

# 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?





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# 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?)

**Philanthropic  
Organization**

**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?)

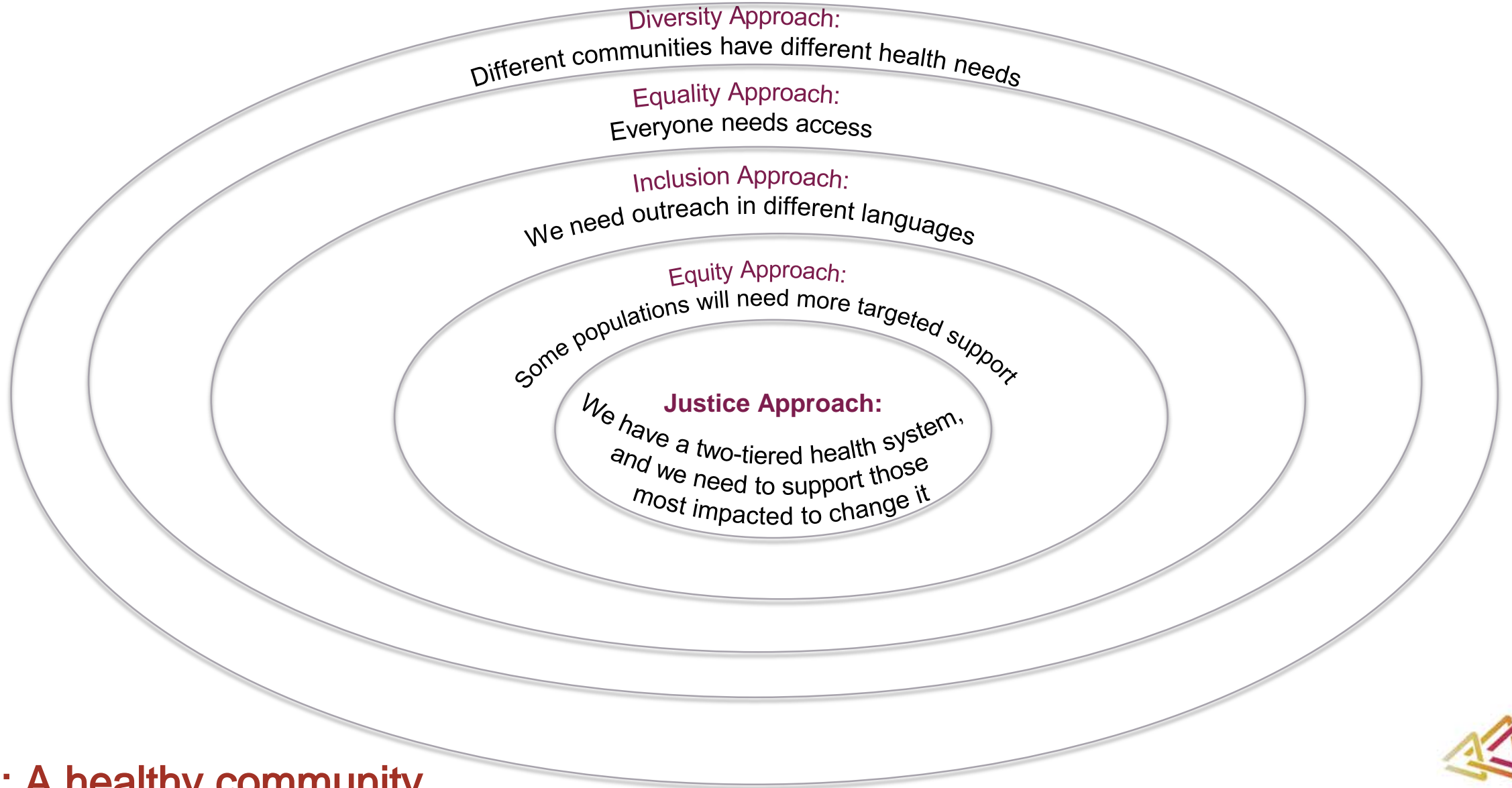


Diversity, Equity, and Inclusion (DEI) . . .

*Interventions to change the norms in philanthropy*



# DEIJ in a Grantmaking Example



**Goal: A healthy community**





# 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.*

*(D5 <http://www.d5coalition.org/tools/dei/> )*

## **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.*

*([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.)*

*([http://www.aecf.org/m/resourcedoc/AECF\\_EmbracingEquity7Steps-2014.pdf](http://www.aecf.org/m/resourcedoc/AECF_EmbracingEquity7Steps-2014.pdf))*



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)

	EASE OF IMPLEMENTATION →	
IMPACT ↑	A: High Impact, hard to implement = “must haves”	B: High impact, easy to implement = “quick wins”
	C: Low impact, hard to implement = “money pits”	D: Low impact, easy to implement = “low hanging fruit”



# 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





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