

THE CHANGING FACE OF PHILANTHROPY



SATONYA
FAIR

PEAK Grantmaking
President
& CEO



CRYSTAL
HAYLING

Libra Foundation
Executive
Director



CARMEN
ROJAS, PhD

Marguerite Casey
Foundation
President & CEO



SHERECE
WEST-SCANTLEBURY

Winthrop Rockefeller Foundation
President & CEO

WHAT WAS
YOUR FIRST
MOVE?

CARMEN

TRANSPARENCY
IS A NECESSARY
PRECONDITION
TO TRUST



CHANGE IS
POSSIBLE

PRESSURE TESTED
OUR RESPONSIVENESS

SET A BOLD NEW
PATH FORWARD



TRANSITION FROM A
"JUSTICE PATH"
TO INTENTIONAL
STRUCTURAL
EQUITY

SHERECE

DISMANTLE
LEGALISM

OFFERING GENERAL
SUPPORT

POLICY &
SYSTEM
CHANGE
IS NOT
A PROGRAM

PEOPLE
ARE MARCHING
RIGHT NOW
TO STOP
KILLINGS,
NOT OPEN BIZ



WE MUST
BE HONEST
IN HOW WE
ARE SPENDING
MONEY



MEET THIS
MOMENT
CHANGING
APPLICATION
IS THE LEAST
YOU CAN DO

PUSHING
IS WHAT YOU
HAVE TO DO
RIGHT NOW



ARE YOU A
CHANGE
AGENT
OR
JUST CHILLIN'

THE MORE
BIPOC IN AN
ORGANIZATION
THE MORE
LIKELIHOOD
OF INSTITUTIONAL
CHANGE

WE DO JOINT
FUNDRAISING
WITH GRANTEEES

SHERECE

CRYSTAL
DECOLONIZING
MYSELF IS A
FULL TIME JOB

WE CAN USE
OUR SOCIAL
CAPITAL

it can be messy

CAN OUR
INTERNAL
ORGANIZATION
REFLECT OUT TO THE
WORLD WHAT WE
WANT TO SEE IN
THE WORLD?



Started
from the
bottom, now
I'm here

HOW ARE
TACKLING
THE
INTERNAL VS
EXTERNAL

CANT REST
ON LAURELS
GIVE CLEAR PAY BIDS
SHOW HOW TO ADVANCE

ACKNOWLEDGE
CARMEN
CULTURAL NORMS
CAN HARM

NAME THE
HARM YOU'VE DONE

KNOW WHAT YOUR
NON PROFITS NEED & TRUST THEM
STAFF WAGES
PRINTERS
TOILET PAPER

DISRUPT YOURSELF OUR PORTFOLIOS & WORK NEED TO REFLECT THE RHETORIC

WE CAN PARTICIPATE
IN DEMOCRACY
IF YOU STOP KILLING US

I'M WORKING
INSIDE A BROKEN
SYSTEM & CAN'T
LET IT BREAK ME

CRYSTAL

THERE'S AN EMOTIONAL TOLL
TO SHAPE WHAT AFFECTS YOUR COMMUNITY
TO THOSE WHO DON'T BELIEVE, IN A WAY
THEY CAN HEAR

ESTABLISH TRUST
WITH FAMILY
FOUNDATION

CRYSTAL

IT'S EASIER TO
START
DIFFERENT

PEOPLE HIRE
WHO THEY'RE
COMFORTABLE
WITH

NOT ABOUT SHARING
WRITE UPS
BUT
STRATEGY,
LANDSCAPE,
CHALLENGES



ABLE TO
HIRE DIVERSE
PEOPLE FROM
THE START

WE LET
GRANTEES
SHARE DIRECTLY
TO BOARD

CHALLENGE BEST PRACTICES



BEST PRACTICES
CAN MASK A
"WE'VE ALWAYS
DONE IT THIS WAY"
STAGNANT
PROCESS

FUND THE
ECOSYSTEMS
FOR
GRANTEES

ONE WAY TO
SUPPORT
IS TO FUND
THE ORGS
GRANTEES RELY ON

MY SOUL IS FREE!



BREAK FROM
WE CAN'T.
WE CAN'T.
WE CAN'T."
& DO!



CONNECT THE
SAY-DO GAP



Colors
seeincolors.com

DOING BETTER
MEANS DOING
DIFFERENTLY