



FOUNDATIONS FINANCING CONSTRUCTION CAREERS

Ford Foundation Center
for Social Justice
320 East 43rd Street, New York, NY

Tuesday, February 19, 2019
11:30am-6pm

11:30 Registration and Lunch Plenary Session
Nelson Mandela Room

Welcome to the Ford Center for Social Justice

Film Debut: NoVo Foundation

Event Overview and Vision

- Erica Smiley & Sarita Gupta, Co-Directors, Jobs With Justice Education Fund
- Linnzi Guischar, Electrical Apprentice, IBEW Local 3

Keynote Panel: Setting the Stage for Innovation in Creating Construction Careers

- Tracy Palandjian, CEO and Co-Founder, Social Finance
- Pamela Shifman, Executive Director, NoVo Foundation
- Darren Walker, President, Ford Foundation

1:00 - Transition to Workshops

1:30 - Concurrent Workshops

Workshop 1: Impact Investing: Activating Your Foundation's Assets for Good, Berta Caceres Room
Foundations can activate more of their assets for mission by creating strategies to promote quality jobs in the construction trades for women and people of color. This interactive conversation will build upon real examples that span the impact investing continuum—from engaging fund managers of color, adopting responsible contracting language, building innovative financing tools, to requiring that investees hire local and diverse workforces for building projects. Share and learn about impact investing strategies you can adopt to create family-sustaining careers in construction.

- Andrew Brower, Program Related Investment Officer, W.K. Kellogg Foundation
- Jake Edwards, Director, Social Finance
- Brinda Ganguly, Managing Director of Catalyst Funds, Living Cities
- Sayiddah McCree, Investment Associate, Mission Related Investments, Ford Foundation
- Maureen O'Brien, Vice President and Corporate Governance Director, Segal Marco Advisors
- Facilitated by Melanie Audette, Senior Vice President, Mission Investors Exchange

Join us in live Tweeting using the hashtags #impinv #philanthropy #qualityjobs #socialjustice

Workshop 2: Operations: Embedding Social Justice Goals into Procurement, Muhammad Yunus Room
As construction clients engaged in building or rebuilding foundation offices, philanthropy can work with construction management firms to establish goals around workforce diversity and ensure that the jobs created are family sustaining and offer access to apprenticeships to groups who traditionally have been excluded. This workshop will feature case studies of two office rebuilds—the Ford Foundation Rebuild Project and the NoVo Foundation project –that established enforceable workforce diversity goals that led to a significant percentage of women and minority workforce participation. It will also look ahead to the development of The Women’s Building, a NoVo Foundation effort to transform a former women’s prison into a global hub for girls’ and women’s rights This project is expected to assemble the highest participation of women workers of any construction project in New York City.

- Erik Antokal, Workforce Development Officer, Nontraditional Employment for Women
- John Bernstein, Chief Operating Officer, Ford Foundation
- Adrian Grad, Project Manager, Ford ReBuild, Ford Foundation
- Maureen Henegan, CEO, Henegan Construction Co.
- Kelly Merryman, Chief Operating Officer, NoVo Foundation
- Leah Rambo, Director of Training, SMART Local 28
 - Facilitated by Erin Johansson, Research Director, Jobs With Justice Education Fund

Workshop 3: Grantmaking: Strategies for Repairing Racial and Gender Wealth Gaps, Nelson Mandela Room
Grantmaking is a crucial component for ensuring that the wealth created by building projects remains in communities. This workshop will provide program officers with a framework for understanding the scope of opportunities to make grants that support women and people of color accessing careers in the construction industry. Session leaders also will provide resources and examples from foundations that have encouraged or required capital building grant recipients to adopt workplace diversity and responsible contracting goals.

- Tameshia Bridges Mansfield, Program Officer, W.K. Kellogg Foundation
- Gary Cunningham, President & CEO, MEDA, Board Member, The Minneapolis Foundation
- Jose Garcia, Program Officer for the Future of Work(ers), Ford Foundation
- Marci Hunn, Program Director, Jobs, Harry and Jeanette Weinberg Foundation
 - Facilitated by Anna Quinn, Manager of the Office of the Executive Director, NoVo Foundation

3:00 - Break

3:15 – Plenary Session: The Future of Quality Construction Careers, Nelson Mandela Room

- Wendy Garcia, Chief Diversity Officer, New York City Comptroller
- Maureen Henegan, CEO, Henegan Construction Co.
- Matt Onek, CEO, Mission Investors Exchange
- Daryl Shore, Vice President and Investment Manager, Prudential Financial
 - Facilitated by Erica Smiley, Co-Director, Jobs With Justice Education Fund

Moving to Activation: What it Takes to Get the Job Done

- Ashly Dacosta, Sheet metal apprentice, SMART Local 28
- Judaline Cassidy, Plumber & Tradeswoman Activist
 - Facilitated by Denise Diaz, Executive Director, Central Florida Jobs With Justice

4:45 – 6:00 pm – Networking Reception, Foyer

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We are grateful to Nontraditional Employment for Women and Works in Progress Associates for their leadership and commitment to women in the trades, and to Aaron Dorfman of the National Committee For Responsive Philanthropy for advising us on the event.