



Accountability & Philanthropy's Role

July 1, 2020

09:00:17 >> Welcome to NFG's plenary on Accountability and Philanthropy's Role. We have live captioning available today. And if you'd like to turn this feature on, click the CC button on your Zoom tool bar. We'll be getting started shortly.

09:00:24 [Video]:

09:00:24 [Music playing].

09:00:31 >> The one word I'll use to describe NFG is beloved community.

09:00:33 >> NFG is community.

09:00:36 >> Relationships.

09:00:42 >> I know that a lot of folks along the years call NFG home, political home.

09:00:48 >> I heard NFG referred to as a philanthropic political home.

09:01:09 >> I would describe NFG as community. I would describe NFG as connection. I would describe NFG as family. I would describe NFG as power. I would describe NFG as strategy space.

09:01:11 >> NFG is relational.

09:01:13 >> The word I would use is haven.

09:01:31 >> I'd call NFG a set of coconspirators for justice.

09:01:41 >> ALISON: Welcome, everyone. A bit of housekeeping before we begin today. As you may have heard as you entered the space, captioning is in English and is available for this plenary session.

09:01:50 If you'd like to turn captions on, please click on the closed captioning icon in your Zoom window and then click show subtitle.

09:01:57 You can also view the full transcript of this by choosing that option in the captions menu.

09:02:07 Welcome everyone. Good morning, good afternoon, wherever you might be. Thank you for joining us today for the Accountability and Philanthropy's Role plenary. You're in the right place.

09:02:11 Happy 40th anniversary. Happy birthday to NFG.

09:02:15 As Ash-lee told us yesterday, we are good and grown.

09:02:27 We are also just so thrilled to be welcoming again Adriana our new president and leader. So happy. So I'm Alison Corwin for those of you who I don't know.

09:02:45 I have the pleasure of being the cochair of the NFG board alongside Amoretta Morris. Also the program officer for sustainable environment at the Surdna Foundation. A long standing part of the NFG.

09:02:54 My first experience with NFG was back in 20 # 1 thanks to many around the Jackson Mississippi convening, which was amazing.

09:03:14 And the first programming I really had a chance to dig deeply into was project Phoenix. So I want to give a shout out to the project Phoenix group who might be on the call today because I know we continue to organize together around transition work. I'm going to pass it over to Retta.

09:03:26 >> AMORETTA: Hello, NFG family. I'm Amoretta Morris, and this is my first chance to speak with you in my new role as the cochair of the NFG board.

09:03:42 I was first introduced to NFG through what was called the working group on safe space community change which merged with our democratizing community program. It was in 2016 at the open conference that I joined the board.

09:04:00 But after that conference, after the connections that were made, after the strategy help that I received, after the way I was challenged and pushed by peer funders and practitioners who joined us in that moment, I just knew that this was a community that I had to stay close to.

09:04:07 And we just haven't been -- just haven't been able to get rid of me since.

09:04:18 And at the Annie Casey foundation, I'm most connected to the work we do for centers for justice and democratizing justice program.

09:04:30 Each and every day as a former organizing who is now a funder, I grapple with how to remain accountable and what that really means.

09:04:38 We talk around worded words like trust, power partnership and accountability without shared understanding of what we mean.

09:04:46 That's not to say that we all necessarily agree, but it is to say that there's value in being explicit so that we're not talking past one another.

09:04:54 So spending time, digging into the meaning of accountability in our sector seems more relevant now in this moment than others.

09:05:12 We are in a profound movement moment. And while philanthropy has both proven our ability to rise to the occasion in times like these, we've also frankly proven, you know, that we can be shady, even and often in times of crisis.

09:05:31 So we're going to take up the challenge that we've offered yesterday by Gladys Washington, by Henderson and Mary hook if we're going to move from talk to action, if we're going to fund movements like we really want to within, then we have to take responsibility for and account for our actions.

09:05:39 That's really tied to learning and how we apply the lessons of what we learn in our work and in our approaches.

09:05:50 So to help us grapple with what accountability means, who we are accountable to and how we're accountable, we have a wonderful session lined up for you.

09:05:58 And I just want to quickly preview what will happen before I turn it over to our mantastic moderator, Manuela.

09:06:04 Over the next hour, through video clips and live sessions with our peers, we're going to dig into these questions.

09:06:31 But to support each of us and our, you know, attention spans during these Zoom times, there will be a short ten minute break from 12:30 to 12:40 #. So I wanted

you to know that so you can flag it and know that you can go grab a drink, stretch, and not run the risk of missing any juicy nuggets of wisdom.

09:06:38 >> ALISON: Thanks so much, Retta. I want to add a quick piece about accountability. Thanks for those powerful words.

09:06:54 What I would add is that we all know we work in a sector that was built without accountability on purpose and that we understand its design to create, reinforce, and perpetuate the same inequities that we're all fighting to dismantle.

09:07:07 So the system of philanthropy does not want us to practice accountability, right? It wants to keep us separated and isolated from one another because relationship is what creates the conditions for accountability.

09:07:22 So on that note and being in relationship, before I turn it to Manuela, we want you to stay engaged, stay in relationship after this conversation, after the convening.

09:07:36 Ways to do that, you with use Twitter handle NFG underscore org or hashtag NFG 2020 or NFG 40 Years Strong. You can participate in NFG any day, all day.

09:07:55 Join NFG prognoses and become a member if you aren't already. You can see the screen with NFG's programs. NFG is perfectly positioned to maintain the conversation within our sector and move money to organizations that are at the forefront -- like what we heard yesterday, the movements for social and racial justice.

09:08:04 If you're a grant making institution is not net a member, we welcome you to become a new member. So glad you're with us today.

09:08:11 I'm going to turn it over to our MC, the one and only, the fabulous, Manuela.

09:08:50 >> MANUELA: Hi, everyone. Welcome. So delighted to be here with all of you. My name is Manuela Arciniegas. I'm one of the co-chairs of the project of justice. I want to give a special shout out to my fellow warrior funder women at the funders for justice whose support and leadership development has really helped enable my own growth and helped me embed myself into the practice of being accountable.

09:09:05 I want a shout out to Tynasha and Molly who are my co-directors at funders for justice. These are women who consistently insist that as philanthropy we can do more and better to support movements.

09:09:14 So you know, this conversation, we're going to have today is really exciting, and I want to kind of round this in our initial definition.

09:09:25 What do we mean when we say accountability? Accountability I'm defining here as the obligation or willingness to accept responsibility for your actions for philanthropy's actions.

09:09:41 I would also add that accountability for philanthropy includes making sure that we are all clear about the work that we're willing to put in to get into a right relationship with communities and the history of how this wealth was created.

09:09:48 What is the end outcome on the other side of accountability for foundations, for funders, for all of us?

09:09:54 I offer that the end outcome is increased power, power that is held by community.

09:10:14 I want to quote one of our movement partners, Rashad Robinson from color of change who's defined power as the ability to change the rules to define the culture and narratives that determine how black, brown, and indigenous communities experience life and how they weired and govern themselves.

09:10:32 In this conversation, we're inviting philanthropy to explore creating and contributing to an accountability where the people who hold power in communities are compelled to run their policies, their budgets, their actions by community.

09:10:45 They must run these ideas by community, and they have to be afraid to disappoint community as Rashad encourages to think about when we define what is the power we're collectively here to build.

09:10:54 Before we start, I want to encourage you all to grab a piece of paper and pen, maybe a note pad on your laptop and reflect on the following questions:

09:11:03 Who is your portfolio or foundation accountable to? If you see a face, a name, a community, a population, write that down.

09:11:19 What are the dispositions and explicit commitments as well as the infrastructures that are in place for you, personally as a funder, and for your institution to ensure that you're accountable to community.

09:11:22 Dispositions, commitments, and infrastructure.

09:11:33 What is one action that you can take immediately over the next six months to deepen your personal and institutional accountability to community?

09:11:54 And if it gives you a little tingle in your belly, write it down and underscore it and circle it because likely, that's where movements have already asked you to show up, have already instructed you to take this action, and we're still in the space of trying to either figure out or work up enough courage to go ahead and lean in.

09:12:20 Finally, I want you to think about what compels you to stay the course. So what compels you to continue to push, continue to stand on your growing edge, continue to rally support, and beat the drum that really encourages all of us to become collectively more accountable, individually or accountable?

09:12:39 Movement partners shared similar stories to the one that Ash-lee Henderson from the Highlander center share said yesterday. Places where our partners were projecting a particular opportunity that others could use to attack them, they asked for support and philanthropy failed them.

09:12:55 And in the grantee program check in circle, our partners shared similar stories of either witnessing how young people have been left in isolation while being incarcerated, how they were left without programming, without family canth during COVID-19.

09:13:03 They shared stories of where federal and State systems deliberately turned the other way and decided not to act.

09:13:21 I think for us, we are already clear that the violence and the systems are doing exactly what they were designed to do -- attack communities. The violence is not just around us, but within each and every one of us. It's embedded in our philanthropic practice.

09:13:41 This is a moment to reflect on how do we sharpen our commitment and be explicit and intentional about building accountability and how do we really stand in

this discomfort that our silence and lack of coordinated action as a progressive philanthropic is a lax accountability.

09:13:46 But we're the good guys, right? We're here because we want to figure this out, we want to get this right.

09:13:48 So this is our invitation.

09:13:57 Today, we're here to explore how we can advance accountability for communities. We're here to ask ourselves the transformative justice questions, not just why should we help communities.

09:14:10 The why has already been established. We saw it on national television as we all collectively witnessed the murder as we have seen countless and countless times the taking of the lives of George Floyd and so many others.

09:14:21 This is not a place for why. If your institution is still in a place where you're thinking about the why, this is an invitation for you to do the work to get beyond the why conversation.

09:14:23 This is the time for the what questions.

09:14:38 What is preventing our institution from advocating for a deeper pay out beyond our mandated 5 percent? What is happening internally that makes you afraid to ask for bigger, bolder budgets and pay outs to communities?

09:14:55 What is happening when we refuse to meet the challenge organizations are facing when we refuse to fund the healing justice work in addition to all the great work they're being asked to produce in the middle of multiple pandemics and trauma and oppression.

09:15:16 I don't know how you felt, but the last three months of organizing through COVID, through having lost my father to the disease, to the uprisings and watching what's happening to our young people on the front lines who are collectively fighting for all of our liberation, I'm exhausted. I can't imagine what our movement partners are feeling.

09:15:27 But they are winning and they have an opening to get us through the next system p. What are we willing to do to move big money to them in this opening, in this unique moment in history.

09:15:45 The movement for black lives asked for \$50 million. That's about a million dollars per state for one year. And that's not necessarily how they're going to break up the dollars but it's a modest ask when talking about supporting black people across the states. A million dollars per state? Very, very modest.

09:15:48 What are we doing to meet the demand?

09:15:56 We're building a culture of accountability but we're building the infrastructure, building and cultivating the dispositions that allow us to stay accountable.

09:16:23 Soy the big question is how will you use this NFG tent to support our collective accountability to move the billions of dollars that movements need right now to repair the harm that philanthropy has caused to return the money, to make ourselves better at being courageous and brave and to lean on into the relationships and the accumulative relationships of the groups and the tent that you are.

09:16:29 Adriana knows the numbers more but you're hundreds and potentially thousands of organizations.

09:16:31 We can move at a block.

09:16:42 In my living room when I'm feeling funky, I dance alone. But dancing alone is not as fun as dancing together.

09:16:53 I want to turn it to my panelists to talk about the strategies they've undertaken to really lean into deepening our accountability to build power for communities.

09:17:17 And so I would like to invite them one by one to join us on the screen. Soian want to introduce you to Dimple, who is our wonderful first panelist who will join us. Dimple, please feel free to join us and turn on your screen.

09:17:32 Sorry, I jumped the gun. We're going to do the video first, Dimple. My appallpologies. Let's look at the video where we talk about accountability and then we'll have Dimple and everybody else join us. Thanks, Team.

09:17:34 [Video]:

09:17:35 [Music playing].

09:17:42 >> My name is Julia Beatty and I am a member of NFG. And very involved with funders for justice.

09:17:51 I'm a senior program officer at borealis philanthropy which partners with grant makers to help increase and maximize their impact.

09:18:11 And I've run a donor collaborative called black land movement fund and the fund is designed to support the movement for black lives so that they can build more local power in black communities so they can shape powerful agendas for black people.

09:18:21 And so that they can work to envision and transform systems that have been harmful to black communities for generations.

09:18:27 >> I'm Dimple. I work at general service foundation. We are long standing members of NFG.

09:18:36 We've been particularly involved in the funders for justice, the funders for just economy, and the philanthropy forward program.

09:18:54 >> I'm Anna Fink. I'm the executive director of the amalgamated foundation. We've emerged out of the legacy of the amalgigated clothing and tex file workers union. And I've been a proud NFG member for my entire career in philanthropy.

09:19:09 >> My name is Renata Peralta. I work for open society foundations. OSF is a private foundation with a living donor. It's more of a constellation of foundations, regional programs, and thematic programs that work globally.

09:19:15 At our core, we believe that everyone should have a voice in shaping the policies that affect them.

09:19:38 My name is Jerry Maldonado. Director of the cities and states program at ford. NFG is a political home. I'm a former board member, former co-chair, now founding maybe of the amplified fund. The grant communities that's housed at NFG, I think in this particular historic moment that we're in, there's a lot at stake for our country.

09:19:42 And philanthropy has to show up differently in the world.

09:20:03 >> So the black movement fund right now is responding to two pandemics. One is the pandemic of white supremmist patriarchy, that is an enderring pandemic

that black movement organizers that we're supporting through the fund have been looking to address.

09:20:06 They've been fighting to address it for some time.

09:20:17 We're also now dealing with the very acute global pandemic of coronavirus, which is ravaging black communities at rates much, much higher than white communities.

09:20:34 >> For true change to happen to achieve justice, the leadership must come from those that are impacted the most from injustice. What we wanted to fund was transformative strategies and particular work to build power in communities that were most impacted.

09:20:46 But what that work looked like, we wanted that to be really determined by those most affected. Our foundation could do what other foundations were doing right now. We could say, well, we spent a lot last year.

09:20:49 Now the markets are down, so we're not going to spend at much.

09:20:54 And there's no, like, sort of legally we're not going to be held to do more.

09:21:00 And so we actually must create a culture of accountability. Right?

09:21:18 So a lot of my conversations with the board for the last five years have been -- it's almost the same questions, but it's how are we meeting this moment? Like, that's become a recurring question. What is this moment? Right?

09:21:27 So that's actually what I would say to my peers is a lot of what we need to do for our boards, you can call it organizing, but I think I think of it as meaning making.

09:21:35 Like, I'm often writing my board these emails saying, this is what this moment is this from my perspective, you know.

09:21:53 So if you just pick up the New York times, you can think, oh, my God, this is a moment of looting or this is a moment where our cities are crumbling. But if you read -- if you're on my board and you read my email, you're actually going to get an email that's about this is the moment we've been waiting for.

09:22:02 This is a moment of deep potential. This is a moment of transformation. This is a moment where the capacities that we've invested in are all going to be called upon.

09:22:05 This is a moment where we need to do more.

09:22:13 Three weeks ago, when our board met, it was our first board meeting after this COVID crisis.

09:22:21 And our board voted to increase our pay out to 10 percent of our endowment for the next four years.

09:22:51 And our understanding at GSF is while koefb is vagrant, there's a crisis of long standing deep inequality in our country and a crisis of democracy. It's a crisis of power in that it's really come down -- this crisis has shown us who has power over their lives, who gets to make certain choices.

09:22:57 >> Amalgamated foundation is just a couple of years old.

09:23:09 When the COVID-19 pandemic hit, we realized there were a few things that we've sort of been working on since our founding that became increasingly important.

09:23:21 We have a commitment to being nimble and responsive to the sector and to organizations on the ground in the sector that's not always known for its efficiency.

09:23:43 We're the first foundation to create hate screen on our donor giving, to working with the technology space to bring new efficiencies to grant making, allowing them to be more transformative to their grantees.

09:23:55 One piece that gets underplayed is how we create systems and infrastructure that are accountable to black communities, indigenous communities, to grass roots organizations.

09:24:03 There's a lot of talk about structural change and supporting structural change, and we rarely apply that lens to our own work.

09:24:12 The actual systems and structures that we use to do our work really need to be hard wired in way that's accountable to community.

09:24:36 For us, that has looked like implementing a hate screen and creating a call to action to other institutions to also adopt policies that allow them to screen out any kind of grant making that would go to white supremacists and white nationalist movement.

09:24:53 We know that there are disaster capitalists out there, ready to pounce on these kinds of moments and use them to further privatization, further consolidation of power in the hands of a few.

09:25:07 And the question is, are we ready to take a different stance instead of worrying and responding to these disaster capitalists, my call to action is for us to all to become disaster activists.

09:25:16 >> We have a responsibility to think about how we're being bold around, you know, doing more than 5 percent payout every year.

09:25:21 Some institutions are doubling that. And that's still such a small amount, but we can do so much more.

09:25:26 And it's not enough to say we funded a number of black organization this year.

09:25:31 It's not enough to say, we funded them, we went to black lives.

09:25:39 >> We need more money to front line black and brown communities working at the intersection of some of the greatest challenges of our day.

09:25:59 At its core, amplify recognizes that rag and fouer have always fundamentally shaped the ark of development in this country. The development has systematically stripped black and brown communities of their wealth and assets, subject sg them to cycles of deinvestment and replacement.

09:26:11 Amplify focuses investment on strengthen the voice and power of black and brown communities to challenge the politics, policy and power that can be drive in cities and states across the country.

09:26:24 And so amplify really serves as a vehicle for amplifying the voices of front line organizations to shape their own [indiscernible] and bend the arc of development towards justice.

09:26:33 And amplify has tried to spear head a set of processes that have simplified the grant making process and shifted it to us as donors.

09:26:44 >> The first we practice accountability is by explicitly naming those opportunities that are pushed to the margins of society like drug users, sex workers and prisoners.

09:26:58 I think it's also about ensuring that the values we espous externally are practiced internally, and I think it's important to question whether our own staff also see themselves as having a voice in the decision-making.

09:27:05 I want to argue that accountability starts in our figurative homes and unionizing is the first step.

09:27:20 For example, our interest participation. As we do grant making around the world to make sure that potential voters are enfranchised we need to ask ourselves, do staff feel like they have a voice in the decision-making at OSF.

09:27:29 One way we practice accountability is our union specifically is pushing for greater transparency, equity, and participation at all levels of our organization.

09:27:38 There may be some union nay sayers out there, especially in philanthropy. And we've heard those arguments when we were unionizing within OSF, too.

09:27:42 We are very privileged and we are not denying that.

09:27:59 Aside from unionizing, helping to address issues of equity or hierarchical decision-making structures or the alignment between practices, we by changing the nature of our relationship with grant makers so that weir wr in the struggle together that changes the nature of our accountability.

09:28:04 Unionizing also puts us in the position to actually shift the labor movement towards more social justice.

09:28:11 We know historically there have been problems with the labor movement and its relationship with communities.

09:28:18 >> Our culture in philanthropy is one of incredible politeness amongst institutions.

09:28:25 Our sector was developed to not be accountable.

09:28:43 So this is my call to all of my friends, all of my peers in philanthropy. And it's this. That kind of to really meet this moment, we should be thinking, like, what is our biggest ask? What's the biggest thing we can do in our institutions?

09:28:48 And then we should pause, and we should say to ourselves, and should we do more?

09:29:15 >> Create bolder solutions. This is the time when we need to go beyond our 5 percent traditional payout when we need to rethink that systems and approaches that we've taken to grant making and think beyond grants, think beyond small dollars and come up with big, bold solutions in partnership with the field.

09:29:26 >> Here at NFG, if you're not sure what to do, we can help you. But no more wasting time of leaders or organizers without offering anything of value, which is resources and money and grants.

09:29:30 Flexible grants, unrestricted, long term do better.

09:29:32 >> Justice demands courage from our sector.

09:29:51 So I call on philanthropy to get off the sidelines, leverage all our assets to build the power of communities to transform this country from the ground up. Period, exclamation point [chuckling].

09:29:54 [End of video].

09:30:03 >> MANUELA: Thank you. We are so beyond delighted to hear from these upcoming panelists who will join us in just a few minutes.

09:30:11 Just want you to sit with the wisdom that was provided through that video and take your reflection questions for the next few minutes.

09:30:22 We're going to head into a short break. We'll do a little housekeeping, and then you guys will know how to get back to the plenary and join us in just a few minutes.

09:30:36 Just sit with the wisdom that was shared and get excited. So go ahead.

09:31:09 [Music playing].

09:34:24 [Session on five-minute break].

09:35:21 >> We'll be back from break momentarily. Please keep dropping your questions for the speaker in the Q&A box.

09:35:29 >> MANUELA: Welcome back, everyone. We hope you enjoyed your break and got to stretch your legs a little bit and grab a cup of water.

09:35:34 Now we're going to move into our conversation with our plenary speakers.

09:35:48 So we're going to invite all of them to join us now via video. So I want to reinvoke you, Dimple, executive director of General Service Foundation # to join us.

09:35:52 Welcome, Dimple.

09:35:53 >> DIMPLETE: Hello.

09:36:07 >> MANUELA: Hi. Great. Also want to invite Julia Beatty, senior program officer of black led movement fund out of borealis philanthropy. Welcome, Julia.

09:36:18 With us also is Anna Fink, executive director of amalgamated foundation. Awesome, Anna.

09:36:32 We are also welcoming, bienvenido to Jerry Maldonado, director of cities and states of the Ford Foundation.

09:36:43 And Renata Peralta, program officer of the open places initiative out of open society foundations. Welcome, Renata. Fantastic.

09:36:51 So we will have a short Q&A with our speakers and then we'll move into a collective Q&A with all of you who are participating.

09:37:01 So let's hear directly from some of our really wise colleagues who shared a little bit about how they helped advance accountability in philanthropy.

09:37:03 Dimple, I'll start with you.

09:37:15 In the video, talked a little bit about how you helped strengthen a culture of accountability at your foundation. Can you tell us a little more about how you did that?

09:37:20 >> DIMPLETE: I wanted to start by thanking NFG and thank you, Manuela for that really powerful introduction.

09:37:29 So I had three kind of bigger picture thoughts I wanted to share about culture of accountability.

09:37:49 And let me -- let me start with the first, which is when I think about the most powerful narrative that operates in our sector, I can sum it up in three words, and it's this: It's my money.

09:37:52 It's my money.

09:37:55 And that's a big story.

09:38:09 But if we think about the cultures that sort of lack accountability that so many of us are trying to work to change, we can say where that comes from. Right?

09:38:16 So it's my money and the stock market has declined, so I feel like taking a step back right now.

09:38:27 It's my money, and so I want you, grantee, to jump through 100 hoops to get it. Right?

09:38:33 There's so much lack of accountability that's built into our systems, and I think it goes back to this origin story.

09:38:43 So second point. I think in this moment, we're actually seeing a new culture merge.

09:38:48 And there's so many examples, but I'll just lift up a few that are recent examples.

09:39:08 So recently, after a prominent funder of women of color led work abruptly shifted course, a group of funders reached out and started a dialogue with that funder to discuss the impact and repercussions of that decision.

09:39:40 Recently, last fall, when darren walker at the found foundation wrote his blog in defense of nuance in which he captured sort of his perspective on the closing of riekers, four foundation grantees held a demonstration outside of the Ford Foundation, right, to sort of show their position on abolition.

09:40:10 Around the same time last fall, when the Gates foundation announced that they were going to give an award to prime minister, a group of 50 plus of those in philanthropy, many of those at NFG did an open letter that called on to reconsider. It caught so many media outlets.

09:40:29 And the story was less about the gates foundation and more about the fact that this was one of the few times that people in philanthropy were calling out and calling on others in philanthropy to do something different. To use Julia's words, to do better.

09:40:35 So third point, we need a new story.

09:40:38 We need at new narrative.

09:40:43 And I don't have the answers, but I have something for us to chew on.

09:40:48 I've been trying to think about what is the story.

09:40:57 You know, I think Alison in her opening intro nailed it when she said that accountability comes out of relationship.

09:41:04 So think about a story for us that says we're all in this together.

09:41:21 How does that story change our cultures? We're all in this together when we think about our grantees, if we understand that, if that's our story, do we make them jump through hoops?

09:41:34 If we're all in this tomorrow, if one of our peers says, you know, I'm going to sit this crisis out, don't we say in that story, no, actually, we're going to call you in.

09:41:39 We need you because we can do this together.

09:41:56 I think we are in a moment where the culture is evolving, and I think we can accelerate that evolution by actually going back to revising the story about how we're going to actually get back to justice.

09:42:11 >> MANUELA: Thank you so much, Dimple. One of the things I hear in your sharing is that if we embrace the idea that we're actually all in this together, we're going to have to do the work that happens through proximity and connection.

09:42:14 And that, I believe, requires reckoning.

09:42:35 So I wanted to invite you, Julia, to talk a little bit. In your video, shared your frustration and disappointment that it took more black death and black pain for more dollars to move to communities and to move with relatively, like, fewer bureaucratic hoops and red tape.

09:42:48 I know at our own foundation, it took a little bit, too. But we got there. And it was the thing we wished for, and it happened in three months, which was awesome.

09:42:50 It was a process, but we got there.

09:42:59 I'm curious for you, like, how does accountability start with reckoning? And also around the history of how this philanthropic walk was created.

09:43:07 What do you want philanthropy to know, and how do you want them to reckon? And then what should they be doing differently?

09:43:22 >> JULIA: Thanks, Manuela. You know, it was a white funder at the black led movement fund table who had this realization at one of our donor meetings when I took on managing the fund that black people have to die for funders to act.

09:43:32 And it really kind of spoke to what I'd already been feeling and observing as one of my biggest heart aches.

09:43:42 Black people literally have to die before philanthropy decides that black people, black organizers, our communities and organizations matter.

09:44:01 And are worth resourcing. Data backs this up. Black led movement groups have been receiving poultry support, and that's even more disrespectful when you think about the roots of the resources and unearned wealth that many of us now control.

09:44:06 Few of those dollars are actually going to a black movement organizing.

09:44:13 But don't just fund our campaigns and movement work around antiviolence. Fund our joy as well.

09:44:27 Black movements lead with joy. However, so much pachyiving, particularly in moments like these that we're in now, a lot of our investments are narrowly focused on work to counter state violence.

09:44:39 But black movement organizations are also focused on community resilience, on safety, and are integrating arts and culture into the vibrant organizing strategies.

09:44:46 So support black movements and our infrastructure, not just in moments of crisis. That's one piece.

09:44:54 And we're bearing witness to this really incredible moment of uprising. And the young people say, keep that same energy.

09:45:08 And philanthropy should also take a look inside and really think about the risks that they're willing to make inside of their own institutions that can match that same nj that movement leaders are taking.

09:45:24 We're so relatively privileged in our role as funders because black organizers are literally dying on the front lines. In louisville just a few months ago, organizers who were still trying to get justice for brianna tailor.

09:45:28 We need to look at our institution for what this looks like for us.

09:45:39 Can we increase our pay out for our endowments, right? General service foundation, the legal foundation are two entities that are already doing this and leading the way.

09:45:44 And what would it look like to have a movement aligned strategy that's part of our grant making process?

09:45:50 And so organizers who serve on advisory committees to serve and recommend grants.

09:46:05 My colleagues at the fund for trans generations at borealis employed this strategy. And at the very least have movement leaders approve grant making criteria in the processes and pay them for their work to do that.

09:46:08 That's their expertise. They're helping us out a great deal.

09:46:16 And what would it look like to have your entire foundation spend time entirely? That's a pretty radical idea.

09:46:25 Does it make for take institutions exist in perpetuity or can you make big bets on black movement and black movement work?

09:46:36 The kids also say, let's keep it 100. True accountability in philanthropy would be giving all of the money that we control at our foundations to black and indigenous leaders.

09:46:52 So -- and then also, what is our own personal commitment to our work inside of our institutions to count -- dismantle whiteness, to address heteropatriarchy. What is our own personal development plan in this way?

09:46:59 It's exciting to see an uptick in resources coming to black organizations right now.

09:47:09 But you know -- and there's a great deal of interest from folks who haven't funded these before. But the boom bust cycle is not helpful.

09:47:17 We've been seeing the trends over and over again after Ferguson, giving to black movement organizing happens in community unrest.

09:47:21 And there's an uptick in funding but funders pull back away.

09:47:27 And organizations need long term support to counter these kind of boom bust cycles.

09:47:33 Keep in mind the context of this work, the black liberation work. It's a 400 year struggle at this point.

09:47:46 Your one year operating support, you might pat yourself on the back because it's project, it's flexible, but it's pretty small in the context of the scope of the work and the challenges that black folk are facing.

09:47:55 And this is philanthropy 101 but I think some of us might need to go back to school for a refresher course. Multiyear grants, flexible support.

09:47:59 I'm not sure what it will take for funders to actually do this.

09:48:07 Organizers tell us this all the time and perhaps it's a testm of lack of will inside of our own institutions to make these even tiny shifts.

09:48:20 Also something I've been witnessing in this moment is when there's an increase in black movement work is that there's been a lot of extraction of labor and time of black leaders and organizers without offering anything of value.

09:48:25 And that's never been helpful. It's especially not helpful now.

09:48:33 You know, the best thing that we can offer movement groups right now in this moment and the most we have to offer of value is money.

09:48:54 I'm seeing lots of folks taking up precious time doing a landscape analysis and a scan. Well, the scans exist. The infrastructure exists. And if funders want to be

in service in this moment they should move money immediately to black led movement organizations that have infrastructure and have built power in communities.

09:49:16 And what's beautiful about this moment is that we are witnessing a number of victories that have only been made possible because of the tireless work of black organizers for many years now. The movement for black lives have gifted us with a very powerful, new political framework that they've been working on since the Ferguson uprisings and have created an invest, divest strategy.

09:49:27 And because of this infrastructure for the past five years, now there's this political opening and one of our grantees, freedom Inc., just won cops of out schools.

09:49:31 I have so much more to say about accountability in philanthropy.

09:50:04 The last thing I want to say really quickly is I want philanthropy to not only reckon with its antiblackness but also homophobia and trans phobia. Perhaps as a part of uptick in visibility in recent years, black trans women are facing shocking rates of homelessness. And increased attention to trans organizing work and black movement work, there -- that's not yet led to significant increases in giving to black trans work and too few trans black people directing the resources.

09:50:10 The black trans fund at ground swell is a great institution to know.

09:50:19 And folks should feel free to connect with me if you want anyway more information about some of the projects and the movements that I just named.

09:50:20 >> MANUELA: Thank you so much, Julia.

09:50:28 I mean, one of the things that pops out at me from what you're sharing is many of us have heard these steps and recommendations before.

09:50:38 And where we start to trip is, like, how do we put them into action? So I want to acknowledge the question that came in through the chat earlier and turn to Jerry.

09:51:03 Jerry, your work with the amplify fund has really helped model for many of us. What are the concrete steps and practices and commitments that are fund at a donor table can make to actually put our values into sflaks can you tell us a little wit about what's different about amplify and how did amplify really deepen a commitment to embody the accountability for movements?

09:51:16 >> JERRY: Absolutely. Gracias. I wanted to start off with Gladys left off yesterday where she challenged philanthropy to take a hard look at ourselves in the mirror.

09:51:29 Many ways, amplify was born in 2017, myself then a program officer included who turned a mirror on ourselves and our institutions and honestly weren't exactly happy with what we saw.

09:51:54 A lot of us at that point was reeling from the pain of one of the challenging elections in history where we saw the forces of phobia, racism, misogyny unleash. If we rook at our positions of power, we found a profound disconnect with what was happening in the world and how we were asked to be shown up in our own institutions.

09:52:14 As a reality had just blown up. But when we walk back into many of our institutions we had to recompartmentalize ourselves and look at the world in the

silos that we're working in before the election which many of us that were ineffective and really restrictive.

09:52:25 But then now, I think we all knew at that point that we were facing a crisis and this was clearly raised yesterday in yesterday's discussion.

09:52:40 And these interlocking crises really required us to get out of our comfort zone, address the fundamental issue of race, power, gender that are driving the cycles of displacement in lots of the communities in which we're working.

09:52:57 Instead of just responding then as kind of individual institutions, many of us felt that what we actually needed was a collective response, collective and proper response that would help us vimally free ourselves from some of the restrictions and power dynamics that we're running up against in our institutions.

09:52:59 Power is manifested in multiple ways.

09:53:03 And within institutionings, power is manifested in different ways.

09:53:11 We did what we knew best. We organized and partnered, grant making funds.

09:53:23 The amplify program really gave us an opportunity to invest in strategies that center in power building and racial justice as key drivers for investment.

09:53:28 So Manuela, I think what makes amplify unique is a few things.

09:53:39 One is it is set up to challenge many of the power dynamics our abilities, not only to share, but seek power to grantees and movement partners.

09:53:45 It does this through a cup of ways. We do it through our grant making processes, our strategies and our group norms.

09:54:08 And so for amplify, we have a shifting power by reexamining kind of where we fund and how we fund. So we first recognize that we need investment places where philanthropy typically doesn't know goe and that we need to do it in a way that's locally led by movement leaders who are in a best position to effect change.

09:54:23 That led us to focusing our investment in eight locally specific grant making strategies and places that don't receive money or love, like Puerto Rico, eastern North Carolina, South Carolina, Nevada, eastern Pennsylvania. I can go on and on.

09:54:31 These are places that have historically been starved and deprived of the philanthropic resources that are necessary to effect change.

09:54:40 As a part of our process, we really wanted to make sure that we were centering local leadership with the strategy of defining our work.

09:54:52 So right now, each of our grant making spaces, the strategy is driven by a set sof local strategy advisors that is primarily made up of black and brown folks with advocates and ally funders.

09:55:09 To Julia's point, not to be extractive. From the beginning when we engage our advisors we provided \$25,000 honoraria to give them support as they help us understand the policy and political landscape that drives inequality.

09:55:19 And they helped us identify who the change agents were. What were the key strategies that folks were moving in order to kind of effect change in their communities.

09:55:25 And so we follow their lead and their wisdom and provided those organizations would operate support.

09:55:38 And once the strategies were in place, we made sure that those advisors and grantees stay in the drivers seat as a cohort of movement partners and that team helped form our ongoing grant making strategy in each place.

09:55:41 That's one way in terms of how the grant making is.

09:56:18 Second thing is really we focused on shifting power through the grant making process by minimizing the burdens we pose on our process. The just fund, really help streamline the application process to make sure that we are connecting them with funds as part of our a broader donor organizing network. So our application process is super simple, consists of three simple application process that can be accessed by other funders and increase efficiency and speed to move money.

09:56:24 We can make grants within 5 days after receipt of a proposal.

09:56:32 We don't -- the work is on us actually to learn about the work they're doing through conversations, following social media feeds.

09:56:43 And I think finally and kind of equally important, you know, we really want to make sure we prioritize building a culture and practice of racial justice wherein our grant making portfolio.

09:56:52 It's not just about looking outside and focusing the external grant making but really looking at our own internal group forms, our language, our operations.

09:56:54 And we do this in two ways.

09:57:12 One we, make sure that not only embrace racial justice but also language justice and how we make grants and making sure that all events, activities are bilingual, are translated, have folks submitting in English or Spanish so we're not replicating the colonial power dynamics.

09:57:33 And we're turning the mirror on ourselves and grappling as a collective of what the culture of white supremacy looks like in philanthropy. We have an open source leadership to help us decolonize our own imagination, reflect on the ways in which white dominant culture shows up in ourselves, shows up in our institutions and shows up in philanthropy as a whole.

09:57:43 And through this process we're hoping to set goals for ourselves and amplify really kind of operationize these norms.

09:57:55 I'll end by saying that we hope that amplify can continue to contribute to kind of transform and challenge the culture of philanthropy to really recalibrate how we think about risk and reward.

09:58:03 As Ash-lee said yesterday, making sure we're taking the risk that are worthy for the courage of our people.

09:58:33 >> MANUELA: Thank you so much, Jerry. You just made really clear the fact that the work is as much what we're doing but how we're doing it, and I want to lift up one of the challenges we're perpetually facing, which is how do we encourage and hold space for, let's say, boards to engage in the training and the restorative practices to get in touch with the emotional, psychological dimensions of what it means to hold power and have white privilege.

09:58:53 And that takes a lot of time, a lot of energy, and a whole lot of skill set that I don't think often shows up in the board meeting agendas, which inevitably leaves program officers and directors trying to, like, do it in this round-about ways.

09:58:58 Sometimes intentional ways. And we need to make space for going in and doing these learnings.

09:59:18 But I appreciate how amplify is really minding the norms, the values, the practices and committing to practice, which means we're going to fall down, and we get to get back up. And we're going to learn from it and really engage and commit to a lifelong journey, hopefully where our children don't have to continue to see all the things that we're seeing.

09:59:30 I want to turn, Anna, to you. You work with donor advise funds. You were able to get folks to increase their pay out rate.

09:59:33 In your video, you talked a little bit about disaster capitalism.

09:59:51 I was on the phone the other day with [indiscernible] from the Maria fund out in Puerto Rico. And she lovingly and gently reminded me, Manuela, you know the dark circles you have under your eyes from doing work from home, we've been in a disaster for multiple years.

09:59:55 We still have earth quakes every other day.

09:59:58 So this is, like, the world we've been operating in.

10:00:06 We have a ton of learnings of what it means to move work in the middle of this type of ecosystem.

10:00:17 So just curious, can you talk a little bit about what did you mean by disaster activism. What is the way of being that we need to embrace to really move through?

10:00:28 >> ANNA: Thank you so much, Manuela. And thank you to all of the -- my fellow panelists here on this really powerful and insightful conversation.

10:00:45 And I also just want to say congratulations to NFG on 40 years. What a moment and what an incredibly important time to have a venue like NFG for us to have these conversations.

10:00:56 I want to talk a little bit about disaster activism, and I think all of the things that you just mentioned, pay out and everything else, are really connected.

10:01:14 The kinds of activism in action that we're seeing right now in response to overlapping pandemics, you know, include things like the visionary leadership of the movement for black lives in bringing the demand to defund the police to reality.

10:01:35 We're seeing the ways that worker organizations like workers defense project in Texas are pivoting to create cash transfer funds to support the direction day-to-day needs of undocumented and other workers in the construction industry who are left without any means to sustain themselves.

10:01:48 And then taking that pivot and rethinking it as an exercise and a way to build a list to engage voters in the critical upcoming electoral cycle.

10:01:59 This is a way an entire sector of worker centers we're seeing step up and really validate essential workers and claim that role in this moment.

10:02:07 So you know, we're seeing organizations like these and many others going above and beyond.

10:02:18 And what I see is that as funders, we also need to stretch and believe that this investment in this movement and in this moment is critical.

10:02:27 Disasters, as you mentioned, Manuela, really open a window for pushing beyond what was previously possible.

10:02:44 I want to quote my philanthropy forward colleague, lateefa simon who says this is the -- this is the moment to max out to the movement, to borrow, you know, a term and a phrase that we use in the political realm.

10:02:47 It's the moment that we need to max out.

10:03:02 And to pivot to the question of accountability, accountability, it's not just about saying we're going to do that, but really building on the powerful culture change that Dimple highlighted.

10:03:06 We also need the systems and structures in place to make that a reality.

10:03:12 For us at amalgamated, that meant implementing a hate screen for our donor advised funds.

10:03:22 We saw last year that millions of dollars were being funneled to hate groups through donor advised funds in an anonymous fashion.

10:03:37 And as a donor advice fund provider ourselves and host to a growing number of pooled funds focused on support to movements, we said we can create structural accountability about this, and we feel called to do that.

10:03:51 We worked with movement partners like Color of Change and the changed the terms coalition and others to create a policy and implement a hate screen for our own -- within our own institution.

10:04:03 And then we shared that publicly and transparently on our website and invited others to join us in really drawing a line in the sand on philanthropy on this issue.

10:04:16 And when it comes to questions like payout, we really apply the efforts that we're seeing of things like the charity stimulus that are calling on philanthropy to double payout in this moment.

10:04:26 For us, we had a payout pledge of 10 percent in place since the founding of the amalgamated foundation in 2018.

10:04:34 And frankly in this moment, we're seeing a payout rate of closer to 50 percent within our donor advice fund community.

10:04:52 I think that's because we're a part of communities like NFG. We're part of these kinds of conversations, and we really believe in growing and building on that and that it's the moment to lean into that approach.

10:05:00 >> MANUELA: Thank you, Anna. Right now, you guys are the point guards on the team. We're loving that. 50 percent? Yes.

10:05:17 My hat goes off to our friends at the hazen foundation who just said we're going 100, and we're doing it now in terms of youth organizing, youth leadership we know it's no easy thing to do. But we're excited that that's what it really means to show up for movements right now.

10:05:29 Creating a container where we can talk about what that means and shift collectively -- or even having the courage to put the topic on the agenda, guys, that's the work.

10:05:51 For some of us -- and I'm not excluded from this -- it means trying to be in a right relationship with yourself and struggle through those moments of speeing up, inviting people in, organizing, and seeg who's with you to try to figure out how to do that, and that's what I realize the most about the NFG tent.

10:05:58 This is a place to find your people and strategize and find support to keep pushing.

10:06:18 I want to turn to Renata, our amazing last speaker on the panel. Renata, can you -- you covered a topic that was very, like, exciting. My eyes lit up when you said unionized philanthropy. Tell us the story of how OSF did that.

10:06:30 What was the impact to staff since you all actually held up the banner to say, let's turn our values and our practices inward and take care of our people within.

10:06:35 >> RENATA: That knows, Manuela. Hello to everyone in the cyber world.

10:06:45 I'm going to talk about the internal accountability unlike the other four panelists. Not because it's more important than external accountability but because we actually have control over it.

10:06:57 Like, I don't feel like I have a ton of control over the pay out. We have a billionaire living donor. But we have control internally.

10:07:09 How did it happen? Before 2016, we were having conversations about unionizing and we were dissuaded by HR. No surprise.

10:07:15 But in 2016, there was a reckoning and an understanding that there was some collective concerns happening across the network.

10:07:18 I'm going to name three of them that sort of bubbled to the surface.

10:07:31 The first was that compensation and promotions were happening in a way that was confusing to staff and seemingly leading to inequities and pay within the institution.

10:07:47 The second thing is that our then president wanted to standardize practices across our pretty vast global network, and he took a position -- the program associate position and split it into two. Program admin and program specialist.

10:08:01 And what unfortunately happened was engenders consequence with more women falling into the administrative role and men falling into the other role and there's economic consequences to that too.

10:08:06 The last thing people were concerned about is we couldn't fine what the policies were.

10:08:11 There were new policies coming left and right and policies were changed but we didn't know where those were.

10:08:31 So those three encompass a lack of transparency happening within the institution and some capricious decision-making, which felt particularly hypocritical at open society foundations that espous those values in the grant making we do.

10:08:43 A group of staff -- I want to emphasize these staff were below program officer level that came together, started meeting outside of work hours and decided that the best next step was to unionize.

10:08:55 Now, I can go through the multiple steps that it takes to unionize within your institutions, and a lot happened between then and April 2018 when we actually signed our first contract.

10:09:02 But I decided to give you three pieces of advice if you're interested in unionizing within your foundations.

10:09:05 The first is that you need to find the right union for you.

10:09:17 We ended up selecting the communication workers of America because major OSF grantees like human rights watch and human rights first were unionized with CWA.

10:09:27 And that puts us in a very different relationship with our grantees. We're no longer just funder-grantee but we're allies in the movement.

10:09:31 That's powerful impact.

10:09:37 The second thing I want to encourage you all to do is recognize that not everyone is going to be down for unionizing within your institution.

10:09:53 We received push back. People saying we're too privileged to be a part of the labor movement. We don't have issues within our institution, we're worried about the reputation of our institution if we do unionize.

10:09:59 Or even more nitty-gritty, like can I get promoted if we unionize?

10:10:09 We had to do a lot of work. A lot of one on ones. A lot of difficult conversations. A lot of political education and managing disagreements.

10:10:21 But again, that work has resulted in the super strong relationships within the institution across levels, across gender and race and all of that stuff.

10:10:31 Like, I have friends in Berlin for the labor counsel and friends in London for the London staff association that I can go to and feel comfortable going to.

10:10:40 The last thing I want to say is don't under estimate or assume anything about your employer no matter how social justice oriented they may be.

10:10:50 They're still your employer. And we came across instances of not union busting specifically, but tactics that felt a little union busting.

10:10:56 They didn't voluntarily recognize us as a union which we expected OSF to do.

10:11:05 And then during bargaining we had some pretty contentious arguments over things that we didn't think would be contentious.

10:11:17 That again was a challenge but resulted in another amazing impact which our staff became super radicalized, politicized and we have become a force to be reckoned with.

10:11:40 We're saying that even as a new union our boss has to respond to us now. And we -- because we're closer to our grantees than our billionaire living donor us, our acting as an advocacy body in the community within leadership, and that's the super powerful impact that I wanted to emphasize.

10:12:19 >> MANUELA: Thank you so much, Renata. I think -- like, imagining us doing something like that, what is the kind of leadership privileging in philanthropy. I've been in the sector only five or six years, and I remember feeling like what is valued in this space are the ones who sound like they know all of the things [chuckling]. And the are the smart ones who can synthesize beautifully and simplify -- what you're talking about is the organizing skill set. It's the courage and relationship a

10:12:28 Work of constantly bringing people along. That's a different kind of leadership. I wanted to lift that up and thank you for offering that to us.

10:12:38 Now we're going to move into question and answer, everybody. I want to just acknowledge the chat has already been super active with all of your phenomenal questions.

10:12:59 We've seen people ask all kinds of things from, you know, can we talk about the tools beyond grants? Can we talk about what it means to do this and have a long

term impact? What are some of the models for decision-making that actually challenge some of the things we're -- and create this other way that we're lifting up?

10:13:15 So we saw something around -- what are some ideas of points of entries to work with trustees, to work with the employer leadership to work across organizations. There's so many things we could do right now.

10:13:30 I think having just done that quick summary for you guys, I'm just curious if any of you want to jump in. The original set of questions was what does accountability actually look like day-to-day.

10:13:50 Maybe we can start there. Can you guys share for yourself what does accountability look like in your professional life and what are the systems and structures you personally have in place or you think that we as a sector need to build right now? Anybody want to take that on?

10:14:01 >> DIMPLE: I'm happy to start with just a thought on sort of what it looks like to bring accountability into the spending decision.

10:14:11 So I feel like both in the chat and then even in this conversation and in this moment, we're talking so much about payout.

10:14:24 And I think one of the least transparent aspects of our sector is actually how foundations make their spending decision.

10:14:44 And so I -- this is something that I've thought about and done a lot of work on because I was actually really surprised when I kind of came in as a new ED and sort of realized that most foundations have a spending policy. Like, they actually mostly have a way that they make this decision.

10:14:48 It's not transparent. It's not accountable.

10:14:56 And it usually doesn't include much that is happening outside of the doors of your foundation. Right?

10:15:03 And to me, it's an example of, like, a structural lack of accountability because it's an internal practice and policy.

10:15:10 And it's often -- I think people would be surprised to learn that it's often simple math.

10:15:26 There's different ways that people do it, but so many foundations basically slice and dice the 5 percent, you know. Some may be 3.75 percent goes to grant and 1.25 will go to administration.

10:15:38 But that is actually an area where, as we at GSF, have tried to increase our accountability to the field, to our communities.

10:15:43 One of the key ways that we did that was actually by changing our spending policy.

10:15:56 And so now, our spending policy is not mathematical, but it's actually a seven factor balancing exercise.

10:16:15 And importantly, some of the key factors that our board has to grapple with when we decide how much to spend are things like meeting the moment, things like what is this moment for our mission, and things like what are the needs in the fields that we fund, and what are the opportunities?

10:16:43 And what has happen in our foundation -- we made that shift in 2017 -- but as we made the shift and started talking about those things and not just running a formula and making sure we [*]ed the perpetuity box -- as we made the shift and

talked about meeting the moment, we started increasing our pay out. We increased the pay out every year since 2017.

10:16:55 It's because our board is talking about what's happening outside the door, what's happening in the real world. How can we beep accountable to communities? How can we meet this moment?

10:17:11 So I think that's just one example of how we -- you transform the culture, and then we have to do that work that so many other people have talked about of actually changing our internal practices so that they align with the culture of accountability.

10:17:16 >> MANUELA: Thank you. Julia, you want to add something.

10:17:31 >> JULIA: Thank you. One of the things I would say is that we just celebrated Juneteenth not that long ago. And Juneteenth is a celebration of the last of us who were enslaved people being liberated.

10:17:36 And it's an important reminder that none of us are free until all of us are free.

10:17:54 As far as my own personal accountability work, I have been doing a lot of my own internal work around patriarchy and trying to learn from black trans leaders and black women, black trans women in particular who are leading the way.

10:18:00 Lifting up ebony harper who used to work in the sector, elhorns.

10:18:16 I would ask all of you without doing research, do you know any black trans women by name? How do you know that? What is the relationship, and how are you an accountability to those of us who have been historically the most marginalized?

10:18:39 And then I would also note that as far as aekt in the work, the M for BL, we meet every other week just to coordinate, to share information, to coordinate our fund raising efforts as well to make sure transparency -- we're getting money out to the entire ecosystem.

10:18:52 And I would really encourage folks to have those kind of reggial check-ins with your grantees or movement leaders to help you really define and evolve your grant making strategy.

10:18:57 >> MANUELA: Jerry, did you want to jump in any of the questions we --

10:19:15 >> JERRY: I'll go off of what Julia and Dimple mentioned about changing culture because that's a huge change within faep, that we had this culture that fundamentally has a legacy of white supremacy, exploitation, values a certain set of things.

10:19:26 That values power over people rather than powers with people that perpetuates this framework of scarcity rather than abundant.

10:19:44 That's conflict averse. We're very a plight culture in philanthropy. We need to challenge all of those things, right, in order to move ourselves into a more honest space.

10:19:51 Julia you flagged there's a boom bust cycle. We're funding groups on a year to year basis. We have to challenge that.

10:19:59 And then we have to challenge also the way that we fund on issues or identities and really kind of frame were work with a much more intersectional approach.

10:20:06 It's a couple of tool that ford has tried to develop to begin to try to live into that a little bit more.

10:20:14 So we launched four years ago our build program, which is a five year commitment to our grantees. Five years, general operating support.

10:20:32 That's the way no more uncertainty -- we partner with you. It's not just general operating support. It's technical support. Find out what areas they need to grow and provide resources to do that.

10:20:45 I think in that way, thinking about how we fund, how long we fund, and then the metrics by which we define success, I think those are ways in which we can begin to shift our practice to one that will center around equity and justice.

10:20:54 >> MANUELA: Great. And then I think Renata, did you want to jump in? And then we'll head to Anna after you.

10:21:17 >> RENATA: Sure. I'm thinking about accountability to our staff, too. Absolutely accountability to organizations, black and indigenous groups. But our staff are black, a transgender, are from native communities, are dealing with visa issues, have been in prison.

10:21:31 We have done an amazing job getting a diverse staff. How are we accountable to them understanding that we've experiencing these things too when we leave our four walls of the foundation.

10:21:38 I want to be mindful about the pay equity, another level of accountability that we should be considering.

10:21:41 >> MANUELA: Great. Anna?

10:21:55 >> ANNA: Yeah. I wanted to talk about accountability vis-a-vis some of the questions that have come up around spend down and how to think about spend down and payout.

10:22:14 And I think one of the ways that we can think about that in an accountable way and in a way that has a longer term horizon than just the critical needs of this moment is to invest in sustainability for our organizations and for our movements.

10:22:34 And that could look like investing in independent revenue generation to break the sort of subsistence approach in the non-profit sector and the dependence that the sector has on our philanthropic institutions which we just talked about are entirely unaccountable.

10:23:04 So we've been a part of a project called the independent generator hub that was headed by the [indiscernible] foundation and are looking at examples, models that are coming out of the field and how we can invest in and resource those models and really lift them up to think about scale and think about sustainability in a longer term way.

10:23:14 And also, as a part of that, I'm really thinking about the way we invest in systems that support more financial independence.

10:23:20 We've seen, for example, our sector at real risk in this moment.

10:23:33 Even as federal dollars have been flowing through PPP loans, many of our movement organizations and grass roots organizations have not even been able to access that money.

10:23:54 So we also are thinking about ways in how we can establish more resiliency in our system as a whole so that in these moments, our organizations and our movements are prepared and able to take advantage of that kind of thing.

10:24:04 >> MANUELA: Thank you so much, Anna. As we wind down this plenary, I want to just return to our original invitation to everyone who was listening.

10:24:21 And it was really encouraging you to create space for your personal inquiry. What does accountability look like for you? What are the dispositions? What are the structures? What are the tools you can use beyond the grants, what you heard on this call today?

10:24:26 And what compels you to uphold your commitment?

10:24:32 So I know for me, I'm off and on with my workout regimen, everybody.

10:24:38 But one of the things I know is if I don't put it on my calendar, it's not going to happen.

10:24:48 If I'm not in dialogue with somebody who loves me and cares for me and says, hey, I thought you wanted to do this. What's going on? It's not going to happen.

10:24:55 So I want to encourage you to name your support team right now. If you don't have anybody on your squad, NFG can be your squad.

10:25:02 There's six working groups. We're collectively thinking about what does it mean to move as a coordinated block.

10:25:16 We're going to be engaging in the process of mapping our field and really looking at who is leaning in and doubling down on communities and moving money, who could do more, who is actually an obstacle or barrier.

10:25:25 And thinking about getting in relationships with each other and supporting each other to do that hard work internally at our institutions and then coordinated and collectively.

10:25:34 I encourage you to plug into the existing funder tables that were lifted up on the call. Jerry and Julia named quite a few.

10:25:38 Please join them. It's really powerful what we can do together that's harder to do individually.

10:25:56 And then name your commitment. And remember what compels you when you're overwhelmed, when it's scary or feel -- it's normal. Power must be gained and must be organized for.

10:26:03 We encourage you who are listening, who are already on the path in community with us today.

10:26:24 We will end plenary with deep gratitude for all of you in this season pwe often get beat up for doing what we can, but we need to do more. Yes, we know that. But also want to acknowledge you are doing what you can do and let's do better. We're committed in the journey and supporting each other to do that.

10:26:40 Let's head out with our calls to action. So for those of you who want to jump in and figure out what to do next, check out the video created by our panelist and learn how you can lean in and deepen your pledge to accountability.

10:26:41 [Video]:

10:26:51 [Music playing].

10:26:56 >> Hey, philanthropy, it's not about you. It's about the people.

10:27:10 And it's about the people out there in the field doing the work. We are here to support them. We're not here to define their gender. We're not here to, you know, tell them what we want to see them do.

10:27:16 We're here to support them and listen to their vision for their communities.

10:27:26 >> My call to action for philanthropy is to listen, to learn, and to do for justice.

10:27:40 >> As funders who fund racial, gender, economic and climate justice, my call is to act now, to commit to align your words and actions, to trust and follow the leadership of black organizers today and to fund for the next generation.

10:27:54 >> My call to action to philanthropy is this, is to, one, show up in this time in a collective way. Two is to look at itself put a mirror upon itself and be honest about what it sees.

10:28:03 Three is to use the capacity, the wisdom of people who do this work.

10:28:16 Four, start requiring that everybody is judged by the same yard stick when context matters in different places across this country.

10:28:21 And to advocate with philanthropy, that's five.

10:28:45 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-led organizations around issues and priorities that makes sense for them in the places in which they do it.

10:28:53 >> My call to action to philanthropy is really the same call to action I have to everyone in this moment: Do better.

10:29:00 We have not done right by the work that we claim to support and lift up.

10:29:13 Do better. There is no need to be wasting time of organizers around what they're working on in this moment, what their campaigns are, what their long-term outcomes are in the vision.

10:29:27 So many of us oare deeply kenthed to organizations that are doing work right now to meet this moment. Fund them. Fund the folks that you are already resourcing. They're already in your system. Give them more. That's an easy, easy thing to do.

10:29:35 >> My call to action in this moment is to really take on disaster capitalism.

10:29:47 We're seeing disasters from the COVID-19 pandemic to the racial justice disaster that is the response to George Floyd's killing.

10:30:04 And we know that there are disaster capitalists out there ready to pounce on these kinds of moments and use them to further privatization, further consolidation of power in the hands of a few.

10:30:17 And the question is: Are we ready to take a different stance? Instead of worrying and responding to these disaster capitalists, my call to action is for us all to become disaster activists.

10:30:23 >> My call to action for foundation staff is to unionize, unionize, unionize.

10:30:32 My call to action for foundation leadership, though, is to think of your staff as part of the community that you're accountable to.

10:30:49 Amongst our staff, there are immigrants dealing with visa issues. There are people who have been imprisoned. We have transgender colleagues, black, Latin X, indigenous peoples who have experienced violence.

10:31:00 Rather than thinking unimportant, I hope leadership think about the experiences your own staff experienced when talking about accountability within communities.

10:31:12 Justice demands from our sector. I call on philanthropy to get off the side lines. Leverage all our assets to build the power of communities to transform this country from the ground up.

10:31:43 >> So this is my call to all of my friends, peers in philanthropy. It's this, that to really meet this moment, we should all be thinking, like, what's our biggest ask? What's the biggest thing we can do in our institutions? And then we should pause, and we should say to ourselves, and should we do more?

10:31:51 [End of video].

10:32:00 [Music playing].