



40 Years Strong: People, Place, and Power

June 30, 2020

10:01:00 >> Welcome to NFG's 40 Years Strong plenary. We'll get started in one minute. You can join the conversation in Twitter using the hashtags NFG 2020 and NFG 40 Years Strong. [Video].

10:01:05 The one word I'll use to describe NFG is beloved community.

10:01:08 >> NFG is community.

10:01:10 >> Relationships.

10:01:17 >> I know that a lot of folks call NFG home, political home.

10:01:22 >> I heard NFG referred to as a philanthropic political home, and that really resonates with me.

10:01:39 >> I would describe NFG as community. I would describe NFG as connection.

I would describe NFG as family, describe NFG as power.

10:01:44 I would describe NFG as strategy space.

10:01:46 >> NFG is relational.

10:01:49 >> The word I would use is haven.

10:02:01 >> I call NFG a set of coconspirators for justice.

10:02:07 >> My name is Adriana Rocha.

10:02:20 >> I'm Mary Sobacki based in Toledo, Ohio. I'm serving on the board and also the cochair of this year's convening.

10:02:40 >> I'm with the Hill-Snowdon foundation and also an NFG board member and cochair of NFG's conference, which is now all virtual. And I've been a member for I think 20 years.

10:03:07 >> I am so terribly sad that I cannot be in the same room with all of my NFG colleagues this June. Shona and I were very much looking forward to welcoming you to Washington D.C. and getting that this was a home coming celebration, we were very much looking forward to getting to play the roles of home coming queens.

10:03:19 So although we can't be another in person, we are together in spirit. And I hope that you'll enjoy our first ever virtual convening.

10:03:32 I've been a member of NFG back in the 1990's when I was a senior program officer at the Toledo community foundation. Then I became reengaged when I began working at the Needmor fund in 2004.

10:03:50 >> I got involved with NFG through the conference, actually. And I was actually recruited or invited by what was then called the working group found labor and community partnerships which is now funders for just economy.

10:04:02 >> I got my first job in philanthropy in mid2000s. I worked as a program officer in New York foundation funding community organizing and power groups in New York City.

10:04:18 In NFG, I found a network of other people of color that helped me navigate philanthropy. And I found following the leadership, found a place that valued my experience and welcomed me.

10:04:52 >> I received a lot of political education. NFG really helped give me this sort of bigger bird's eye view and greater perspective. I really look back with, you know, great respect to some of the founders of the working group who played really an instrumental role in informing my thinking and understanding of what it meant to be a social justice funder.

10:04:54 er in thoughts days.

10:05:05 >> Going back to the 1990's, it really was an organization that was all about programming and activities around neighborhood development type of work.

10:05:19 So I've kind of watched the shift over the years of NFG moving in a more focused, programmatic direction around the issues of justice and equity that I care about.

10:05:46 >> I know that a lot of folks call NFG their political home. And in the years I got involved in the mid2000s there was an organizing push to bring more of an community power building lens to the work. And that organizing space, the space to sharpen my political analysis and find coconspirators was key to finding my role in philanthropy.

10:06:08 >> I want to see a philanthropy that's more democratic that engages folks closer to the grass roots in developing the solutions to the problems that are affecting their neighborhoods and communities and the entire country. I hope NFG will also be a leader along this line of thought.

10:06:20 >> I hope and have aspirations for philanthropy that we listen, really listen and follow the leadership of black, indigenous and PLC staff, truly.

10:06:47 Looking back in terms of 40 years, lessons learned from philanthropy that we have funded for the long haul for the next generations, we've been talking with our staff and with members about how we haven't reckoned with the history's history of black people and genocide of indigenous people and we've been waiting for metrics versus heeding the calls of action from black and indigenous leaders.

10:06:57 I hope that philanthropy will follow the leadership of foundations like Babcock, general service foundation to name a few that's influencing the giving now.

10:07:19 >> I hope that NFG is recognized and continues to be recognized for the important role it's playing in educating funders around building a just society.

10:07:30 This is really a critical year. 2020 is, like, a year like no other.

10:08:06 And I think especially the events when George Floyd was killed by police in Minneapolis and the ensuing protests, demonstrations and uprisings that have been occurring, not only in the Twin Cities but throughout the country, including small towns and smaller cities, I think we really are at a tipping point.

10:08:21 I think with the pandemic, the economic crisis, and the political crisis, we don't want things to be the same. We want and deserve better.

10:08:30 I think the role of philanthropy is to help widen the cracks to let the light in.

10:08:59 >> Centering analysis and power building, by centering intersectional analysis, by creating these organizing spaces where people can find their political home deep in their analysis, NFG is well-positioned to meet this moment. And I look forward to collaborating with you all to do more to be bolder.

10:09:14 [End of video].

10:09:37 >> SHONA: Hello, and welcome to NFG's first virtual annual conference. I'm Shona Chakravartty with the Hill-Snowdon foundation and I'm delighted to be serving as one of the cochairs for this event. If you need to, you can turn on closed captioning at the bottom of your screen by clicking the closed caption icon and show subtitle.

10:09:54 >> MARY SOBECKI: I'm marry Sobecki with the Needmor fund and I'm happy to be serving as the other cochair for this event. Of course we thought we would be greeting all of you in Washington D.C. today where it's a balmy 90 degrees.

10:09:57 But COVID-19 had other ideas in mind.

10:10:22 >> SHONA: Yes, it did. But pre-pand we brought together an amazing program planning committee that dedicated itself to creating content that would not only address some of the most critical issues facing our sector today, but also lifting up the important work of grass roots groups in the DMV, D.C., Maryland, Virginia, who have been fighting for justice and equity for years.

10:10:30 In addition, the planning committee had partnered with a number of groups on the ground in the D.C. area to really bring this work to life.

10:10:34 Here are some of those groups that engaged in this effort.

10:10:59 These groups represent some of the DMV's significant power building efforts including antidisplacement work, fair wage and labor rights, decriminalization and community lead safety, community organizing and the rematriation efforts for the [indiscernible] whose land we would be gathering on.

10:11:22 The bold work of these leaders in the D.C. area is embodied by a group of Piscataway matriarchs reclaiming land at the creek, building a regenerative future for their nation and other indigenous nations that have called D.C. home.

10:11:32 >> MARY SOBECKI: In addition to the partners on the ground in D.C. we had a number of our institutional members who partnered with us by becoming sponsors for this event.

10:11:50 Even after we learned that we would have to pivot to a virtual conference, the majority of these sponsors -- and you'll see them listed now -- they graciously allowed us to continue to benefit from their support. And for this, we are truly grateful.

10:12:03 >> SHONA: We also appreciate all of you who had registered for the conference and then generously donated your registration fees to cover the cost we've incurred as well as to making this virtual event possible.

10:12:23 And I also want to add a very important thanks to my partner in crime, my cochair, Mary Sobecki. Mary is a professional comedian, so she has kept us well-entertained throughout the process. But she has also kept us focused on what is important.

10:12:36 And as a long-time NFG member and board member, I really want to acknowledge her tremendous leadership during this time and add a personal thanks. Mary, you've made all this fun.

10:12:58 Finally, none of this would have been possible without our fappial s NFG staff and consultants who, under the leadership of our intern codirectors, Sarita Ahuja and Adriana Rocha continue to head the work for the past year.

10:13:30 >> MARY SOBECKI: Well, thank you for that, Shona. Right back at you. And let's face it, you're the brains of the operation. But I also want to mens that in addition to the conference, we had a vision that we would be planning for some of our time in D.C. to be spent celebrating the 40 Years Strong anniversary. We had an evening plans at the museum with many guests and surprises.

10:13:41 Although the plans for the gala had to be scratched, we wanted to thank the party planning committee for their plans and efforts. You can see the names on the screen now.

10:13:58 And of course, we are all indebted to those who came before us with NFG and those who worked over the decades to make this organization what it is today, a thriving community, of social justice funders.

10:14:08 And speaking of parties, we hope you will also plan to join us later this evening for the discount awards virtual happy hour. More details about that later.

10:14:17 >> SHONA: This year's event was designed to be a home coming of sorts for NFG. Back in Washington D.C., where it all began so many years ago.

10:14:26 Little did we know that our theme, 40 Years Strong, people, placing, and power would be even more relevant in these challenging times.

10:14:52 Einstein famously said every crisis lies opportunity. And we certainly have enough crises at this time. We're not only amidst a pandemic, but we find ourselves engages in the overdue uprising. While philanthropy appears to be rising in new and better ways, there's still much work to be done.

10:15:09 With our programs, NFG is perfectly positioned to help continue the conversation within our sector and also to move money to organizations that are at the forefront of the movements for social and racial justice.

10:15:26 >> MARY SOBECKI: And in addition to being in the perfect position, NFG is now also fortunate to have in place the perfect person to lead us into the future. This conference provides us the opportunity to introduce you to our new president.

10:15:38 , Adriana roque op. Many of you already know her from her work, in her role as the Vice President of programs for NFG over the past years.

10:15:44 She first came to the organization when she was on the staff of the New York foundation.

10:16:05 In addition to embodying the mission and values of NFG, Adriana is the leader we need to take us to the next level. I'm pleased to introduce to you NFG's new president, Adriana Rocha.

10:16:25 >> ADRIANA: Thank you so much. Thank you, Shona and Mary. I'm so appreciative of your leadership, support, commitment to NFG and our 40th anniversary convening. This is a testament of the labor of love of NFG staff, members, organizers who throughout the years have called NFG home.

10:16:31 Our offerings over the next few days and months will bring you the range of programming you have come to expect from NFG.

10:16:52 We kicked off our preconference session yesterday with a gathering of Philanthropy Forward in partnership with the aspen forum of community solutions and with the steering committee meetings, talking about how to increase racial justice in philanthropy.

10:17:20 As the fellows preconference session, we discussed the trends of recent push out of women in philanthropy, impact of indigenous leaders, working against patriarchal culture, a lens of what power is, starting from assets, not deficits, and coming from our place of inherent power. We discussed how to organize boards, how to fund and use power building.

10:17:35 At the amplified conference, members discussed how to create an amplified fund that reflects our racial justice values and goals and equipped members to be effective with changes in the field of philanthropy.

10:18:01 You'll hear from Gladys Washington, director Mary Reynolds Babcock foundation. She'll be joined with Ash-lee of highlander research center and Mary Hooks. As Mary said, we'll celebrate with funders of just economy program, the 20 # 19 and 2020 discount foundation legacy award winners.

10:18:21 Tomorrow, we will host a plenary on accountability and philanthropy's role and NFG's integrated strategies program will host its multiracial rural equity summit. Thursday, the program will host home coming, housing, justice is racial and economic justice forum.

10:18:41 In July, the program will host a four part justice institute. With the programming, the aim is to push the actions of philanthropy to move more money out the door to engage in political education, principle struggle to do more together, bolder together for justice.

10:19:11 The issues facing our country today, COVID-19 and its impact on black, indigenous and people of color communities, the uprisings and up upcoming elections, for we'll hear about how to do better. [Indiscernible] our foundation a recent call for the movement of black lives to name what rules we're willing to break in philanthropy to defend black lives.

10:19:30 We'll start off with a video from Gladys Washington. Ash-lee and Mary will join Gladys live to share the call of actions from us. Thank you for your support, and coconspiring. I look forward to partnering with all of you more deeply in my new role.

10:19:34 [Video]:

10:19:42 [Music playing].

10:20:03 >> My name is Gladys Washington. I am the former deputy director, newly retired, from the Mary Reynolds Babcock foundation based in North Carolina. And we have been long term members of NFG.

10:20:19 NFG is relational. And so coming from a small family foundation that works across 11 states that was talking about the south was hard to do 20 years ago.

10:20:30 We taught publicly about the impact of racism and the debilitating impact of poverty on the southern region.

10:20:37 We had very few philanthropic partners in the south that did the same.

10:20:51 And so we found a community where we could be a relationship with funders who challenged us but mostly believed the same things that we did.

10:21:11 And so it became cofunders of work in the south. That hard work that we were doing, we're a grass roots organizations and black lead organizations. We talked about how people work across those differences where racism was so stark.

10:21:18 The southern U.S., we found a home at NFG.

10:21:50 It is interesting to me, and that is that it is celebrating its 40th year in this time, in this moment with a global pandemic but certainly one here in the United States that is stricken more people of color and black people that we're in the midst of a time when black life is not valued and is taken quickly.

10:22:36 And in the absence of national leadership that there is a mandate now for NFG on creating opportunities for philanthropy to come together in ways it has not come together before, to ask itself, to turn the mirror on itself and understand how much philanthropy has been a part of white supremacy and to step into how it begins to think and act differently and support grass roots organizations and support people of color lead organizations to create change.

10:22:59 Philanthropy is not always been transparent about what it learns.

Philanthropic institutions has to be honest about that because philanthropy believes many times that it's right when often times it's an echo chamber rather than with the people who are in communities who are trying to build that power.

10:23:01 Sharing power means building power.

10:23:16 And so I can throw rocks. And I'm okay with throwing rocks because I stand in my own truth about and always have about the limitations of philanthropy because it did not look at itself and it did not learn well.

10:23:28 And when we don't learn well, money is wasted, power is not built, people are still disengaged and harmed when philanthropy does not learn what it needs to learn.

10:23:44 And so I think that that's one of the things we learned and are still learning about how change happens and how philanthropy behaves when it comes to power.

10:24:06 I believe that we -- we in philanthropy, you know, all of us have these degrees and stuff. I've got a couple too. Do I remember what they're in? No. Do I know how to build a house? Do I understand how to build power on the ground? Do I understand what organizing is, what civic engagement is?

10:24:15 Do I understand what a GOTV strategy looks like? I do. But I learned it from the people who do the work.

10:24:23 Again, we got to work. Philanthropy has to continually learn from people who do the work and share power.

10:24:41 And I think maybe that's the biggest lesson that philanthropy has learned and has to still step into because in this moment, something is needed that's different for philanthropy right now.

10:24:54 That it learns and it uses its money in a way that helps to dismantle white supremacy and advance social, economic, and political justice.

10:25:17 It has to share power differently. But in order to do that, it has to Examine itself internally and see how it deals with money. Much of philanthropy as we know has been a crude on the backs of particularly black people on this country.

10:25:44 When people started red lining communities where you couldn't buy a house or that house was under water before you bought it or where urban renewal meant that you built a road in the middle of a community and broke it up in ways and made it at the end of the day poorer than at the heart of that is racism.

10:25:59 We got to get to racism in a real granular way very quickly so that all those other things change. Right? Because it's integrated.

10:26:10 And in part, philanthropy has had -- has played a role in some of it. Right? And so philanthropy has to come up out of that.

10:26:13 Philanthropy collectively has to look different.

10:26:29 What I'm suggesting is that it be a collective of philanthropic response that shows up with its money and its people differently than it ever has before. Folks got to lean in.

10:26:37 We've seen some of that with COVID. Now we're into something else. Keep leaning innkeep putting that money out.

10:27:04 And so much -- so much of philanthropy's money is with the market. I say forget the corpus. Put the money where it needs to go so that we have the possibility of changing some things so we can change the national paradigm, the national and the local paradigm, because we need all of it.

10:27:10 I think philanthropy has an opportunity to now show up differently, collectively.

10:27:33 NFG has history now of action. We have amplified funds, democratizing development. All of those things, philanthropy forward. So putting grass roots organizations, pulling together that infrastructure collectively in this moment so that that money hits the ground quickly.

10:27:53 It's no more thinking about it. There's no more sitting around talking about how it will hit the ground based on some sort of restrictions and structures that philanthropy creates. It is let's do this thing as quickly as we possibly can so that we can make a difference.

10:28:06 NFG has the opportunity to pull that -- to help to pull some of those resources together and can help to devise ways that that can get out and be deployed quickly.

10:28:14 And we will be guided by the people who do the work on the ground as to how that money supports folks.

10:28:26 We have to trust people to do that. We have to assume that it will be used in the best ways that it can possibly be used for those organizations.

10:28:30 So it's being honest about that and what that means.

10:28:46 It is looking at itself and saying we will do more than the 5 percent that's required legally, that we will do more and we will do it honestly and openly.

10:28:56 My call to action for philanthropy is this, to one, show up in this time in a collective way.

10:29:06 Two is to look at itself, put a mirror up on itself and be honest about what it sees.

10:29:23 Three is to use the capacity, the wisdom of people who do this work. Stop requiring that --

10:29:45 Four, stop requiring that everybody is judged by the same yard stick when context matters in different places across this country. And to advocate with philanthropy, that's five.

10:30:19 And No. 6 is dig into that corpus. Use your voice to change what that legislation looks like. Use your voice to be in alliance with people of color lead organizations around issues and priorities that make sense for them in the places in which they do it.

10:30:21 [Video].

10:30:45 >> Thank you. We're going to be on break and returning at 12 #40k eastern, so please get some water, stretch those legs. We'll take a break. Hear some music and be back at 12:40 eastern.

10:37:55 :40 eastern, so please get some water, stretch those legs. We'll take a break. Hear some music and be back at 12:40 eastern.

10:40:22 [Session on break. Music playing]. E. we'll be

10:40:22 >> We'll be back from break at 12:40 p.m. eastern. Get ready to ask questions by using the Q&A feature on the tool bar. You can also conversation the conversation at Twitter by using NFG 2020 and NFG 40 Years Strong.

10:40:36 >> ADRIANA: Thank you. I'd like to introduce Kevin Ryan, our MC, program officer at cities and states at the ford foundation. Welcome, Kevin.

10:40:55 >> KEVIN: Thank you, Adriana. First, I want to say congratulations on your new leadership role at NFG. You really have been a great colleague, mentor, and friend for, what, 17 plus years.

10:41:11 And I think I speak for a lot of people on this call that if you need anything to support you in your leadership, you know, we're here for you. We're here in a heart beat. So I just want to say thank you.

10:41:17 And I'm happy I got through that without crying.

10:41:28 High, everybody, I'm Kevin Ryan, NFG class op2002. I have the honor and privilege of coming to you live from Detroit Michigan. You know I had to get Detroit in somehow.

10:41:44 And I have the privilege to start the conversation with our amazing plenary speakers. I'm going to start with Ash-lee Woodard Henderson, co-director of high lander research and education center.

10:42:00 And I want to start, Ash-lee, by asking you how has high lander research's work evolved over the years? And how does that work look now given this movement for black lives?

10:42:21 >> ASH-LEE: Thanks so much for the question, Kevin. First of all would echo gratitude to the NFG crew. Love to Adriana. And would say to all of you who so passionately and excellently represent NFG, 40 years look very good on you.

10:42:46 With regard to highlander's work, I would say we've been doing the same thing since 1932, 90 years young. We're a sanctuary for colleagues and comrades, particularly with a southern focus to find rest, to find recovery, to find respite, to develop strategies to become excellent in our methodologies, to learn different tactical interventions from each other.

10:43:13 And as much as it's important that we're a school that makes smarter people come together to get even sharper in how they understand what's happening in the

moment, what they can do about it, the most important piece of that is that they have the resources and tools at their availability to take that new knowledge that can only happen sitting in those rocking chairs and take that information home with the materials with it.

10:43:17 Highlander is a catalyst for social movements. We will continue to be.

10:43:27 Who we are is a collective of individuals and organizations all across the region who come together to make sure that we are accompanying movement and supporting movement to win.

10:43:35 We are also an organization that believes in our DNA that as goes south, so does the nation and the world.

10:43:44 We're an organization that because of that incredible work has survived decades worth of attacks and blow back from white supremacists and from the state.

10:44:00 And who Highlander is, is alive and well and is working to build up the 21st century cohort of folks that will not only be the folks who envision but implement the work of the 21st century southern freedom movement.

10:44:02 Why does that movement exist in this moment?

10:44:26 I think for a couple of reasons. One, the movement for Black Lives would not exist if it weren't for the incredible radical legacy of the movements in the United States. And contemporarily if it wasn't for the leadership of myself and Mary Hooks, an incredible cohort of southern leaders working on the Black Lives in the metro sustainable.

10:44:31 Who is the movement for Black Lives? I'm glad to tell you.

10:44:43 We're a coalition of 21st century Black movement organizations who together make it possible which would be impossible if we had taken these efforts as individuals or individual organizations.

10:45:03 Even the things we're demanding right now would have been things that even some of our colleagues potentially on the call would have said it's impossible three weeks ago. It is time to divest our people that are harmful. We want Black people to win.

10:45:15 This moment came too high of a cost. It should not have caused this much death to get us to this moment. This is a moment that might feel familiar for too many of us.

10:45:32 These might be familiar muscles we're flexing with regards to making sure that our people are taken care of and have resources at their disposal not only to be able to respond rapidly but to be able to recover and prepare for the oncoming onslaught of attacks.

10:45:51 With the intersecting crises that our people are surviving right now, whether it's COVID-19 or police brutality and white supremacy, immigration injustices, et cetera, this is a moment we're all at risk. And it will take all of us on deck to make sure that our people not only survive this moment but get to moments of thriving.

10:45:58 What we know is we are experiencing public lynchings every day and that now is the time to do something about it.

10:46:01 We are winning and we are under attack.

10:46:07 This is a moment where our transformative relationships or commitment to doing that is time to practice.

10:46:17 This is the moment where those transformative relationships cannot only transform us in the service of our people but can transform communities and organizations, this country, and the world.

10:46:24 This is a moment where funding transformative grass roots work like what we want us to win can actually make all the difference.

10:46:30 At 40 years old, NFG, you're good and grown, it is time to act like it.

10:46:37 This is a moment where Vincent Harding would have reminded us that new America still needs to be born and we are the midwives to do it.

10:46:47 This is a moment NFG where you can know your role and play excellently in service of targeted communities all over the country and globe.

10:46:58 This is a moment where all of our intellectually stimulating conversations about what should be happening in philanthropy is now a moment to get to the doing of the difference.

10:47:17 This is the moment where you should be resourcing most directly impacted organizations led by the most directly impacted individuals and the most directly impacted communities to do everything in their power using every tactic and tactical tool box to do every opportunistic strategy that will win.

10:47:20 This is the time, y'all. This is our moment.

10:47:41 And so I am proud to be a grass roots supporter of the work that's been happening, the political home that's been built within NFG. And now is the moment we can actually put the intellectual, stimulating conversations to work in order to change the life of our people so we never have to get to this point of cumulative black death again.

10:47:54 This is our moment and I'm excited to be in a transformative relationship with you all as we collaborate in our lifetime. Thank you.

10:48:15 >> KEVIN: Thanks, Ash-lee. And I just want to make sure everybody knows you can use the Q&A function at the bottom of your screen as you have questions that come in. And when we conclude our initial round of questions, we'll turn it over to you all, and we'll try to answer as many questions as we can. So thank you for that powerful opening, Ash-lee.

10:48:36 Now I want to turn it over to Mary hooks, codirector for southerners on new ground, or Song. How has Song's work evolved over the year since and what does it look like now given this current movement for black lives for leadership moment?

10:48:47 >> MARY HOOKS: Thank you so much. And I echo what Ash-lee said. What a blessing to be able to share this virtual space with you all and celebrate 40 years strong.

10:49:00 And thank you all so much for what I would say has been leading the charge, if you will, on the ways in which philanthropy can be a right relationship with our grass roots organizing.

10:49:07 You know, I think I worked for Song as a 28 year old institution here in the south.

10:49:31 One of the things I believe has made us able to withstand the trials and tribulations of doing work over a long period of time is that we've been able to be flexible and be able to pivot but never change our values, never change the vision, but also be willing to chart new paths when required and when we see it's necessary.

10:49:46 And you know, this last year has been a whirl wind. And actually, I take 2020 because I feel like it's been a whole yier within itself and it's only halfway in, you know [chuckling].

10:50:12 A lot of work center around the black and queer and trans, working class, on the south, and of course southerners who understand that our role inside broader liberation movements is to bring not just our queer flair but our blam feminists into the conversation in which ways in which we organize and do our work.

10:50:43 And I think in the midst of all the crises that are killing black people -- and there are so many -- but if we think about COVID, cops, courts, and cages, we know that there's much work to be done and much work that, you know, we've had to pivot around to make sure we're meeting not just the needs of our folks, material needs, but also making the political interventions that are crucial to events in liberation struggle.

10:51:05 And I think these last few months, we've certainly seen our folks, you know, shift. We've seen our folks shift when we begin to see that even the tattered social safety nets that many of us -- and many of us in this country experience begin to fold, given that COVID began to shut down critical human services.

10:51:39 We begin to see a lot of our folks and chapters begin to focus on mutual aid and understand that we're each other's bond and aid. We've been advancing the division of abolition primarily through ending pre-trial detention, that this is a moment to also to be able to call for what was seen as the impossible when we said you need to free everybody, everybody and to keep people held in cages is a death sentence.

10:51:46 And so our work began to expand in terms of what we were calling for in the midst of COVID incarceration.

10:51:58 And also -- you know, this last month or so, it's been, you know, one of these movement moments. And like Ash-lee said, many of us have weathered this storm before, if you will.

10:52:25 And I think that we have had the blessing of being able to harvest the lessons of previous uprising moments to be able to, you know, absorb more people into organization, understand the difference between rapid response and long term strategy and also to deepen our alignment with our comrades and other folks engage in this work and be able to identify new opportunities to build.

10:52:39 And I think one of the things that has been such a joy to be a part of the Song, taking up leadership inside the movement for black lives and seeing that body of work continue to advance.

10:53:04 And you know, we're in a different moment in a different conversation than we were in 2014, you know. And it's, you know, beautiful to be a part of work that I feel like I was looking at some more articles yesterday and, yo, we've been talking about defunding the police and divesting from communities and investing in folks' lives.

10:53:26 And we're tired of seeing the same thing [chuckling]. And I also think that because of the level of alignment and power we've been able to build and the narrative we've been able to push for those years, it has certainly brought this

country to a tipping point in terms of, you know, who are we trying to be, you know. It's decision-making time.

10:53:40 And what is it that we want? And do we just want piece meal crumbs? Or do we want revolutionary and transformative change? And are we willing to chart a path that will get us there?

10:54:09 I think what this also indicates is that most of us, we worked to organize ourselves out of a job. And we know that there's much work as would be called for the defunding of police that needs to happen. So I believe that a big part of our work as we continue to pivot and to make strategic interventions that we also have to -- that we also have to be prepared to build and also have to be preparing ourselves to win.

10:54:26 That means that when I think about that, yo, we have to -- not just invest in the policy foithsz, but we have to be doing deep investment work in new experiments, in new models because that's what is -- and that is what has been called for.

10:54:57 Just super grateful. I'm not going to keep rambling [chuckling]. But just super grateful for the blessing to be able to be in a movement at this time, to see you as movement comrades who is also in struggle for a liberation that far exceeds all that we could imagine and hope for in this time and just want to compel everyone to, you know, take risk that is worthy of theparage of our people who are risking their lives in the streets, who are being arrested and tear gassed.

10:55:23 For the families who are grieving and mourning for the possibility, for the possibility of what's on the other side. And when we celebrate 80 years of NFG, we can, you know, also be clocking not just the policy winds but also the new world we built together. Thank you.

10:55:42 >> KEVIN: Thank you so much, Mary. I'm going to ask Ash-lee and Mary to join me as well as Gladys Washington, the former deputy director at the Reynolds Babcock foundation and long time NFG leader and mentor and supporter to join us.

10:55:54 And Gladys, I'd love to ask for -- give you some space to respond to what you heard from Mary and from Ash-lee.

10:56:02 >> GLADYS: First of all, I want to give a shout out to all my former colleagues at NFG and say congratulations to you for 40 years.

10:56:11 Now, I'm kind of stalling because who can follow those two sisters? But I'm going to try. My southern sisters.

10:56:32 I'm going to try and do that. They bring so much wisdom to the work. And I appreciate it because they challenge both themselves and folks in communities and philanthropy around the issues that are most important and critical during this time.

10:56:38 And I am grateful for their work because they tell the truth all the time as they see it.

10:56:40 They bring it wherever they go.

10:56:51 I am grateful for them and the work that they do around movement building in the south and across this country.

10:56:58 You have had some amazing impact, and I am, again, grateful to you.

10:57:05 That is sort of my response to them. I can't add anything. They are perspect spokes people for themselves.

10:57:10 I just want to say something to philanthropy. Can I do that, Kevin?

10:57:14 >> KEVIN: Absolutely. You can do what you need to do.

10:57:18 >> GLADYS: All right. That's what I'm talking about.

10:57:28 I think we at NFG have been comfortable. And most of foundations have been comfortable with supporting advocacy and organizing and movement building.

10:57:35 But the issue of power has to be addressed, or change will not happen.

10:57:46 When I talk about power as it relates to philanthropy, I'm talking about something that's a novel idea. Not really, because there's some folks doing it.

10:57:55 But it's about participatory philanthropy that's both on the grant making side and on the investing side.

10:58:16 And as I said in the video, you know, philanthropy needs to do some soul searching, especially in reaction to the movement for black lives, the movement for racial justice that is questioning institutions of power where these are institutions of power, too. Right?

10:58:25 And so what do we do now that my friend derrick Johnson said in the NAACP.

10:58:36 He said we need to be moving from protest to power to policy. I'm talking about that middle piece, power.

10:58:53 Philanthropy has a lot of power. So how does it seed some of that power to the folks who are working in communities who are facing struggles every single day about what they need, how they need it and how philanthropy shows up in the work?

10:59:00 I think it is through participatory grant making. Now, we have examples of that, but it's just a few over the years.

10:59:07 I think we need to grow that pot. I think NFG is a place that's possible for that to happen.

10:59:34 For example, you've got folks like the zaro family found agsz in Tulsa, Oklahoma who has created a racial justice fund that will be -- that's to support the communities and in commemoration of the Tulsa race riots. The folks in the community will decide where the money goes to the organizations in those communities. We need to push ourselves to do more of that work.

10:59:49 Philanthropy showed up with COVID. I think, again, there's opportunity to show up in another way to change that dynamic and put some of that power in the hands of the people who do the work, who struggle every day, and who die for the work.

10:59:56 I think that there's an opportunity, too, for investment changes.

11:00:16 [Indiscernible] is doing some work around this. How do folks in communities show up around how philanthropic money is invested and how it makes money? I think there's opportunity here for that to happen. But that's just me talking. I'm not in philanthropy anymore. I can talk all the stuff I want to talk [chuckling].

11:00:27 But I think it makes a whole lot of sense. If we want to create change in this moment, these are some of the things we need to think about doing. Thank you, Kevin.

11:00:40 >> KEVIN: Thanks, Gladys. I want to start with the questions that are coming in now. The first question is, the reality of it is that philanthropy for many years have staled black community.

11:00:56 Money black leaders -- I talk to leaders all the time in Detroit who have no trust in institutional philanthropy and all these funders of course, everyone is coming out of the woodwork saying they're going to do exactly what you said, Gladys. We're going to do these things.

11:01:07 But there's no trust there was people have failed before intentionally or not have failed. So how do we actually build trust not going forward?

11:01:27 Because -- and Mary and Ash-lee, we've been here before. And people made promises before. So how do we make sure this time is actually different for the philanthropy lives up to these promises all these people are making?

11:01:31 >> ASH-LEE: Do you want me to jump in or do you want to go?

11:01:33 >> MARY HOOKS: You go, buddy.

11:01:52 >> ASH-LEE: My grandma taught me trust is doing what you said you'll do over and over and over again. When you mess it up, it doesn't mean you start over the next day doing what you're supposed to do. I would say movements are consistent.

11:02:01 We've been making social change possible for as long as black people and otherwise targeted and marginalized people have been in this country.

11:02:12 I don't know that there's much more than keep winning with minimal resources that we can do to prove to philanthropy that the way that change happens is by deeply investing in us.

11:02:15 We've done our work. This is not a pitch call. Right?

11:02:23 This is a moment where philanthropy has the opportunity to be, like, you know what? Movement, y'all been doing the damn thing. Appreciate you.

11:02:32 Now what are you willing to do to earn our trust and to keep our trust and to be consistent in our trust building exercise with us?

11:02:42 And I think it goes back to -- we follow Gladys and what she already told you is that the way to do that is to invest in power building work.

11:03:15 That doesn't mean just give the stuff that seems easy, to the organizations that are white led that have a lot of visibility that are doing all of -- taking a lot of credit in proximity to the grass roots work that Mary is doing across Atlanta, across the south, BYP100, BLM, other organizations, dream defenders, incredible organizations that are on the ground grinding every day that are getting pennies to the dollar to what these national organizations are doing.

11:03:18 The way you earn trust is actually being in communication with us.

11:03:27 If the process is participatory, then you already know that we think and the way we respond to what we think becomes super clear.

11:03:38 I wanted to raise a couple things in regards to what can you do to earn my trust, to earn the trust of more reer, other grass roots leaders on the ground in the south and across the country.

11:03:54 The first thing you can do is not put us in a position about whether we're taking rapid response money or recovery money. You should give us both because not only are we respond to the immediate crises we're preparing for the others on the way.

11:04:10 When COVID hit, Mary and I were already doing everything in our power to make sure southerners were protected because it was tornado season. When the

shelters dropped it was a reality that COVID was putting more and more of our people into unemployment.

11:04:27 People in states where governors had not expanded in Medicaid. People in Tennessee and across the south were literally finding places to go because their homes had been destroyed by tornado.

11:04:31 There was already an intersecting crisis there.

11:04:45 And then we have a public lynching happening every day, every 28 hours, a black person is murdered by a police officer, a vigilante.

11:04:52 So we not only need to be dealing with the immediately impact but we need to be preparing for the next thing.

11:05:13 Even if the next thing isn't a crisis -- it's truly up to you. You truly could fund us like you want us to win so that this stuff never happens again. But you don't and the next crisis is coming, then what you could do is believe us when we tell you right now.

11:05:41 Let me tell you the consequence of what happens when you don't. When you don't believe us when we say right now, on Tuesday, what is it, June 30th in this year of our lord, 2020, I want you to remind some of my colleagues on this call that in 2018, we were saying there was a rise in white supremacist and attacks in this country, seeing black churches be bombed.

11:06:07 Oh, we should do some symbolic gesture when folks were choosing whether or not to increase digital security, and making sure we're doing mutual aid community defense work, when that choice had to be made in 2018, Nazis burned down my administrative office. I was spending much more time talking to philanthropy than organizing work to make sure the people were safe.

11:06:29 We're in a critical moment where organizations are holding everything on their own to be able to meet the needs of grass roots communities and be able to impact -- crises that look and live like me and Mary. If you undus like you want to win it meaning supporting us in the recovery and rapid response.

11:06:50 The second thing -- and I pulled this from the tureama Robinson who said this first. What grant report would you require of Rosa parks? What grant report would you -- what proposal would you want Malcolm X to give you to prove that the work he was doing was radical enough to transform the world?

11:07:03 What kind of, like, conference call would be needed to check in on the work with John Lewis or Andrew Young, Dorothy Cotton?

11:07:08 Let me tell you the people I'm working with right now are those people. This is our 50 year moment.

11:07:28 And if we're spending time convincing you to be good advocates on our behalf you're taking away from our capacity to build the movement power that Gladys was speaking about earlier. You had 40 years to be self-reflective. I want you to do something.

11:07:35 What does this moment require of you to do something differently to actually create the conditions in which people can win?

11:07:42 So the last thing I'd say and I'll shut up so my comrades can get in. This is the moment, y'all.

11:08:08 This is it. I'm thinking about what tumeeka Harris said. What rules can you break? What norms can be superseded for the sake of liberation in our lifetime? Anything less than that, comrades, is a cop out. Anything less than that is not doing our due diligence to do everything in our power, literally everything in our power, to know our roles ask play them excellently for the sake of the liberation of our people in this time.

11:08:31 So that's what I think you could do. That's why I think movement building and power building is so important. And I'm excited to be in a transformative relationship with you as peers, as equals to make sure we're accountable to each other to ensure that that happens.

11:08:33 >> KEVIN: Oh, there we go.

11:08:42 >> MARY HOOKS: I was going to say I'm moved and compelled. Shoot, I'd pay my membership. But lord, I want to give some more [chuckling].

11:09:07 But I think everything that Ash-lee said, I think I'm kind of moved to tears right now because I literally feel ankest where I know this work -- I want to celebrate with y'all. And I'm also, like, I have work right now, other work, other work that I must prioritize.

11:09:12 So I'm grappling. How do I spend my time?

11:09:38 And it would be -- I'm just holding that. And I think that I'm curious about how folks are resetting their priorities right now. How are we spending our time? What are the challenges we're willing to take on? What are the other relationships that have not yet been cultivated that needs to be cultivated? Who is not yet getting resources?

11:09:44 What are the leadership that isn't being funded, you know, that needs to be invested in?

11:10:03 And I think that in the midst of so much happening, when COVID hit, it was so many questions on, like, yo, new funders aren't going to be taking on new grantees because everything's a little waubably and uncertainty.

11:10:16 I need people to ride out that uncertainty because there are too many people who are doing extremely necessary, critical work that need resources and may have never gotten those resources before.

11:10:19 But this isn't the time to shut the doors.

11:10:21 This is the time to open them up wider.

11:10:25 And I know that that's, you know -- that's the word on the street.

11:10:32 I could be wrong. That's what I'm hearing is the way philanthropy is responding at this moment.

11:10:33 And that's not helpful.

11:10:46 And one of the ways in which, you know, Ash-lee and a bunch of our comrades in the south was, like, yo, we need to move a strategy that's going to get the south resource because it's already on the resource.

11:10:52 Lord have mercy. This crisis will take many organizations and institutions under.

11:11:14 We feel an obligation and we hope you feel that same level of obligation to figure out how to be more expansive to make sure more institutions, small

organizations, are able to get resources and not have to crawl for it and not have to crawl for it. Unacceptable, unacceptable.

11:11:33 And I feel like there are folks who I know inside of philanthropy and on movement assignment. Many of you have left the front lines and have come into philanthropy. And I just want to honor what it means to do that, what it means to do that level of work because I know it's not easy.

11:11:39 And just want to haun were that I know there are folks going to the max really hard for us.

11:12:04 So I think that, you know, if anything, if this moment, if the last few weeks of this year, you know, hasn't shown us, the big us, that it's not the piece meal, it's not the crumbs, we're looking for transformation and nothing less will do. Nothing less will do.

11:12:24 And I think all of us are better on the other side of it, of course. But we have to challenge each other to act now, to act now. Yeah I have no more to say about that.

11:12:28 >> KEVIN: Thank you both, again, for your comments.

11:12:42 I have a direct question for you, Mary. And let me get to it. Can you talk about the development of the mandate, the origin story, and central focus in this moment?

11:13:04 >> MARY HOOKS: Yeah. You know, spirit put it in my heart. And I'll start by saying, too, that Song has been begging the question since the time of our elders that started Song 28 years ago, begging the question as comrades: Are you be willing to transform in the service of the work?

11:13:15 And that question is raised rather that is conflict, rather how we want to sharpen our growth edges how we want to continue to decolonize in all the ways?

11:13:32 Are you willing to allow the transformative work we do penetrate you enough where you're also being changed and not just being a doer of change work but manifesting change within yourself also and becoming the change we want to see in the world?

11:13:36 So spirit put that on my heart.

11:13:50 But there was something else for black people. I remember sitting in my living room, and I believe in this very chair I'm sitting in years ago. I said, there's something else for black people.

11:14:02 And ancestor's spirit said let the mandate avenge the suffering of our black ancestors to earn the respect of future generations and to be willing to be transformed in the service of the work.

11:14:10 And there are many ways in which people hear that mandate. And hits differently for different people.

11:14:25 And when I hear that, I know that I'm always clear about the relationship to black people in this country, right? In the words of ashodda, black people aren't citizens of this country, but victims of this country.

11:14:32 So yes, I'm deeply, deeply aware of our relationship to this colonizing the U.S. empire.

11:14:44 So yes, I'm still mad about what they've been done to my formothers. It fuels my righteous anger.

11:15:06 But it reminds me of the resilience of our people and that avenging their suffering is very much about black joy and being able to engage, enjoy pleasure and love in which many of our people had not -- had not had the opportunity to do so.

11:15:29 And making sure an African centric focus, we think about 7 years before and seven years ahead, concerning future generations and those who come before us.

When we say we want to do change work, it has to be something that honors the people that come before us and honors those who will come after us.

11:16:00 So what we do, what we lead, how we document it, how we, you know, lay out our thinking and model our freedom dreams, so that future generations will know -- liberation will happen in my lifetime but that fight will be ongoing and we owe it to future generations to be able to hand over a body of work, of lessons, of honest truth telling and assessment of what works, what didn't, you know.

11:16:20 And then again -- and going back to the transformation part. All of us, if this work does not change who we are, if it does not make us sweeter, if it does not make us more brave, if it doesn't make us more loving and have more of a generosity of spirit, then we're doing something wrong.

11:16:42 If it doesn't broaden our expansiveness on the possibilities of liberation and who should be included in that liberation agenda, if it doesn't, you know, deepen our commitment to be antiracist and to address antiblackness and capitalism and patriarchy, then we're not doing it right.

11:16:50 So that is the mandate that keeps me up late at night and wakes me up early in the morning. Uh-huh.

11:17:19 >> KEVIN: Uh-huh. Thank you, Mary. I wanted to get this question. A couple of people have raised this. What comes to the strength and interconnectedness of indigenous sovereignty and black liberation? How we show up for one another and philanthropy shows us will be the catalyst of change. Going forward, how do we continue to show up for all of our relatives?

11:17:31 >> ASH-LEE: Yeah. I think it's simple. It's don't use your philanthropy to pit us against each other. It's not difficult.

11:17:59 I'd say a couple things. One is that black people and indigenous people can sometimes be in one body. So one, I wouldn't lean into false dichotomies. But indigitous to turtle island communities and black communities that are not also indigenous, I would offer there's a long lesacy of radicalism and solidarity between our communities.

11:18:13 Whether that was literally the abolitionist movement that ended slavery as we knew it in the 1800s or if it was -- as recent as standing rock and the movement for black lives, rocking and kicking it together.

11:18:25 When I think about what happened on June teenth was incredible solidarities between black and indigenous communities. So I would say fund all of us like you want us to win.

11:18:57 It's going to be a broken record. If we know that the south in particular is a huge territory that includes the majority of black people and a significant portion of indigenous nations whether that's the homa nation down in the golf south that have been fighting for sovereignty for years -- I include Oklahoma in the south and the comrades turning up together across community and indigenous communities

regards to what's been happening in Tulsa as of late, this is a community to resource that.

11:19:03 When I talk about fully resourcing, I'm not just talking about the commitments you made this fiscal year.

11:19:07 I'm talking about doing that and then some. Right?

11:19:26 Because we know that a certain amount of philanthropic dollars are coming into the region. If we're splitting that across the large geographic region in the U.S., philanthropy needs to do better, more.

11:20:04 The moment of increasing crises that are impacting communities that are impacted by the police brutality, impacted because of capitalism, because of gender based violence just like black communities, it's incumbent for philanthropy to do more and abundantly more before we got to these snrt secting crises. I believe the way we do work that centers all of our relatives is recognize that antiblackness is not good for everybody.

11:20:14 Literally back for everybody. When black people wins, everybody wins. And it's disproportionately impactful to other communities.

11:20:29 It's not just black people. Right? So I think the point is not to make false dichotomies between our communities that don't actually exist in practice. Don't make a sand box messier by forcing that there's some sort of disconnect that doesn't actually exist.

11:20:35 And then fund us to actually come up with solutions to the problems that do exist between our communities.

11:20:40 Fund us to be able to experiment even if we lose together. We will learn together.

11:20:53 And if we funded us to be courageous to each other we will do more work to make sure that our people win and that nobody gets left behind.

11:21:01 >> KEVIN: Thank you. So we have time for one more question. And this one is another one that has come up a few times.

11:21:12 We're seeing that many young people are leading the way for trnz formative change during this moment. Are you all seeing youth led organizations are funded and supported on the ground?

11:21:19 What are people thinking in terms of uplifting and supporting the work of young people?

11:21:27 >> ASH-LEE: Yeah. I mean, I think that answer -- Mary, hop in -- they're not funded enough. They're just not.

11:21:41 And there's probably multiple reasons for that. I think there's still real ageism that says that young people can't make decisions for social movement even though they've been leading the way for centuries.

11:22:11 Highlander is powerful because young people are so much more radical than we are. They cisantly hold us accountable to the principles we preach. They fight with us to make sure we doing what we said we'll do. BYP100 is one of them. Power youth, the dream defenders. There's incredible folks in our seeds of fire program at highlander that are doing this work. Most of the people I know that keep me accountable is a member of southerners are people younger than me.

11:22:23 So what does it look like to invest in youth leadership work even if it's autonomous basis when they're coming up with incredible strategies to win.

11:22:27 The youth organization is under attack because they're the ones taking the biggest risks.

11:22:41 And second of all because we -- when I say we, I mean y'all, philanthropy, invest in training for these folks it's keeping be able to develop all the tactical tool box to be used.

11:23:03 If you're mad at young people because the only tactic they're using is direct action but you're not funding policy advocacy, all of this work, if you're not investing to help them learn how to do it, you can't be mad of what they're doing for the sake of liberation of our people.

11:23:17 There's plenty that deserve that investment that is so worthy of it. I would say there's much more that can be done. But again, it's not -- this is not the divest invest campaign.

11:23:31 The invest divest campaign is not bough divesting from black folks and investing in indigenous folks or divesting from Latin X work and investing in young people. We're not competing like that.

11:23:37 We're all in this together. If you do wrong, we're going to tell each other and we're coming fraphilanthropy together.

11:23:49 I keep people asking about the southern power fund. That's one example of us saying enough is nuf, in terms of philanthropy being at the steering wheel.

11:24:08 We decideicide, Mary and me, folks at alternate roots, folks at all these incredible organizations across the region, that we were going to come together and make sure that we put out one clear ask that we're going to make sure we're all included and everybody gets something.

11:24:26 This is happening across social movements. To increase investment and youth organizing and development, it means don't do it at the expense of all the other incredible work that also needs investing. There's enough just on this call to invest us to do winning work all together. That's possible.

11:24:44 And so again, I think the question becomes not how do you take from one pot and give to another pot. The question becomes how do you give all the pots directly to movements and then get out of the way in such a way that not only increases their capacity to do the work but builds trust.

11:24:55 All right, we want to investigate trying this thing. What do y'all think? I think there's so much opportunity and desire to do that and be in that relationship with philanthropy.

11:25:20 >> MARY HOOKS: I think, too, what I'm seeing is that, you know, for young folks who are newer who come in, I want to protest and those who are forming organizations right before our eyes and, like, you know that many of them don't have -- they don't have, you know, perhaps the information about how to get tapped in and how to get resources.

11:25:31 Some of them are, like, I don't know if we want a C3. You know what I mean? There's a history of, as y'all know, that philanthropy has been shady. Love y'all, though.

11:25:37 But philanthropy has been shady. And they're like, I kind of don't want no parts of it.

11:25:42 But also are looking for and need resources to advance the work they want to do.

11:26:03 And what I'm seeing is that -- I can speak for Song but I know there are so many others that leverage the resources we have get it done. Y'all need space? Y'all need food, T shirts, whatever it is, you know what I mean, we'll take care of it.

11:26:11 We will give to our people and to give young people when philanthropy hasn't found out a way to make that be so.

11:26:32 But I think there certainly needs to be a way in which those younger organizations and formations that are coming up -- and even though, too, who are moving in, you know, very creative ways. All the young people that bought tickets for Trump rally. I'm, like, they need money. Keep doing that.

11:26:36 How do we make sure they get resources? Because that was real, you know.

11:26:45 And even if they're not moving a ground game, we need to continue to look at all the different ways in which folks are organizing both digitally and boots on the ground.

11:26:48 And we need, again, both. We need it all.

11:26:57 And I think that is the spirit of the movement, you know. The spirit of the movement is for young people to continue to advance it.

11:27:27 And I also think that we need more -- and I know COVID makes it really tough. But there's just so much of a bridging and so much intergenerational work, like, we owe it to the young people, owe it to new organizations and institutions to be able to say, here's some historical memory to help you, you know, last long if that's what your intentions are and to be able to have resources to be able to do that level of work in this time that's critical.

11:27:59 And many of the young people, I think there's infrastructure question. Again, because folks not trying to be a C3 but here's our cash hack. Cash app and venmow. How does philanthropy meet that moment? How do y'all meet that, yo? That's where some of the different creative ways where folks are going to have to rethink the way we distribute wealth that actually gets into the hands of folks so people can do what must be done.

11:28:10 Because all the other red tape stuff, ain't nobody got time for that right now, for C3's and stuff. People are trying to move, work, and do good work.

11:28:17 And the resource is there. Just got to figure out how to get it to them.

11:28:36 >> KEVIN: Thank you, Mary. As we close out, because we only have a few minutes. I want to give each of you a chance for one final word in the call to action for philanthropy if you wanted to say one final thing as we wrap up.

11:28:51 >> GLADYS: I'll start because it's sort of in response to Ash-lee and Mary. And my colleagues in philanthropy, we are -- we have an opportunity in this moment and beyond.

11:29:06 I think that philanthropy has to ask itself how it can show up in the creeping and leaping times because we want to show up in the leaping times when things are hot. But we have to show up in the creeping times when things are not hot and where people are building their capacity.

11:29:12 We have to consider what that looks like and what capacity building looks like during those times.

11:29:38 I also think that we have to have the mind set that transformative change in this moment is possible, which means that we have to take that message inside the halls of philanthropy and not be scared because it's going to take courage to go inside the house of philanthropy and say, we got to do something different. We got to figure this thing out.

11:29:51 We got to be curious about the young people who are working on the ground so we go and seek the information rather than thinking that they have to bring stuff to us, right, in philanthropy.

11:29:57 I think we've got to think a little bit differently. We want to results to be different during this time.

11:30:18 And we got to risk sometimes our reputational capital in that mix. And we got to risk some of the foundations capital because if philanthropy is anything, it should be about risk. Thank you, Mary, and Ash-lee. And thank you, NFG and Kevin.

11:30:25 >> MARY HOOKS: Thank you. Thank you, Ms. Gladys.

11:30:39 I'm being reminded of Miriam saying that we need a million experiments right now. We need a million experiments. We need to try new models. Nothing is off the table if it advances the liberation agenda.

11:30:52 And I think a part of that means that we have to be willing to fail, but we cannot look back on this time and say we did not give it our all, that we didn't try, that we didn't take the risks, that we didn't put it all on the line.

11:31:05 And I think that NFG, I feel like, I've seen NFG take those steps and continue to try to move as far left as possible.

11:31:18 And so -- and many other philanthropic comrades. I think y'all are well-positioned to be able to do just that and lead the charge, if you will.

11:31:21 This is not a time to be afraid of failure.

11:31:51 And oftentimes, I know people think about, you know, the risk factor of funding this work or this work because so many strategies and all that mess, where I think the risk of not putting your money on directly impacted in black folks and folks who know what time it is. That's the risk of not listening, of not doing, of not acting, of not seizing the moment and seizing a time.

11:32:09 That's the risk that all of us across the globe will have to -- will have to look back on and say, my God, how dare we didn't take the risk necessary to make history and to change history and the course of history.

11:32:19 I would compel you all to get ready to fail. And fall forward as much as possible, but do it with us because we need you. We need you to do that.

11:32:30 And we appreciate you, you know, positioning yourselves and readying yourselves to do just that.

11:32:44 >> ASH-LEE: I love you Ms. Gladys, Mary Hooks, I love you with everything I got. I want to push you to think about what a risk is.

11:32:58 The risk you're navigating right now is continuing to advocate and to heavily resource mediocre work led by indirectly -- not at all impacting people and losing.

11:32:59 I think that's the loss.

11:33:10 In this moment, the risk you're taking is investing and losing strategies that do not build power or investing in the leadership of Mary Hooks and southerners.

11:33:29 You can choose to give money to national organizations that aren't connected to the ground or you can give money to the highlander center. You can organize things that don't work. Or you can fund the movement for black lives. You can fund the southern power fund. You can fund so many different organizations that are actually on the ground winning.

11:33:48 I want to circle that up to something that Ms. Gladys just offered, that transformative change is absolutely possible. We're seeing it right now. You heard Mary talk about all the things that all of a sudden became possible that we've been asking for for decades that we've been asking for for generations when COVID hit.

11:33:53 They started letting people out of jail. All sorts of stuff started happening.

11:34:24 Let's talk about the fact that Mary hooks and southerners on the ground, all these orgners shut down. Let's talk about closing the workhouse. Let's talk about the fact that boppers been working for ten years and shut the cops out of Oakland schools, talk about the fact that freedom literally cut their contracts with cops in schools in Madison, Wyoming. The Midwest, they're winning.

11:34:32 The fact that this uprising got catalyzed because of the Midwest. Shout out to main yopilous who is defunding their police. Right?

11:35:05 So I cannot only tell you the funds help us win, I can show you. You want to know about the multitactical strategy that's been making the impossible possible? Defunding the police was a pipe dream and we showed you that we can do it. When you said there's just young people, we showed you the policy platform that will move us to the third reconstruction.

11:35:19 Let me show you. Let me show you and take the actual winning side versus taking the risk of continuing to do the mediocrity and exing that to change people's material conditions.

11:35:36 What I would offer you relationship withouts is dead, y'all. Relationship without works is dead. And we cannot continue to allow philanthropy to get credibility to our radical and visionary sexy as hell work if you're not going to fund it like you actually want to be down.

11:36:00 What I want you to ask yourself is what more can we do? This is that time. This is not the time where we have the same conversations about the bureaucracy, how hard it is to move the trusties, the families that give us more money and let us be more rad. We've been done that as long as I've been an executive director and longer.

11:36:16 Now is the moment where folks on assignment can play, wherever your assignment is. We know what role it is. We play it as excellently as we can and service to the liberation of our people that are in marginalized and targeted communities all over this country. This is the time.

11:36:33 And so we beg of you and demand of you as folks say that you're in an accountable relationship with our movements to step up and show out. Blow our minds. This is the moment where we get to make heroes out of philanthropy because you did the right thing.

11:36:37 Let's do it. Let's get to work.

11:37:10 >> KEVIN: Okay. If you're not inspired to do something now, something's wrong. And we're going to keep pushing you as we go through the plenary, as we continue through the programming. I just -- Ash-lee, Mary, Gladys, I want to thank all of you. We appreciate you deeply and the work you're doing. We want to thank you NFG folks, members for showing up today. And let's keep moving this work forward and keep the conversations going over the next couple days. Cue the music.

11:37:15 >> MARY HOOKS: Thank you so much, y'all.

11:37:18 [Music playing].