NEON is a cohort of CFON member foundations working together towards the overarching goal of dismantling structural and systemic racism and achieving economic and social mobility in their communities.

A COHORT OPPORTUNITY FOR CFON MEMBERS

Purpose/Value Proposition

- NEON is a smaller cohort of colleagues from across the US that build authentic relationships to work together to strengthen and advance their foundations' equity and mobility work through internal and external systems change
- NEON provides an opportunity to contribute to influencing the community foundation field (i.e., creation of resources such as the Racial Equity Systems Self-Assessment, Policy Change Toolkit for Community Foundations [with Urban Institute], Anti-Racist & Ethical Storytelling Guide)

"As a member of the NEON cohort, HCF has gained invaluable insight from a network of peers equally committed to equity and systems change. The shared learning environment has challenged and strengthened our approach, helping us grow as a foundation to better serve our community."
– Michelle Ka'uhane, Chief Operating Officer & Executive Vice President, Hawaii Community Foundation

"NEON convenings provide an essential platform for foundations committed to, and investing in, racial and social justice work to share approaches and learning. Connecticut's Urban Opportunity Collaborative, comprised of three regional funders, has been able to draw on the experiences of NEON's community of collaborators in advancing our progress in dismantling structural racism and achieving equity in economic and social mobility." -- Cesar Aleman, (former) CUOC Director

Founding Cohort Members

- The Cleveland Foundation
- Connecticut Urban Opportunity Collaborative (CUOC) – (*Community Foundation for Greater New Haven, Fairfield County's Community Foundation, Hartford Foundation for Public Giving*)
- Hawaii Community Foundation
- Indianapolis Foundation
- Lincoln Community Foundation
- Seattle Foundation
- Silicon Valley Community Foundation

NEON Expansion

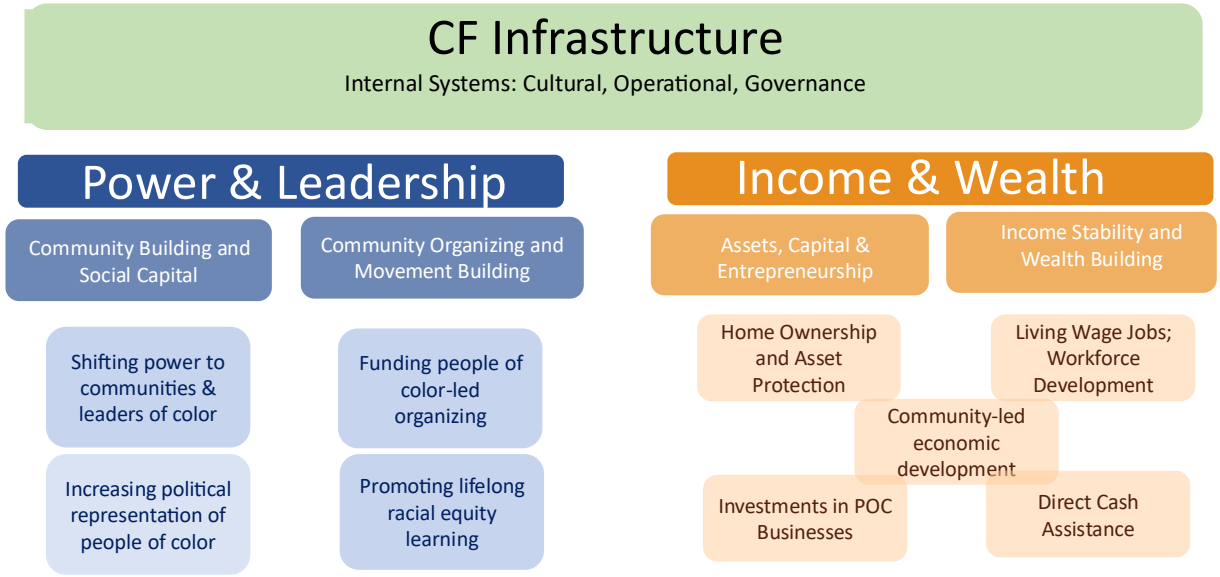
- The original cohort of 7 community foundations started working together in January 2021. There are currently 3 active members.
- The group will expand with an additional 3-4 CFs this year and will kick off in January of 2027.
- The cohort will be led by Community Wealth Partners facilitators, in partnership with CFON.

Cohort Focus

- NEON will continue with the same
  - **Goal:** Dismantling structural and systemic racism and achieving economic and social mobility
  - **Systems Focus:** Income & Wealth and Power & Leadership
  - **Common Strategy Framework:** *(see next page)*

NEON Common Strategy Framework

Revised August 2026



Structure

- A facilitated cohort experience (facilitators from Community Wealth Partners will lead the cohort)
- Participants join for a 2-year period
- There is no charge to participate
- The full cohort will meet virtually every other month for 60-90 minutes
- Two working "pods" will meet in alternating months
- There will be one in-person convening per year (tentatively scheduled for May 2027)
- Group meeting agendas will be co-created with the facilitators

Expectations of/for Participation

- Consistent participation from the same 1-2 people representing each foundation is required
- Participants agree to come prepared to all meetings, be willing to share details about their work (successes, failures, challenges) and to candidly share their internal systems change work
- Participants may be expected to complete tasks or assignments between meetings as the group deems necessary
- Participants will engage in the co-creation of meeting agendas and any between-meeting tasks/ assignments
- CFON will continue to approach national/other funders for support but there is no guarantee of funding for participating foundations (although we hope that will happen!)

Criteria for Participation

- The community foundation is committed to NEON's overarching goal: dismantling systemic and structural racism and achieving economic and social mobility – both internally and externally.
    - Internally: the foundation willingly examines its own systems and structures and initiates change as needed
    - Externally: the foundation's grantmaking, community engagement, partnerships are focused on equity and opportunity in the community

- There is CEO/leadership support for participation (CEOs are encouraged to actively participate), including funding for occasional travel for NEON cohort meetings

- The foundation currently has (or is actively designing) funded strategies that align with our Common Strategy Framework, as noted above

- 1-2 designated staff members, committed to active and consistent participation, willing to honestly engage in dialogue and assessment of their work, and support the work of fellow cohort members
    - Cohort participants should be those who are responsible for and/or can influence strategy and internal work in this area

See application on next page

APPLICATION

Submit to Amy Daly-Donovan (amy@dalydonovan.com)

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Foundation: _____

Name, Title & Email Address of Person Completing the Application:

_____

Date: _____

Briefly describe your foundation's commitment to NEON's overarching goals of equity and opportunity and the strategies currently underway that align with our common strategy framework.

Please identify the staff members that would participate, including their titles and primary areas of responsibility as related to NEON's purpose. Include their email addresses. *Please assure that they are able to meet the requirements outlined above.*

Share what your foundation has learned in your equity/systems change work over the last few years.

Any other comments?