Generosity XCHANGE

October
19-20

Towards Equity & Abundance: Embracing Philanthropy with Community at the Center

I'm April

Racial Equity Champion. Proud Auntie. East Coast Native. Writer. Disruptor. Liberator.

WESTERN CENTER ON LAW & POVERTY

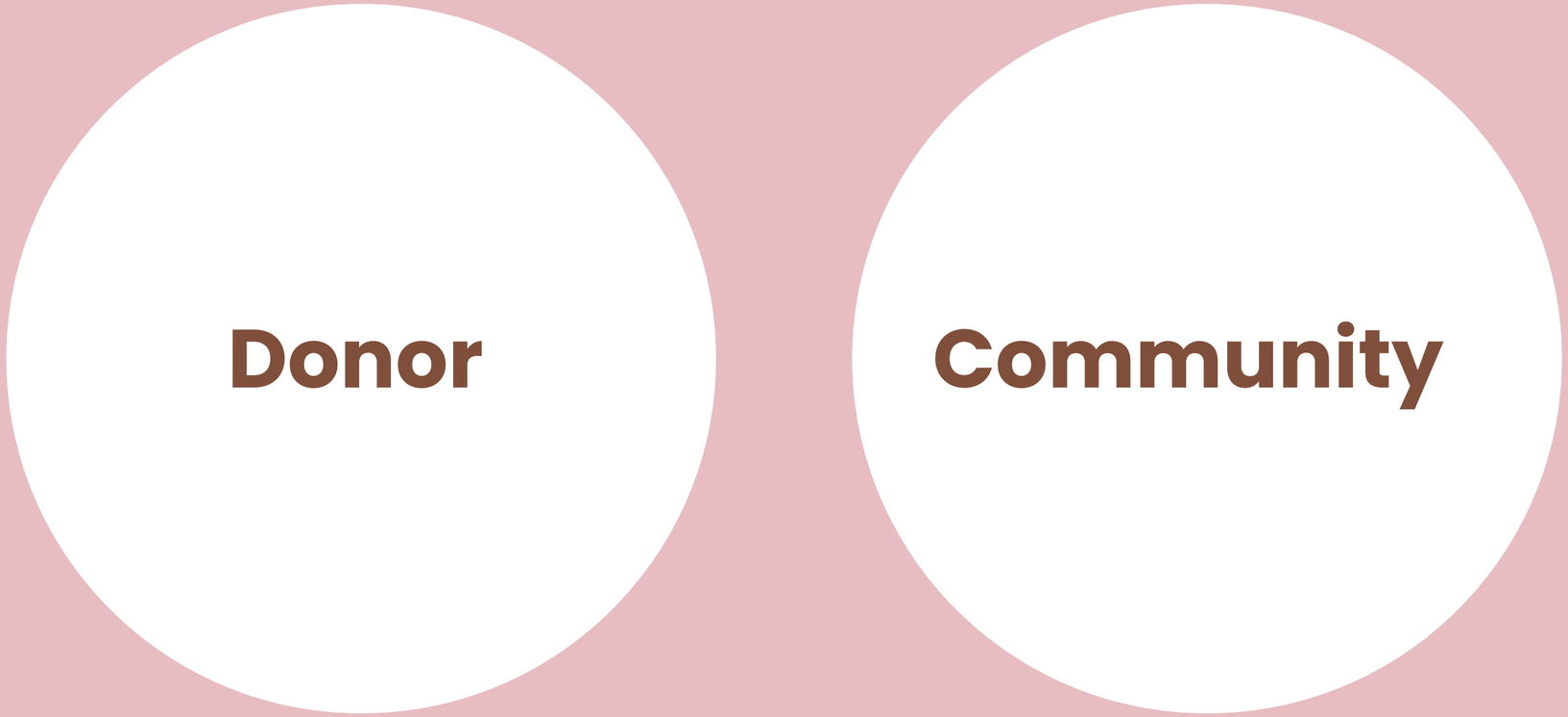
HUMAN RIGHTS CAMPAIGN

jumpstart

THE CHAR AND CHUCK FOWLER FAMILY FOUNDATION

pond

A Battle for the Center



The Slippery Slope of Donor Centricity

- How much do you know about your donor's values? How much do donors know about your values?
- What is your personal capacity to engage in courageous conversations?
- What is the organization's capacity for risk?

Nearly two-thirds (64%) of donors with at least $5 million in assets agree that their giving strategy is a part of their overall wealth strategy

Source: BNY Mellon

Nonprofit Decision Making

79% of board chairs and executive directors are non-Latinx white

16% All-white boards govern 16 % of nonprofits that primarily focus on serving people of color

22% Women comprise 22% of chief executives at the 2,200 nonprofit organizations with annual budgets of at least $50 million

Sources: Independent Sector, American Association of University Women

Challenging Scarcity

THE REAL COST OF HAVING A SCARCITY MINDSET

Jul 12, 2021 | Essays | 4 comments

community·centric fundraising

By April Walker, *nonprofit executive leader*

> Envisioning an abundant and thriving future illuminates the goalpost but I would venture that we are missing a step. It takes more than a belief in abundance to redistribute wealth.

It is a question we have all been asked at least once. An inquiry designed to awaken the dreamer inside and push you to think outside of the box. The question is big and consequential, often posed during team meetings or maybe as a strategic planning prompt. When asked, you're told no response is off limits, which manages to inspire and overwhelm at the same time. The bigger your idea, the better.

What would you do if your nonprofit had unlimited resources?

This unassuming question actually assumes a lot. It assumes we can envision a world where nonprofit pay is competitive, where infrastructure is solid, and where public skepticism about our operations ceases to exist.

But scraping by and being the underdog is the only refrain many nonprofits have ever known. Scarcity and 'lack' have been as central in our nonprofit experiences as the missions we signed on to serve.

When we leap outside the box to the world where resources are abundant, we do so with earnest hopes and sincere hearts. But imagining a world where our nonprofit's mission can thrive uninterrupted is quite the jump, right? The terrain is unfamiliar and uncharted. From under-resourced to over-resourced. From scarce to abundant.

Average length of time on the job for a development staff person is 18 months

Source: Nonprofit Pro

Two Things Can Be True

Black households give 25% more of their income annually than white households, and nearly two-thirds of African-American households donate to organizations and causes, totaling $11 billion each year.

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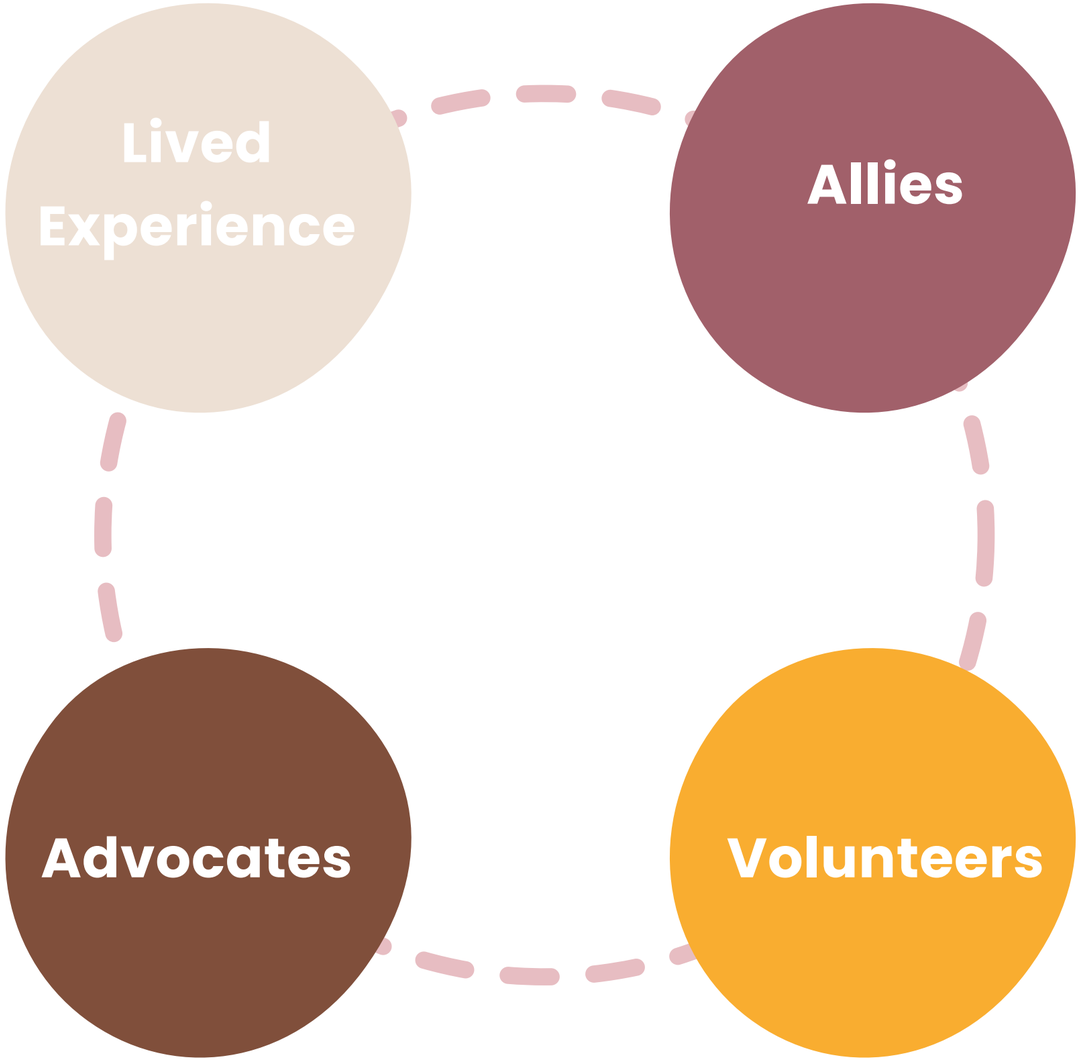
Black and Hispanic families lag behind on major wealth-building measures (like homeownership), have less in liquid retirement savings, and carry more student loan debt than white families .

Redefine Community



Inclusive Decision Making

- Identify power imbalances
- Entrust decision making to a broader set of community members
- Set up decision makers for success (aka resources!)
- Invite feedback
- Lead authentically and transparently
- Embrace imperfection

Challenge the Narrative

PERFORMATIVE PHILANTHROPY

Funders court a public image as “progressive,” “trust-based,” “anti-racist” and “responsive to community needs,” without doing the work required to earn those accolades.

PHILANTHROPIC FRAGILITY

Parallels white fragility, wherein a group with privilege and power refuses to reflect on how history and social dynamics perpetuate the inequality from which they comfortably benefit.

EQUITY IN ACTION...

Sharing resources and decision-making power in a way that fundamentally supports the self-determination of all people and, especially, communities of color.

Towards Abundance

START WITH WHAT YOU DON'T KNOW

SHARE RESOURCES AND SPACE

SPEAK UP IF SILENCE HARMS OTHERS

Be unapologetic about centering those on the margin. You fight for freedom by practicing freedom.

~~I want to help the needy.~~

I want to help dismantle the systems that make them in need.

"You're always practicing something. So you're either practicing upholding the world as it is, or you're practicing shifting into the world you want it to be."

- adrienne maree brown