



Diversity, Equity and Inclusion (DEI) Accelerate Community

Session II Philanthropic Giving and Grantmaking with a Lens of Equity

January 28, 2020

The Equity Lens

- An equity framework is a proactive, strategic approach to improving outcomes that accounts for structural differences in opportunities, burdens, and needs in order to advance targeted solutions that fulfill the promise of true equality for all.
- Achieved when you can no longer predict an advantage or disadvantage based on race, ethnicity, gender, gender identity, sexual orientation or ability.

The Goal of Equity in philanthropic Giving and Grantmaking

- Funders look at philanthropy as a way to solve problems rather than providing funds to support people facing these problems.
- Create sustainable change.

“If you don’t understand the barriers, both historic and current,
a neighborhood faces on a daily basis,
it’s difficult to serve those neighborhoods effectively,”

Sidney Hargro, President,
Philanthropy Network Greater Philadelphia

Philanthropic Sectors

Are you embedding equity in the following areas?

Equitable
Procurement



Fair
Considerations



Informed
Selection Process

Unified
Strategy



Aligned
Investments



Reinforced
Programs

Inclusive
Culture



Open
Mindset



Courageous
Leadership

Explicit
Commitment



Shared
Language



Evaluative
Discipline

Visible
Accountability



Dedicated
Oversight



Transparent
Orientation

Deliberate
Partnership



Engaged
Collaborator



Active
Advocate

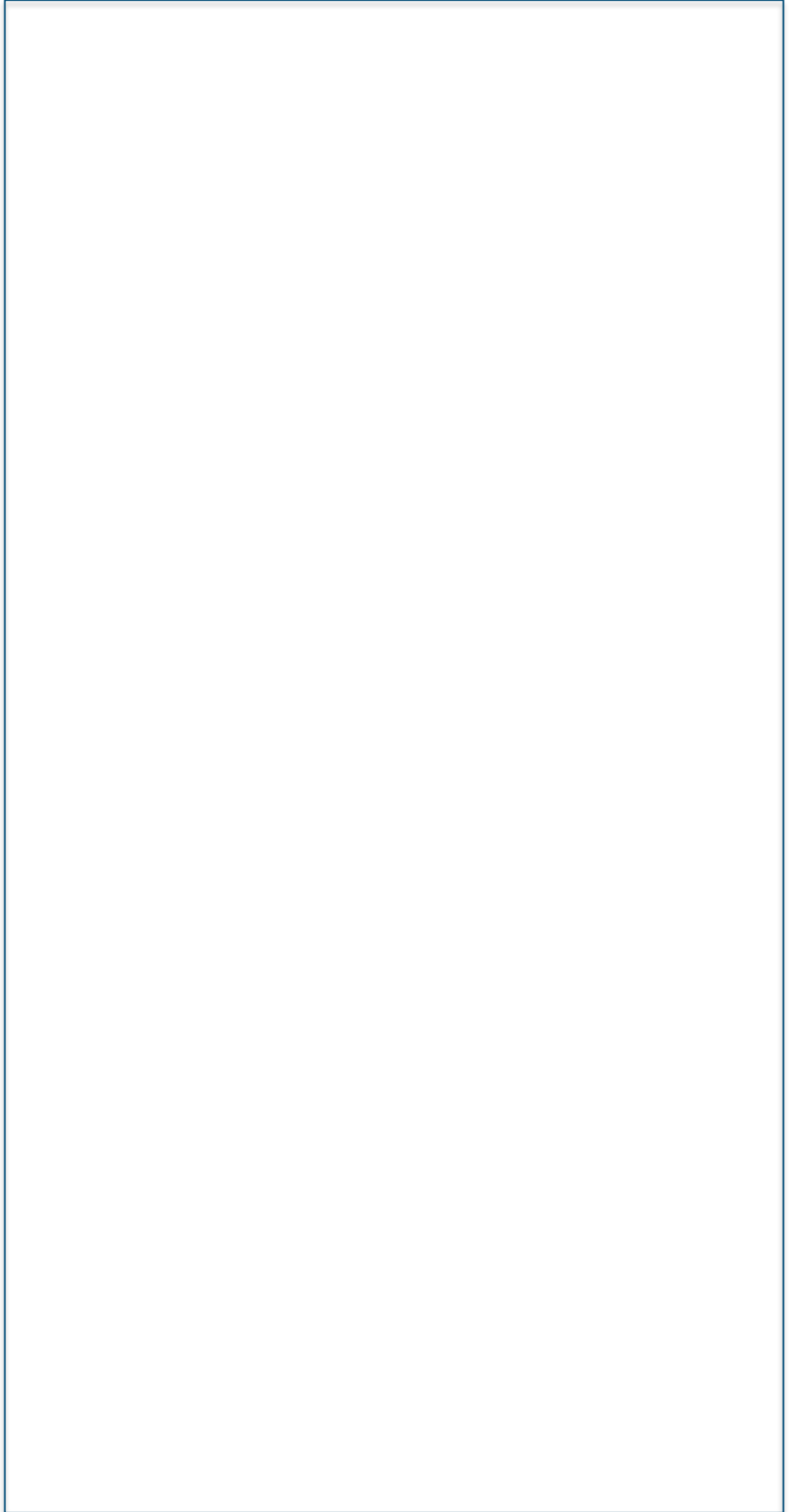
Ask Questions:

Address built-in bias in philanthropic giving and grant making by asking questions.

Below is a sample list of questions

1. Does your grantmaking prioritize benefit for under-resourced and marginalized communities?
2. Does your stated or implied values align with equity?
3. Has your organization committed to advancing equity for priority issues or communities?
4. Has your board and staff leadership embraced systemic change as a grantmaking goal or strategy?
5. What steps have you taken to integrate principles and practices of diversity, equity and inclusion (DEI) into its internal operations?
6. Has your organization examined its power and privilege as grant makers in relation to the nonprofit and communities it supports?
7. How often do you convene meetings to engage with the grantees?
8. What are the outcomes of those meetings? Who attends? How successful was the meeting?
9. How inclusive and accessible is your leadership and organization to the grantees?
10. What the one most important thing the foundation could do to improve the connections between your organization

Discussion Notes: Insights from Jacqueline Berry from 3M



Embed Equity

How do you embed equity in the selection process?

"Grants are one important strategy for increasing prosperity and educational attainment and strengthening communities and nonprofits in Arkansas. But they aren't our only strategy. To move the needle, WRF staff also serve as ambassadors, advocates and activists for a shared vision of progress-- and we motivate others to be leaders as well."

Sherece Y West-Scantlebury,
President & CEO, The Wintrop Rockefeller Foundation



Chief Executives for Corporate Purpose® (CECP) is a CEO-led coalition that believes that a company's social strategy — how it engages with key stakeholders including employees, communities, investors, and customers — determines company success.



Jeannine K Brown

Jeannine K Brown is the Managing Director and owner of the talent and diversity coaching consultancy firm, Everyday Lead. She is a thought leader and active advocate for increasing women and multicultural professionals to executive roles. She works closely with clients, delivering solutions to assist corporations increase retention, decrease attrition cost, attract new talent, and create competitive advantages through the power of inclusion. Jeannine has an active role and voice to champion the importance of diversity, equity, belonging and inclusion among individuals, culture and systems.

Jeannine had designed impactful solutions for companies and organizations to respond to their inclusion business case impacting both internal talent pipeline and external corporate engagement through partnerships and customer experience.

Everyday Lead designs coaching lead services to assist employees build more inclusive cultures by working with employees and teams to increase confidence, expand influence, create focus performance goals and exceed potential. For over 10 years, Jeannine has designed content for inclusion dialogs and facilitates development training for the accounting, finance, higher education and the technology profession.

Jeannine has held leadership and consultative roles in state and local taxation in government, in public accounting at Deloitte, and in industry.

Jeannine is the author of "Ignite! Your Best Year Ever: Achieve More and Exceed Your Potential". She has appeared on Showtime's "THE CIRCUS", is named a "Female Success Factor" in Rolling Out Magazine for her work in Diversity and Inclusion, and has been the featured cover story for "Business Men and Women of Color (BMWOC) Magazine", and is a contributing thought leader and blogger for Leadercast and the Business Leader's Institute (BLI). Jeannine has held board leadership roles with the National Association of Black Accountants, Inc. (NABA) and program partnerships with the American Institute of CPAs (AICPA) and the State CPA Societies. Jeannine serves on the Alabama State University Foundation Board of Directors and the City of South Fulton, GA Planning Commission.

She has a Bachelor of Science in Accounting from Alabama State University and a Masters, Business Administration from Robinson College, Georgia State University. She completed her training as a professional coach at the Institute of Professional Excellence in Coaching (IPEC).