of our organization while building their skills and gaining community connections.

We are thankful to NexPoint Philanthropies for sponsoring this year's interns.

Deb and Eric Suder: Transforming Support of First-gen College Students



Dallas Foundation Fundholders Deb and Eric Suder recently announced an additional investment toward growing the First Scholars Network to serve nearly 2M first-gen students and advance first-gen graduation rates by 10-15 percent at participating institutions." Photo credit: Deb and Eric Suder

Since 2008, Deborah and Eric Suder have been working to transform higher education by serving the unique needs of first-generation college students. In 2009, the Suders created the First Scholars® Program, a holistic network of resources and support to dramatically improve graduation rates and unlock the success of FirstGen students across education, career, and life.

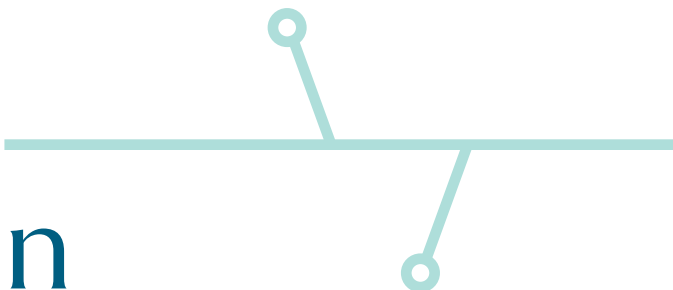
Eight years later, The Suder Foundation partnered with NASPA, the national association of student affairs administrators in higher education, to establish the Center for First-generation Student Success with the goal of scaling First Scholars nationally.

Today, The Suder Foundation is a supporting organization of The Dallas Foundation through which Eric and Deb recently announced a new \$10M investment

in the Center for First-generation Student Success.® These additional resources build on The Suder Foundation's existing financial commitment and will seed a five-year growth phase for the Center to raise additional funds, reach scale, and serve even more first-gen college students around the country.

"We believe in the lifelong potential of first-gen college students, and we believe in the power of higher education institutions to help create transformational change to better serve their needs," said Eric Suder, founder and chair of The Suder Foundation. "This investment reaffirms our commitment to the vision and leadership of the Center and NASPA to significantly expand their impact to benefit more first-generation students."

Power of Connection



Dave Munson: Investing in the Earliest Years



Dave Munson has dedicated significant philanthropic capital toward ensuring that nearly 150 independent childcare centers and home-based providers across North Texas offer high quality early education for Greater Dallas' youngest learners. Photo credit: Educational First Steps

Dave Munson believes strongly in the importance of early learning for children and placing them on a path to success. He and his wife Mona Campbell Munson, who passed away in 2021, have generously supported a number of preschool and primary schools, afterschool programs, libraries, and zoos since establishing their fund at The Dallas Foundation in 2005.

But Dave's passion directly aligns with one of The Dallas Foundation's strategic priorities: Providing a strong and healthy start for children. In 1990, he and Mona, along with Sandra Estess, and former Dallas ISD Superintendent Linus Wright, who also served as a Dallas Foundation board member, and his wife Joyce, formed Educational First Steps (EFS) to

help transform low-performing childcare centers in communities with the greatest need across North Texas into nationally accredited, high-quality early learning environments.

EFS connects early childhood educators with training and mentors and walks alongside existing childcare programs to provide tools and resources to become and remain economically viable. Once accredited, these centers provide the type of early education that readies children for success in kindergarten and can help transform an entire community.

"Children are important to me," said Dave. "And their success in the classroom translates to their success as citizens of the world."



Ensuring No One is Left Behind

The Dallas Foundation's strategic focus on providing a strong and healthy start in life and advancing equity and inclusion are critical to helping Dallas reach its full potential.

By **Ericka Drinker**, *Intern and Student, Paul Quinn College* and **Drexell Owusu**, *Chief Impact Officer*

The Dallas Foundation established The Racial Equity Fund in the fall of 2021 to address the systematic and persistent gaps in outcomes in Dallas for people of color, most often Black & Hispanic residents, which start before birth and are seen at nearly every step of life. This work directly aligns with the Foundation's strategic priorities to ensure a strong and healthy start in life and to advance equity and inclusion, both of which are critical to helping Dallas reach its full potential. The Board of Governors seeded the fund with a \$100,000 grant from the Community Impact Fund, an endowed fund which enables the Foundation to respond to changing community needs, support innovative solutions to community problems, and enhance the quality of life in Greater Dallas. Almost a dozen donors and partners generously stepped forward, growing the fund to approximately \$3M and positioning us to strategically and purposefully direct these philanthropic dollars in support of organizations on the front lines of combating systemic inequities.

But this is about more than money. It is about ensuring that a person's race no longer statistically dictates their trajectory in life. We see examples of the inequities in Dallas County every day:

- » Black and Hispanic mothers receive prenatal care at only **two-thirds of the rate of white mothers**, leading to increased likelihood of death for the baby or mother during childbirth.
- » Black and Hispanic children are less likely to be kindergarten ready and, later, to be **reading at a 3rd grade level**.
- » Within Dallas County, the life **expectancy across zip codes can range by nearly 20 years**, with life expectancy ranging from 65.9 years (Fair Park) to 83 years (Highland Park).

"Research shows that existing inequitable conditions exist for Latino children, historically living in communities that do not provide all the conditions they need to be healthy and grow into their full potential," said Dr. Olga Martinez Hickman, Executive Director of Bachman Lake Together. "The Racial Equity Fund at

The Dallas Foundation will allow Bachman Lake Together to continue to work alongside families, parents, and the community to eliminate barriers in the early education space. We work directly with Latino immigrant parents in Bachman Lake and provide them the tools to confidently navigate the American school system and become wise consumers, so that their children can thrive in kindergarten and beyond."

Dallas has long had a fraught racial history. In the 1910's Dallas became the first city in Texas to allow racial segregation in housing. This was followed by redlining Black communities as "risky" during the 1930's by the federal Home Owners Loan Corporation which severely impeded black homeownership. The 1950's brought more prominent racial segregation in housing through Dallas city leaders leveraging the Federal-Aid Highway Act of 1956 among other legislation to clear "slums" and build public housing. As a result, the median property value for Dallas's Black & Hispanic residents is 3.4x lower than their White counterparts, they are more likely to live in under resourced neighborhoods, and



Photo credit: Young Leaders Strong City

“

With this support, we will be able to increase capacity for the Pasos All Stars Sneaker Engineering Program by tripling the number of students we will serve, developing a new STEAM class for the program, and further narrowing the gaps in literacy and math for our scholars, helping us tackle educational inequities in Oak Cliff.

Jesse Acosta

CEO and Executive Director of Pasos for Oak Cliff

have lower household incomes and wealth. Despite the Supreme Court ruling in *Brown v. Board of Education* in 1954, Dallas school desegregation did not begin until the 1970s.

The Dallas Foundation aims to combat these disparities, among many others, through supporting trailblazing organizations leading change across our community.

And there are many to choose from. More than 250 grant applicants submitted nearly \$34M of project needs. A diverse advisory committee reflective of the Dallas community reviewed all of the applications and guided the selection of the inaugural cohort of grantees.

Continued on p.9



Spotlighting Our 2022 Award Recipients

The following organizations rose to the top of hundreds of worthy applicants, all of whom are striving alongside us to make Dallas a more equitable place for everyone. It is our privilege to support and spotlight their important work.

This year's recipients include:

- » AES Literacy Institute Incorporated
- » Bachman Lake Together
- » Beacon Hill Preparatory Institute
- » Big D Reads
- » Black Heart Association
- » Builders of Hope Community Development Corporation
- » Dallas Black Dance Theatre
- » Dallas Education Foundation
- » For Oak Cliff
- » Frazier Revitalization, Inc.
- » H3 Diversity
- » Healing Hands Ministries
- » IF Institute- Young Leader Strong City
- » Impact Ventures
- » Los Barrios Unidos Community Clinic
- » MEASURE
- » Owenwood Farm and Neighbor Space
- » Pasos for Oak Cliff
- » Puede Network
- » Rosa es Rojo, Inc.
- » Southern Dallas Progress Community Development Corporation
- » Texas Pride Impact Funds
- » The Concilio
- » Union Development Corporation DBA-Project Unity
- » United to Learn



Invest in tomorrow's Dallas.

Join us in creating a brighter and more equitable future for Greater Dallas.

Since 1929, The Dallas Foundation has connected people to the causes they care about—improving and making progress you can see across North Texas. Through our Community Impact Fund, we support innovative and scalable solutions to our community's biggest challenges.

But we cannot do this work alone. Generous, forward-thinking individuals like you know that a gift made today can create meaningful change for generations to come. Together, we can be here for good.

Donate to the Community Impact Fund today.

dallasfoundation.org/CIF 



The Dallas Foundation



Photo credits (from top to bottom): Bachman Lake Together; Guy Rogers/big D Reads; Guy Rogers/big D Reads; Dallas Black Dance Theater; (right) United to Learn

Continued from p.7

Ultimately, 25 organizations received a combined total of over \$2.5M in grant funds centered on data-informed areas, including housing/infrastructure, economics, education, criminal justice/government, and health. Over 80% of the Executive Directors and CEOs of these organizations are BIPOC. Grant sizes ranged from \$25,000 to \$250,000.

“Research shows that existing inequitable conditions exist for Latino children, historically living in communities that do not provide all the conditions they need to be healthy and grow into their full potential.”

Dr. Olga Martinez Hickman
Executive Director of Bachman Lake Together

In addition to the grant dollars, the selected organizations will join a participant-driven learning and networking cohort, including diversity, equity, inclusion, and belonging training.

As an impact-focused organization, The Dallas Foundation has also built-in a mechanism to track the outcomes of these grant investments. By partnering with MEASURE, an organization that supports black, brown, and multiracial/ethnic-led organizations to cultivate community power-building to fight structural racism, we will be better able to track the individual

and collective impact of our Racial Equity Fund grantees.

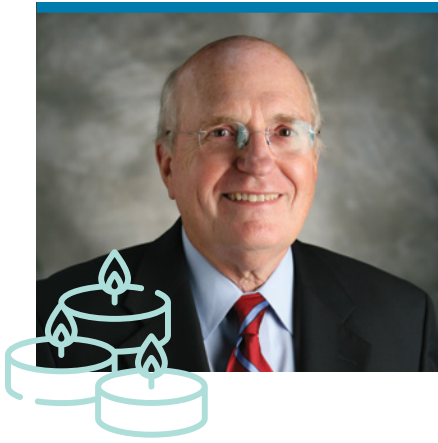
While we are very proud to invest significant funding toward the trajectory-changing work of this year’s grantees, we are mindful of the \$32M+ of projects that we were not able to fund and of the significant need for additional donors and partners to work with us to close this gap. We invite you to consider co-investing alongside like-minded, impact-oriented donors to make Dallas a brighter and more equitable place for everyone who calls it home.

The 2022 Racial Equity Fund was made possible by generous contributions from partners of The Dallas Foundation, including but not limited to, Leland Fikes Foundation, Jagers Family Fund, NexPoint Philanthropies, The Rainwater Charitable Foundation, The Reis-Bisor Foundation, The PKW Fund of The Dallas Foundation, Harold Simmons Foundation, Texas Capital Bank, Truist Charitable Fund, and the Paula Walker Fund of The Dallas Foundation. We are in deep gratitude for your support and trust.



To learn how you can support the Racial Equity Fund, please contact Angela Woodson, Director of Stewardship & Strategic Initiatives at awoodson@dallasfoundation.org.





In Memoriam: John Castle

1943-2022

In lieu of flowers, donations can be made in John's memory to The Bridge Homeless Recovery Center (www.bridgehrc.org), Austin Street Center (www.austinstreet.org) or TexProtects (www.texprotects.org).

Former Dallas Foundation Board Chair John Castle passed away peacefully on October 17, 2022. Along with his wife Dorothy, John was a long-time and active fundholder of the Foundation, passionate about service to his community, and a trusted source of wisdom and partnership to the Foundation's team.

The Dallas Foundation achieved many notable milestones during his tenure on the board from 2001-2009, including the Foundation's decision in 2005 to emphasize early childhood development through Community Impact Fund investments and co-found the Zero to Five Funders Collaborative.

John was instrumental in The Dallas Foundation bringing the Nurse Family Partnership to Dallas through a pilot program with the YWCA; he later helped leverage that initial program into \$7.8M of funding through the Texas Legislature to expand the pilot throughout Texas, including two in Dallas.

John's bold leadership combined with his commitment to service also facilitated the

creation of the Safety Net Fund following the 2008 financial crisis with a \$1M gift from Lyda Hill. During his chairmanship (2006-2009) and in partnership with the California Community Foundation, The Dallas Foundation established the Dallas TRIAD fund in 2006, to provide help and encouragement to military personnel and families facing deployment to Iraq and Afghanistan and the challenges of returning home.

In 2004, he chaired the Foundation's Dallas Indicators Project, a partnership between The Dallas Foundation and the Foundation for Community Empowerment, Belo Corp., Boston Consulting Group, and the Dallas Citizens Council, that produced a data-informed website containing information on ten key areas of civic health and well-being in Dallas.

The Dallas Foundation is honored to have served as John's philanthropic home and to have directly benefited from his significant legacy of leadership, service, and generosity. He will be deeply missed.

Together, we can advance equity and inclusion in Dallas.

Your zip code shouldn't dictate your outcome.

Yet, many Black and Hispanic residents in Dallas face that reality, experiencing systemic and persistent gaps in outcomes that affect nearly every step of life.

The Racial Equity Fund of The Dallas Foundation will strategically and purposefully support organizations that combat systemic inequities in our community.

Join a collective of like-minded donors who have already invested nearly \$1.5M in this fund to create a more inclusive Dallas for all of our neighbors.

Become a partner today.

Visit dallasfoundation.org or contact Angela Woodson, Director of Stewardship & Strategic Initiatives: awoodson@dallasfoundation.org.



The
Dallas
Foundation



ASK An Expert

Kim Montez

Director, Gift Planning
& Family Philanthropy



Ready to start a conversation
about a planned gift to The
Dallas Foundation?

Contact Kim Montez, Director, Gift
Planning & Family Philanthropy,
kmontez@dallasfoundation.org
or (214) 694-2525.

What is Planned Giving or Legacy Giving?

Planned Giving and Legacy Giving refer to a donor's intention to make a financial gift to a charitable organization or cause upon their death. Planned gifts are typically named in an individual's financial documents or estate plans. **Anyone can make an impact beyond their lifetime regardless of the size of their estate.** Because planned or legacy gifts are not dependent on one's regular income and come from a person's total assets, these types of gifts are often larger in value and enable individuals and families to establish a powerful philanthropic legacy which reflects their personal values.

How does Planned Giving work?

Planned Giving can take a number of forms. Gifts made through a will or irrevocable trust constitute the majority of planned gifts. Gifts of appreciated stock; naming the nonprofit as a beneficiary of retirement accounts, pension plans or insurance policies; all or a portion of real estate holdings; business interests; oil and gas interests and other personal property, including artwork and jewelry, are all assets that can be used to make a planned gift. **The Dallas Foundation is uniquely positioned to accept a wide array of complex assets which support an individual's giving beyond their lifetime.**

Why work with The Dallas Foundation and how do I get started?

Donors often begin thinking about planned giving when they are nearing retirement, between the ages of 40 and 60, which is a great time to reach out to the philanthropic advisors at The Dallas Foundation. **Our experienced team will work to understand what has been most important to you, your family values, and the areas where you want to make difference.** With our deep knowledge of the nonprofit community, we can help you decide where your funds will have meaningful and lasting impact and recommend the appropriate giving vehicle(s) or structure. We always encourage including your trusted professional advisors in this conversation to ensure all financial and legal documents support your legacy giving plan.



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Upcoming Events 2023



Feb 23

2023 Mary M. Jalonick Women's Philanthropy Institute Kick-off Luncheon

Save the date for the start of another stellar year of educating, inspiring and empowering women philanthropists.



Mar 03

2023 Professional Advisor Seminar

Professional advisors are invited to attend our 26th annual Professional Advisor Seminar featuring keynote speaker, Miranda Reiter, Ph.D, CFP. Reiter will discuss Wealth Planning, Diversity, & the Racial Wealth Gap.



Series

2023 Community Matters Series

In 2023, The Dallas Foundation will continue Community Matters, the popular and engaging series of programming related to the Foundation's strategic priorities. Save these dates and watch your email for additional details:



Visit dallasfoundation.org/connect/events for the latest information on upcoming events and activities.

📅 Jan 30 📅 Oct 09
📅 Apr 10 📅 Nov 13