So You Want to Learn DEI
Connecticut Council for Philanthropy

JUSTICE FUNDERS
Powering Philanthropic Transformation
Creating Conscious Community

- Trust is a precious gift that can be broken -> Learning leaves, details stay.

- We are the authors of our own story, and do not have the privilege to control anyone else’s narrative.

- We all have responsibility for co-creating our community.
Session Agenda

- Why does diversity, equity and inclusion matter in philanthropy?
- Where is my organization at in our practice around diversity, equity and inclusion (DEI)?
- What are some “quick wins” and “must haves” for our DEI work?
To view

Download the add-in.
liveslides.com/download

Start the presentation.
Definitions

**Norm:** Informal, unwritten expectation about how to behave in a particular setting.

**Power:** Control, influence, authority

**Privilege:** Advantage, benefit
Context for Power & Privilege in Philanthropy

Board & Staff Composition
(Do these folks look like me? Do they represent my community?)

Community Accountability
(Is there transparency about how the strategy is set or how the decisions are made?)

Public Processes
(Grant Application: How am I treated?)

Philanthropic Organization
Diversity, Equity, and Inclusion (DEI) . . .

Interventions to change the norms in philanthropy
DEIJ in a Grantmaking Example

Goal: A healthy community

Diversity Approach:
Different communities have different health needs

Equality Approach:
Everyone needs access

Inclusion Approach:
We need outreach in different languages

Equity Approach:
Some populations will need more targeted support

Justice Approach:
We have a two-tiered health system, and we need to support those most impacted to change it
What Does this Mean?

**Diversity:**
The demographic mix of a specific collection of people, taking into account elements of human difference, but focusing particularly on:

Race and ethnicity, Sexual orientation, ability, gender.


**Inclusion:**
Inclusion is the action or state of including or of being included within a group or structure. More than simply diversity and numerical representation, inclusion involves authentic and empowered participation and a true sense of belonging.

(Equity: [http://www.aecf.org/m/resourcedoc/AECF_EmbracingEquity7Steps-2014.pdf](http://www.aecf.org/m/resourcedoc/AECF_EmbracingEquity7Steps-2014.pdf))

**Equity:**
“The state, quality or ideal of being just, impartial and fair.” Equity involves trying to understand and give people what they need to enjoy full, healthy lives. (Equality, in contrast, aims to ensure that everyone gets the same things in order to enjoy full, healthy lives. Like equity, equality aims to promote fairness and justice, but it can only work if everyone starts from the same place and needs the same things.)
In your non-dominant hand, write the following sentence in cursive:

Equitable grantmaking requires intentional practice.
Identification of Habits vs. Practices

**Habit**: Tendency; an acquired behavior pattern regularly followed until it has become almost involuntary

**Practice**: The actual application or use of an idea, belief, or method as opposed to theories about such application or use.
Practices for DEI: Assessment and Actions

INSTRUCTIONS:

1. Take the self-assessment (5 min)
2. Discuss in small groups – focus on generating and clarifying ACTIONS you could take to strengthen the results of your self-assessment (5 min)
3. WRITE your best ideas on large post-it notes, and prioritize them using the grid (5 min)

<table>
<thead>
<tr>
<th>IMPACT</th>
<th>EASE OF IMPLEMENTATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>A: High Impact, hard to implement = “must have”</td>
<td>B: High impact, easy to implement = “quick wins”</td>
</tr>
<tr>
<td>C: Low impact, hard to implement = “money pits”</td>
<td>D: Low impact, easy to implement = “low hanging fruit”</td>
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Context for Power & Privilege in Philanthropy

Community Involved in Strategy & Governance of Resources

Philanthropic Organization

Supports those most marginalized to build, contest and win power

Works for broader systems change