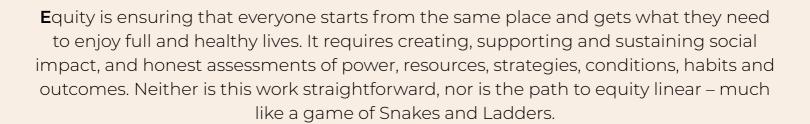




# The Snakes and Ladders of Equity in Philanthropy



The Snakes and Ladders of Equity in Philanthropy simulates a giving journey and paints a picture of what equity successes and failures might look like across the strategy, implementation, and nurturing stages. In ways, it compels us, as a sector, to visualize, practice and pursue the challenges we're asking others to undertake to build an equitable world.

# **Instructions**

Begin by 'learning' and situate yourself on the equity board, one step at a time. Every step is progress, but some steps will help you climb ladders while some may land you a snake. When that happens, pause and re-assess, as every misstep is an opportunity to learn!

# References

'Tough-Minded Optimism': Savvy Leadership Advice From 17 Years At The Skoll Foundation Helm |
Milken Institute's The Philanthropist's Field Guide: Ensuring Equity in Philanthropy | FRIDA: Money
is Political | One Journey: Racial Equity, Diversity & Inclusion at the W.W. Kellogg Foundation |
Grant Making with a Racial Justice Lens: A Guide | Constituency Listening: Beneficiaries' Feedback
to Improve Philanthropy | Harvard Business Review: Talk about Privilege at Work by Lee Jourdan

# START HERE!



LEARNING

DO

ACNOWLEDGE YOUR PRIVILEGE, I.E., HOW YOUR DEMOGRAPHIC MAKE-UP CREATES ADVANTAGES FOR YOU THAT OTHERS DO NOT HAVE

PAY ATTENTION: WHO IS SPEAKING UP? WHO IS NOT? WHO IS GIVEN THE AUTOMATIC BENEFIT OF THE DOUBT? WHO MUST WORK HARDER TO PROVE THEMSELVES? DO THIS INTERNALLY, WITH NON-

PROFITS, AND COMMUNITIES

DON'T ENCOURAGE THE SAME FEEDBACK LOOPS FROM YOUR INNER CIRCLE, WITHOUT VISITING AND LISTENING TO THE END USERS OF YOUR PHILANTHROPY

# **KEY LEARNING**

"WE WILL NEVER DEFUSE THE ROLE OF PRIVILEGE OR THE BARRIERS IT PRESENTS IN OUR ABILITY TO BE TRULY EMPATHETIC BECAUSE WHEN PEOPLE IN PHILANTHROPY CONFRONT PRIVILEGE, THOSE IN OUR COMMUNITIES WILL BE BETTER SERVED."

-GRANTMAKERS FOR EFFECTIVE ORGANIZATIONS (GEO)

REFLECT ON YOUR OWN BIASES AND HOW THEY AFFECT YOUR POTENTIAL, THEN FIX THOSE THAT DISCOURAGE DIVERSITY AND INCLUSION

PRIORITIZE SHORT-TERM FUNDING

DON'T

## DO

**ASK: DOES YOUR STRATEGY RESONATE** WITH THE EXPERIENCES OF COMMUNITIES YOU SERVE? WHAT BLIND SPOTS EXIST BECAUSE OF THE LACK OF **DIVERSITY IN YOUR CIRCLES?** 

DO

CONSIDER DIVERSITY WITHIN THE NON-PROFIT'S LEADERSHIP, AND HOW THEY MITIGATE POWER IMBALANCES IN THE COMMUNITIES THEY SERVE

DOMINATE THE NARRATIVE,

SEEK ATTRIBUTION, OR

REPORTING THAT IS BURDENSOME

**STRATEGIZING** 

NECLECT THE INTERSECTING NATURE

12

OF REALTIME ISSUES; E.G., NOT SEEING

FROM A HEALTH EQUITY LENS FOR ALL

INTERVENTIONS, DESPITE UNIVERSAL LIVED EXPERIENCES OF THE PANDEMIC

**IMPLEMENTING** 

COMMITMENTS OR BUILD STRATEGY WHICH INCLUDES HARD DEADLINES FOR OUTCOMES, BECAUSE SUSTAINABLE CHANGE TAKES TIME

**KEY LEARNING** 

AS GLOBAL GRANT-MAKERS, WE NEED TO BASE OUR ANALYSIS ON GEOGRAPHICALLY AND CULTURALLY SPECIFIC POWER STRUCTURES BUILT ON LOCAL SUPREMACIST IDEOLOGIES. I FEEL THIS ACUTELY AS AN ANTI-CASTE, ANTI-RACIST, AND A BAHUJAN (A COLLECTIVE TERM REFERRING TO ALL NON-DOMINANT-CASTE COMMUNITIES) PROGRAM OFFICER WHO GREW UP IN RURAL INDIA, LEADING GRANTMAKING IN ASIA. SO, WHILE JOINING THE CALL TO DECOLONIZE, I ALSO CHALLENGE PHILANTHROPY TO DEBRAHMINIZE!"

- PRACHI PATANKAR, SOUTH AND SOUTHEAST ASIA PROGRAM OFFICER AT FOUNDATION FOR A JUST SOCIETY

13

SO WE ARE INCREDIBLY OPTIMISTIC ABOUT THE POTENTIAL KEY LEARNING

FOR THE WORLD. AT THE SAME TIME, WE ARE DRIVEN BY REALITY

AND THE NEED TO BE RIGOROUS, BECAUSE THE CHALLENGES

ARE MANY AND THEY'RE MORPHING. -SALLY OSBERG, FORMER SKOLL FOUNDATION CEO

DO

ACCEPT THAT SOCIAL CHANGE IS A RESULT OF MULTIPLE **EFFORTS, PRIMARILY GROUND** WORK, AND NOT THE **FUNDING PROVIDED** 

HAVE REGULAR FEEDBACK, NOT SIMPLY REPORTING, FROM COMMUNITY LEADERS AND NGO PARTNERS 14

DO

DO

EMPHASIZE ON UNREALISTIC **USE MONITORING, EVALUATION** AND LEARNING TO COURSE CORRECT -WITHOUT HOLDING PARTNERS ACCOUNTABLE FOR UNFORESEEN CHALLENGES 16

21

DON'T

REFUSE TO REVIEW YOUR STRATEGY EVEN IF THE EVIDENCE IS CONTRARY OR DUE TO RISK **AVERSION OR ATTACHMENT/** COMFORT WITH FOCUS AREAS

NURTURING

19

18

17

CHANNEL LONG-TERM FLEXIBLE CAPITAL AND LEND RESOURCES LIKE NETWORKS, SKILLS, ETC. TO BOLSTER MOVEMENTS AND INSTITUTIONS

DO

DO

FOSTER EQUITY IN YOUR JOURNEY THROUGH PARTICIPATORY GRANTMAKING, CONVERGENCE, AND GROUND-UP CONSULTATION

20

**DON'T** 

**EXERT POWER OVER COMMUNITIES.** NON-PROFITS, POLICY BUILDING WHILE **SCALING FUNDING PORTFOLIOS** 



KEY LEARNING

"WE WORK TO CHALLENGE WEALTH AND PRIVILEGE AND RECOGNIZE THAT PHILANTHROPIC GIVING EXISTS BECAUSE OF INEQUALITY AND EXPLOITATION. THIS MAKES OUR ROLE AS GRANT MAKERS AND FUNDRAISERS A RADICALLY POLITICAL ACT BECAUSE WE TRY TO BE INTENTIONAL ABOUT WHO WE RECEIVE MONEY FROM AND WHO WE REDIRECT IT TOWARDS." -DEEPA RANGANATHAN, CO-MANAGER (COMMUNICATIONS), FRIDA

23