



# Inspiring Impact

January 2021

## New Year, New Opportunity to Learn, Grow, and Connect

As universally grateful as we were to turn the page on 2020, 2021 knocked the wind right out of our sails before we could even begin. Knowing the universal spirit of the women (and men) of Impact100, I suspect you all have taken similar approaches as me. I center myself by asking: What good is happening around me? What can I control? What can I do to help educate me and empower me to bring about positive changes to yours and my communities?

I reflect with awe and respect on everything done in 2020 by the leaders and members of Impact100 chapters around the globe. You learned new skills and adapted our high-touch membership and grants experience into a safe, yet connected, virtual conversation.

There were so many times you chose to make an impact and shine your light as a beacon to those who needed to see through the darkness. You held on to hope and encouraged your neighbors and friends to do the same. Filling in the gap and giving of your time, talents, and checkbooks as you pushed back your fear and pushed forward with Impact.

I find myself more grateful than ever to be a part of the Impact100 community. As I spoke about in my [July](#) message, 2020 brought important lessons along the way, making us more aware than ever of our responsibility as citizens and of the power we possess as individuals to collectively cultivate and create change.

We know who we are as Impact100 communities. We are united in our shared purpose, vision, and process. We have embraced from the beginning the imperative to create Impact100 chapters that are diverse and inclusive, that reflect the nature of the communities they draw from and serve. We educate women about the needs in their communities - building education and awareness to help empower women to be better positioned as philanthropic leaders within and outside of Impact100. And of course, we equitably award high impact transformational grants to the non-profit leaders through our grant making each and every time.

And yet, through the awakening of 2020, we were exposed to the degree to which white privilege and systemic racism continue to exist in our institutions, policies, and communities. We all have a role to play to dismantle systemic injustices and to educate ourselves on its realities, the implications in our communities, and how we can support dismantling it. My commitment, as the leader of Impact100 and as a signatory of the CEO Action Pledge, is to commit to stand against racism, act to advance racial equity, diversity, and inclusion, learn and share resources to understand bias and systemic barriers to equality.

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As a community, we have work to do, and not just because it is the right thing to do. Organizations that embrace diversity, equity, and inclusion consistently outperform those who do not. It has been proven many times over that diversity and inclusivity lead to better outcomes that can be demonstrated through results that include increased retention, greater engagement, and more creative thinking, innovation, and momentum.

This work is an ongoing multi-year journey, a movement - not a task or an initiative. A commitment to DE&I must be an integral part of every Impact100 chapter workflow and process. I understand that each chapter is at a different place on their journey. While some chapters have fully immersed diversity, equity & inclusion into their model, others have just begun the exploration and self-discovery. Wherever you are today, we want you to join us - lifting each other up, listening, and learning from each other.

At the Global Council level, a small group of women raised their hands to assist in this work, and we formed the Impact100 Global DEI Committee. We have been working diligently toward the vision of Impact100 as a network of open supportive, and vibrant chapters of members who embrace the values of diversity, equity, and inclusion to best serve their communities.

We would love for you to join us so that we can share our charter and hear from you about where you are in your Diversity, Equity & Inclusion journey.

Join us on Tuesday, February 2<sup>nd</sup> at 3 pm for the next Chapter Chat where we will unpack the terminology: Diversity, Equity, and Inclusion and we will also explore the role of belonging in creating a more inclusive and then diverse organization.

Don't forget to register for our [Impact100 Global Conference](#) which will feature several DEI centered sessions as well.

<https://www.ceoaction.com/media/4178/steps-for-developing-a-diversity-inclusion-strategy.pdf>

Gratefully,  
Wendy