



DEI (DIVERSITY, EQUITY, AND INCLUSION) INITIATIVE UPDATE AS OF DECEMBER 2025

The Leadership Team (LT) of Impact100 Garden State recognizes that the chapter's DEI efforts are continuously evolving. To give members visibility into this process, we will be providing periodic updates. As we move together on this journey, we invite members who are interested in our DEI efforts to volunteer for the DEI or any other committee.

Timeline:

May 2020: A DEI advisory committee was created to study ways in which our organization could better reflect the communities we serve and to ensure that a broad range of viewpoints is represented in decision making.

April 2021: A formal DEI Committee was established.

March 2023: A DEI consultant was engaged to help us make our ongoing efforts coherent and effective.

June to October 2023: The consultant conducted a membership survey, interviewed various committee chairs, and did in-depth interviews with select members.

November 2023: The consultant provided an oral and written report of the findings to the Leadership Team and the DEI committee.

December 2023 to November 2024: The DEI committee reviewed the consultant's recommendations and determined when and how to implement them. Most recommendations were already in process and the remaining few were implemented throughout the organization.

Actions taken:

-The Leadership Team (LT) expanded its own diversity with 29% of the LT, as of September 2025, comprised of women with more diverse backgrounds.

-Invited all members to attend a meeting of the DEI committee (January 2025) to provide transparency and encourage membership on the committee.

-Discussed and agreed on a set of DEI metrics the committee will track annually to measure progress on DEI goals.

-Discussed and agreed on retaining the committee's current name (Diversity, Equity, and Inclusion); we receive no federal funding.

-Sponsored a screening and discussion of the film, *The Price of Silence*, a documentary exploring NJ's history of slavery, as part of February 2025 Black History Month.

- Sponsored an event on Intergenerational Trauma, with Dr. Mariel Buque, a Dominican psychologist with expertise in intergenerational trauma, as part of September 2025 Hispanic Heritage Awareness Month.
- Expanded our Fellowship Program that makes Impact100 Garden State membership available to a broad range of women who want to actively participate but don't have the financial means to join. 26 women joined our membership as active Fellows in 2025.
- Created the Our DEI Commitment page, including resources for learning more, on our redesigned website.
- Helped expand Meet & Mingle recruiting events to include public venues that are open to everyone.
- Expanded our Young Philanthropist outreach to engage more women early in their professional and philanthropic journeys.
- Provided Unconscious Bias training for all members of Grant Review committees.
- Made online Understanding Unconscious Bias training from the NJ Division on Civil Rights available to the Leadership Team, committee chairs, and co-chairs (May 2023).
- Participated in the Morris County Diversity Day (2023) and the Diversity Summit of the Somerset County Business Partnership (2023 & 2024) to raise Impact100 Garden State's profile and make connections with diverse groups.
- Coordinated with Member Engagement for events at grantee sites (Birth Haven, Cheshire Home, Homeless Solutions, Servant's Heart Ministry, Institute of Music for Children, Oasis for Women and Children, Second Street Youth Center) to help members see our grants in action for underserved communities.
- Recognized by Somerset Hills Learning Institute as a grantee partner.
- Received an award from Philanos, a national organization of women's giving circles, for our DEI focused grant to UCEDC.
- Improved the onboarding process for new members to ensure that all feel welcomed and included.
- Offered to all members Effective Bystander Intervention for Bias and Discrimination online training by the NJ Division on Civil Rights in March 2024.
- Engaged a DEI consultant in 2023 to review our chapter and provide recommendations to improve our DEI efforts. All recommendations have been acted on.

-DEI committee members serve as liaisons with Joint Grant Review, Communication, and financial committees.

-Continued to increase transparency to engage and educate all members through:

1. Social media posts for our monthly newsletter focused on grantees and/or members with DEI related issues.
2. Expanded background and explanatory text on website pages to provide members with more information about the governance and decision-making of Impact100 Garden State.
3. Holding Meet the Leadership Team meetings in different counties for members who want to learn more about how Impact100 Garden State operates.
4. Providing heritage-related events open to all members.

To comment or learn more, write to info@impact100gardenstate.org