

Adopting Equity Practices October 13, 2021

Description

There is an increasing recognition and understanding of the deep-seated structural inequities upon which the philanthropic sector and many other systems were built. Donors are moving away from the idea of racial equity and social justice as funding areas, and instead conceptualizing equity as a lens that spans grantmaking, governance, and management and operations. In this webinar, learn how to apply a racial equity lens to internal and external practices, how to discuss equity with staff and board, and explore resources for continued reflection on privilege, bias, and power.

Replay Link

View the webinar [replay here](#).

Webinar Takeaways

“Things are not getting worse, they are getting uncovered. We must hold each other tight and continue to pull back the veil.” – Adrienne Maree Brown

Equity requires a personal journey and organizational shifts. Equity can be examined and addressed on four levels:

- Personal: Individuals and families collectively must do the inner work and personal reflections around privilege, power, bias, and equity.
- Interpersonal: In addition to personal reflection, there needs to be the interpersonal work of learning from others, sharing, and being an ally.
- Organizational: Foundations can adopt organizational practices that embed an equity lens throughout its strategy, culture, and operations.
- Systemic: It is also important to address the root causes of inequality in philanthropy—how philanthropy can shift power—and society more broadly.

There are a number of different frameworks one can use to operationalize equity practices in a family philanthropy. One model is to view organizational practices through these four lenses:

- Values and vision alignment
 - Establish shared language and definitions
 - Establish a core set of values and fundamental beliefs
 - Set a vision for where you are headed and what will change
- Equity-based practices
 - Equity-based Funding Practices
 - Commit to learning alongside communities (they are the experts)
 - Build power and self-determination in communities of color
 - Explore new grantmaking approaches
 - Take time to build trust and relationships with the community

- Bring voices with lived experience into foundations
- Trust-based Philanthropy
 - Multi-year, unrestricted funding
 - Simplify and streamline paperwork
 - Do the homework
 - Solicit and act on feedback
 - Be transparent and responsive
 - Offer support beyond the check
- Equity-based Investment Practices
 - Remove silos between programs and investment
 - Examine the story of your foundation's wealth
 - Diversify investment committees and investment managers
 - Explore new approaches for using all forms of capital
- Internal policies and practices
 - Conduct audits and assessments to gather information on current practices and culture
 - Review internal policies with an equity lens - HR, operations, employee policies
- Create a learning culture
 - Carve out space and time for reflective conversations and learning
 - Internal culture building to promote collaboration, trust, and relationships
 - Explore equity-based models for evaluation and learning with grantee partners
 - Ongoing testing and learning new approaches

Takeaways excerpted from the "Adopting Equity Practices" webinar transcript and presentation by Sindhu Knotz, The Giving Practice.

Resources

- [Continuum on Becoming an Anti-Racist Multicultural Organization](#)
- [DEI Self-Assessment](#) (D5 Coalition)
- [Equity Maturity Model \(EqMM\) Overview](#)
- [Grantmaking with a Racial Justice Lens: A Practical Guide](#) (Philanthropic Initiative for Racial Equity, 2019)
- [Mindful Fiduciaries at the Wheel: Ten Ideas Emerging from the Work of Foundation Investment Committees on Racial, Gender, and Social Equity](#) (Philanthropy Northwest and The Giving Practice, 2021)
- [ProInspire Research and Resources](#)
- [Racial Equity, Diversity, and Inclusion Content Collection](#) (NCFP, 2021)
- [Racial Equity Resources for Philanthropy](#) (The Philanthropic Initiative, 2021)
- [Trust-based Philanthropy Project](#)
- [White Supremacy Culture](#) (Tema Okun, 2021)

Featured Speakers



Erin Kahn is the Director of Strategy and Programs for The Russell Family Foundation (TRFF). In this role, she helps to ensure the effectiveness of the Foundation’s strategies, grantmaking practices and supports to grantees. Earlier in her career, Erin was the executive director of the Raikes Foundation and also served as Associate Director at Social Venture Partners Seattle. In addition to her part-time role at TRFF, Erin also owns her own philanthropy consulting practice. She holds an undergraduate degree in Political Science from the University of California, San Diego and a Master’s Degree in Public Administration from the Evans School of Public Policy and Governance at the University of Washington. She resides in Seattle with her husband, two sons and a dog.



Sindhu Knotz is the Interim Managing Director at The Giving Practice. Sindhu is passionate about promoting more collaborative, equitable and community-centered philanthropy through her consulting. She brings nearly 20 years of experience leading facilitation, strategy, business planning and assessment projects for both for-profit and nonprofit organizations. In her role, Sindhu also co-leads strategy and business planning for The Giving Practice (TGP). She has launched special initiatives for TGP and Philanthropy Northwest including the first class of Momentum Fellows and several peer cohorts of CEOs and trustees advancing diversity, equity and inclusion.

Prior to joining TGP, Sindhu held roles at the Center for Effective Philanthropy and in the strategy and operations division of Deloitte Consulting LLC. She began her career in fund development and advocacy through work with the Community Housing Partnership in San Francisco. Sindhu holds an MPA from Columbia University and a B.A. with honors from UC Berkeley. She is a graduate of Leadership Tomorrow and a former board member of 501 Commons. Sindhu loves chocolate, yoga and enjoying the beauty of the Pacific Northwest with her family.



June Wilson, executive director emerita and board member of the Quixote Foundation, combines her talent as a dancer and choreographer with the operational expertise of a COO and strategic acumen of a CEO. She understands people’s physical and emotional interactions within a literal, conceptual or practical space and can quickly translate what she sees into strategic systems. Her unique approach has strengthened nonprofits like the Minnesota Dance Alliance in Minneapolis and the National Performance Network in New Orleans. At Quixote she artfully guided the design and implementation of their “Spend Up” approach to operating within a strategic lifespan and transformed the foundation’s commitment to racial equity. Driven

by a concern for the racial wealth gap, June is one of three founders in the social impact enterprise, [The We’s Match](#), dedicated to the scale, wealth and wellbeing of Black women entrepreneurs. June is also a Fellow at the National Center for Family Philanthropy.