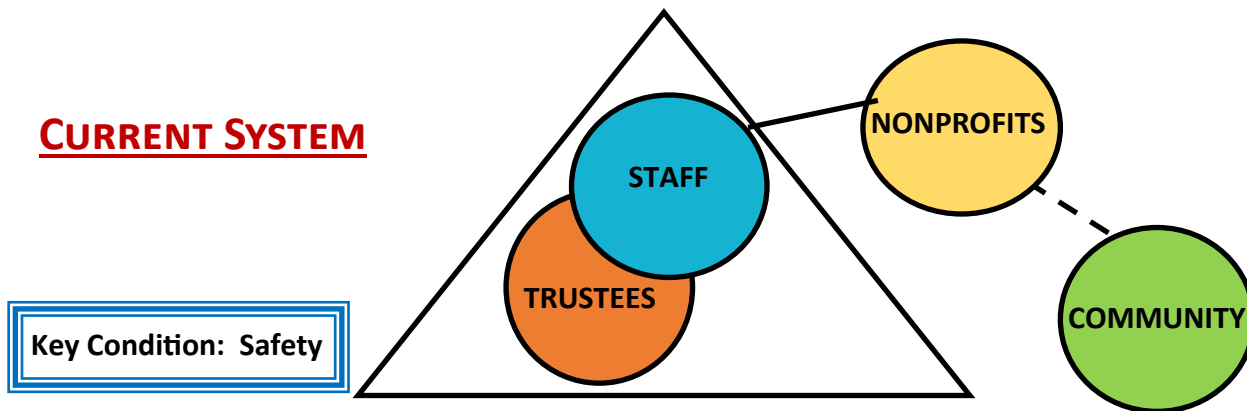


## FLIPPING THE SCRIPT: SHIFTING FOUNDATION POWER TO COMMUNITY

### CURRENT SYSTEM



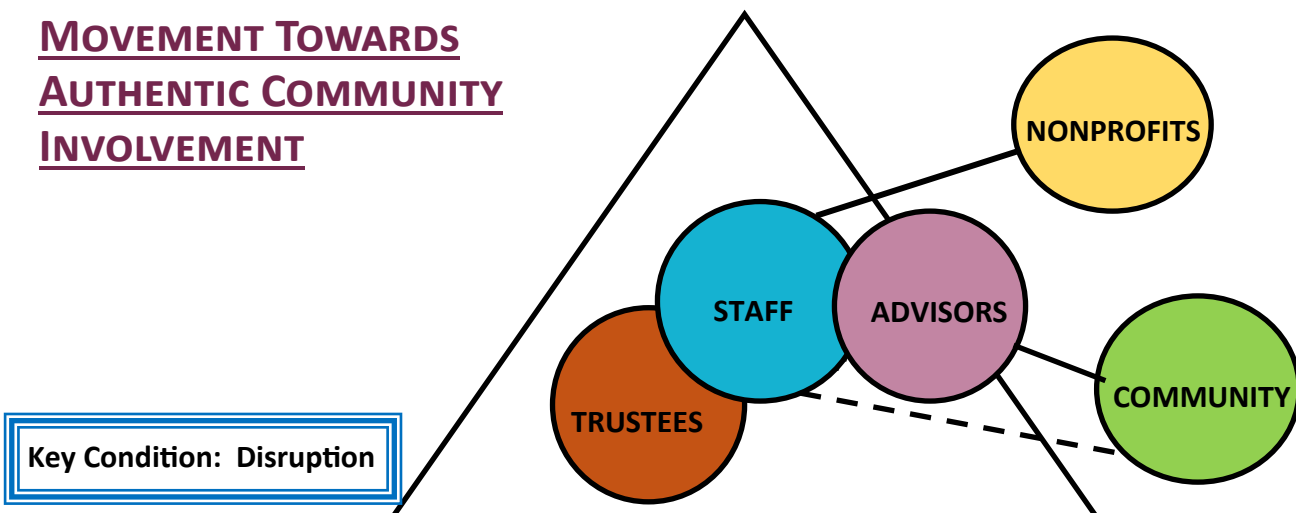
#### Starter Questions for Reflection

1. What is our decision making process and who is involved?
2. How do we define “community”?
3. How do we seek community input in our grantmaking systems and decisions and what role does it play in decision-making?
4. If we engaged community more, what would we gain and lose?
5. What are we trying to accomplish with our philanthropy?
6. Who do we consider an expert and why?

#### Key Attributes to Consider

- ⇒ Extraction v. Authentic Listening
- ⇒ Experts v. Lived Experience
- ⇒ Privacy v. Transparency
- ⇒ Control v. Trust
- ⇒ Problem-solving v. Opportunities

### MOVEMENT TOWARDS AUTHENTIC COMMUNITY INVOLVEMENT



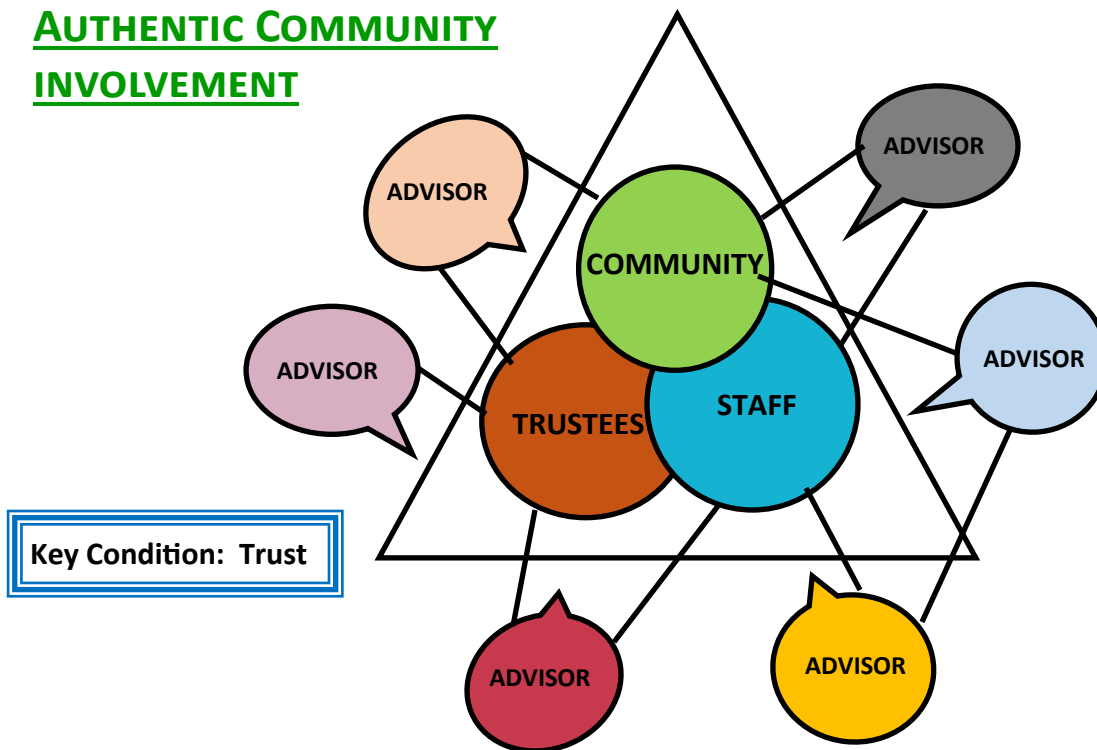
#### Starter Questions for Reflection

1. Who do we “allow” on the inside? Who do we/could we trust and why?
2. How do we understand our own privilege(s)? Why do we control the resources?
3. What would our grantmaking look like if we applied an equity lens?
4. What does “risk” mean to us?
5. What do we really understand about the lived experiences of those we portend to support with foundation resources?
6. To whom are we accountable? How do we own up to our mistakes?

#### Key Attributes to Consider

- ⇒ Authentic Listening into Action
- ⇒ Lived Experience as Expertise
- ⇒ Vulnerability as Power Sharing
- ⇒ It’s Not Our Money
- ⇒ Opportunities as Asset-Building

## **AUTHENTIC COMMUNITY INVOLVEMENT**



### **Starter Questions for Reflection**

1. What does it mean to trust community voice and leadership?
2. What mechanisms might we use to continue gathering community input? How will we report back learnings and impact?
3. What roles should our staff and trustees play in a community-centric process? Who are our outside advisors?
4. How might we break down the systems of white supremacy within our foundation?
5. How do we call out inequities and what will we do about them?
6. In what ways has an authentic community involvement improved our work and our results?

### **Key Attributes to Consider**

- ⇒ Power: Leading From Behind
- ⇒ Ownership: Real Decision-making
- ⇒ Showing Up: Be in the Work
- ⇒ Equity: Name It in All Forms
- ⇒ Its Not Just the Money: Human, Social & Financial Capital
- ⇒ Execution: Those closest to the issue are best able to advance solutions.

### **OTHER CONSIDERATIONS**

- ◆ How much do our trustees and staff reflect the communities we serve? If they don't, what is our plan to address it?
- ◆ Where did our money come from? Do we know and acknowledge our real origin story?
- ◆ How do we define terms like "risk", "trust", and "power"?
- ◆ What do we really believe about the communities we serve? What stereotypes and messages do we blatantly or inadvertently buy into?
- ◆ What unintended messages are our processes, priorities and materials communicating?
- ◆ Where and to whom can we go to for help?
- ◆ What needs to change in our organizational culture to be more equita-

