NATIONAL COMMITTEE FOR RESPONSIVE PHILANTHROPY

POWER MOVES ASSESSMENT RECOMMENDATIONS®

PREPARED FOR **DF DEACONESS FOUNDATION**

BY LA PIANA CONSULTING

AUGUST 2020

La Piana

OVERVIEW

In January 2020, Deaconess Foundation engaged La Piana Consulting to conduct the Power Moves Assessment to inform the foundation's practices and to gauge through external and internal feedback loops how power is built, shared, and wielded by the foundation. From March through June, the consulting team engaged staff and board members, along with funded partners, applicants not funded, community-based initiatives, peer funders, and other stakeholders through a combination of one-on-one interviews and an online survey. Key themes and feedback are summarized in Appendix A.

DEACONESS FOUNDATION IS A GRANT MAKING ORGANIZATION BUILDING POWER FOR CHILD WELL-BEING THROUGH PHILANTHROPY, ADVOCACY AND ORGANIZING FOR RACIAL EQUITY AND PUBLIC POLICY CHANGE.

MATERIALS REVIEWED

La Piana reviewed a selection of background and process materials as part of this engagement including:

- 2018 Funding Strategy and Opportunities Forum Slides
- 2018 Funding Strategy and Opportunities Forum Q&A
- 2019 Responsive Grant Application
- 2019 Strategic Plan Dashboard
- 2019-2025 Human Capital Model and Development Plan
- 2020 Program Strategy – Partnership and Capacity Building Grantmaking Report
- COVID-19 Equitable Relief and Recovery Fund Information
- e-Newsletters
- Investment Policies for All Funds
- Just for Kids logic model
- Long-Range Plan for Fiscal Years 2019 through 2025
- Responsive Grant Covenant
- Regional Racial Healing Fund Press Release
- St. Louis Young Black Leaders Cohort – Design Process Consultant Search
- Strategic Direction and Priorities (2019-2025)
- Thought Leadership Strategy and Model

RECOMMENDATIONS

BUILDING POWER

The assessment confirmed Deaconess Foundation's commitment to racial equity explicitly aligns with its mission and theory of change, which is "both a stated, desired outcome (or hope) and a process or framework (a path of practice) for getting to the outcome." These recommendations are based on areas identified as opportunities for continued development that emerged from the Power Moves assessment, policy and document review, external stakeholder interviews, and conversations with board members and staff. They are meant to build upon the Foundation's current commitments, where good work is already happening, while creating greater avenues for Deaconess to equitably build, share, and wield power in the community.

The table below outlines ways that Deaconess can **start** to take action and address each recommendation with new practices or policies or **continue** existing practices and work that support advancement of the recommendation. There are also **notes/resources** which are meant to capture points of reference to affirm the actions to start or continue.
Appendix B includes additional resources and examples from the field.

Notes/Resources are provided where applicable as of the publishing of the recommendations report.

BUILDING POWER

Supporting systemic change by funding civic engagement, advocacy and community organizing among marginalized communities

RECOMMENDATION	START	CONTINUE	NOTES/RESOURCES*
Be clear about how the foundation's grant programs and activities are accessible to and benefit differently abled individuals	In grant covenants or funding overviews share demographic data for differently abled people who benefit from the work Be intentional and inclusive in language and program design Build a heat map with demographic information	Ensuring accessibility to events and resources	

BUILDING POWER

Supporting systemic change by funding civic engagement, advocacy and community organizing among marginalized communities

RECOMMENDATION	START	CONTINUE	NOTES/RESOURCES*
⤴ Leverage institutional and relational capital to align/encourage other funders to invest beyond program funding to real policy change		⤴ Facilitating the St. Louis Regional Racial Healing Fund ⤴ Supporting the Young Black Leaders Cohort Design Process with the Amplify Fund ⤴ Participating in Philanthropy for Systemic Change	
⤴ Develop a process for systematic collection, disaggregation, and publication of data on results, with a dedicated focus on closing racial gaps		⤴ Building an integrated technology system across grantmaking, advocacy, and engagement to enable us to disaggregate and share data	⤴ Refer to **Race Matters Institute** for Organizational "Best in Class" Indicators for Racial Equity, which can be built into data collection systems
⤴ Mobilize parents' voices to leverage as part of movement in the region		⤴ Supporting Freedom Schools, Child Advocacy Day and other relevant campaigns (e.g. Raise the Wage)	
⤴ Fund "stronger veins" to systems change to help change power structures		⤴ Upholding Racial Healing Fund's community participatory framework ⤴ Supporting youth and student-led advocacy and organizing (i.e. St. Louis Graduates, League of Student Advocates, Nursing Fellowship Program) ⤴ Supporting the collaborative investment strategy of Philanthropy for Systemic Change	

BUILDING POWER

BUILDING POWER

Supporting systemic change by funding civic engagement, advocacy and community organizing among marginalized communities

RECOMMENDATION	START	CONTINUE	NOTES/RESOURCES*
Act as a facilitator to link resources and bring different components together – i.e., work with the private sector and the school district	Leverage relationship with the United Church of Christ (United Church Building and Loan Fund, etc.) to consider co-funding opportunities for comprehensive neighborhood development projects	Partnering with the corporate sector when appropriate – e.g., Wells Fargo contribution to the Equitable Relief and Recovery Fund Connecting funding partners to other opportunities that align with their work Engaging school district partners in co-funding Children's Defense Fund Freedom Schools	
Educate organizations that may not be eligible for or able to do policy work, but whose work can be informed by policy movements		Funding child advocates Keeping open invitations to the community to join foundation events to learn about different approaches/impact in child advocacy Hosting public forums on topics that advance the work of child advocates through public policy and racial equity such as the **Just for Kids Community Conversations series**	
Ensure there is an intentional focus on racial equity in all programmatic and organizational policies	Be explicit in requiring all grant applicants to demonstrate they represent the communities they are working in and incorporate the perspectives of the communities they serve	Focusing intentionally on racial equity in organizational policies re: board diversity, staff diversity, vendor diversity, and programmatic policy that expects all partners to address racial equity	Refer to the **Race Matters Institute** *Racial Equity Back Map* and *Racial Equity Impact Analysis* for tools to understand drivers of inequity and equitable approaches to impact

BUILDING POWER

RECOMMENDATIONS

SHARING POWER

Nurturing transparent, trusting relationships, and co-creating strategies with stakeholders

RECOMMENDATION	START	CONTINUE	NOTES/RESOURCES*
Continue regular opportunities for board education to create shared learning; immense value with Foundation staff learning alongside partners		Building board learning into the regular board meeting schedule Identifying opportunities for shared learning with funded partners	
Identify ways for grant partners to play a role in determining which types of non-grant support the foundation offers and who provides it	Upon grant approval or as part of application process, include questions about non-grant support and recommendations for vendors	Sharing non-funding opportunities and resources in e-Newsletters	
Create a "small bets" portfolio to demonstrate Foundation's willingness to invest in innovative or unproven ideas or organizations	Define what "unproven" and "innovative" means to the Foundation Consider how/to what extent the foundation asks grant applicants to demonstrate success/readiness and evaluates them	Providing **Responsive Grants**, notably to organizations that may not traditionally receive funding from other funders	The **Equitable Evaluation Initiative** seeks to "shift the evaluation paradigm so that it becomes a tool for and of equity for those that have placed equity as core to their work." Investigate EEI's **guiding principles** and determine how to apply **Thinking Differently to Measure Creative Risk**

SHARING POWER

Nurturing transparent, trusting relationships, and co-creating strategies with stakeholders

RECOMMENDATION	START	CONTINUE	NOTES/RESOURCES*
Center young people in the process and make space for them to determine the direction of certain work	Curate a space/vehicle for getting regular feedback	Engaging youth in Deaconess Foundation's activities and programs	The California Endowment established a **President's Youth Council**
Help educate nonprofits who fit the Theory of Change but don't directly do policy/advocacy work about how they can grow and help advance this work		Ensuring unfunded applicants know the foundation will provide feedback if requested	
Clarify Deaconess Foundation's role – and how their work affects other systems at the city, state (through ballot initiatives), national, global level – and consider moving beyond focusing on St. Louis policies to work at the state level, even if just to educate others	Clarify where the foundation wants to focus its investments and see change Update and publish the convening strategy for Deaconess Center for Child Well-Being Consider publishing the thought leadership strategy		Share what the foundation is learning with recaps to the community/field like Surdna Foundation: **Seven Recommendations for Rapid Response Grantmaking**

SHARING POWER

RECOMMENDATIONS

WIELDING POWER

WIELDING POWER

Exercising public leadership beyond grantmaking to create equitable, catalytic change

RECOMMENDATION	START	CONTINUE	NOTES/RESOURCES*
Promote the work of funded partners and local changemakers	Report on how the foundation shares space, fills community capacity gaps, and builds human capital among its funding partners	Shifting authorship of written products to community and field experts	Convene topical forums like **Greater New Orleans Foundation NOLA 360** Consider a blog that features local changemakers and community voices similar to **NH Charitable Foundation** and **TFN**
Communicate advocacy agenda in consistent way	Clarify whether the CEO or the foundation is taking a stance on an issue Develop and post criteria or guidelines for taking public stands on issues or events	Providing updates on the progress of the foundation's **advocacy agenda online** regularly	Complete the **Advocacy Capacity Tool** from Bolder Advocacy; determine where/how to invest more deeply in communications infrastructure Tap resources from The Communications Network ▶ A 2017 Guide to Getting Out of the Echo Chamber ▶ Building Movements Building Power: What Social Movements Can Teach Us About the Future of Strategic Communications ▶ Eight Tips for Communicating Ideas to Busy Policymakers

WIELDING POWER

Exercising public leadership beyond grantmaking to create equitable, catalytic change

RECOMMENDATION	START	CONTINUE	NOTES/RESOURCES*
Identify ways to collaborate with others to address cross-cutting issues (e.g., health and environment, justice and education)	Be explicit in articulating the desire to pursue regional collaboration in future initiatives	Ensuring the foundation's commitment to racial equity is cross-cutting	Invite grantee partners to complete the **Advocacy Capacity Tool** from Bolder Advocacy and convene discussion group to assess synergies for future collaboration Play role as connector for organizations working in adjacent spaces
Produce research that helps inform and shape discourse on key issues	Develop a communication strategy that amplifies the commissioned research for community benefit	Conducting research that helps inform and shape discourse (e.g., **Follow the Leader, Changing States, Missouri Power Audit, Forward through Ferguson: A Path toward Racial Equity, Missouri Children's Budget**)	

WIELDING POWER

NEXT STEPS

BUILDING POWER

Deaconess Foundation is committed to taking action over the next year in order to address the biggest concerns raised by the Power Moves Assessment and continue to expand its ability to equitably build, share, and wield power in the community. While this Action Plan does not address every recommendation, it reflects organizational priorities lifted up by leadership and staff as important to tackle next in the foundation's racial equity journey.

ONE-YEAR OBJECTIVES	SUPPORTING ACTIONS	TIMEFRAME	ASSIGNED TO
1 Clarify funding priorities	a. Develop a one-pager or another communications tool that captures the profile and characteristics of a "typical" funding partner (https://deaconess.org/current-partners/) b. Analyze the mix of short-term/responsive vs long-term sustained funding provided	3 months	Advocacy Partnership & Capacity Building
2 Ensure all DF resources and opportunities are accessible to and seek to benefit differently abled individuals	a. Establish communications language and standards that support and enable accessibility b. Creating opportunities to support accessibility for persons that are differently abled	6 months	Advocacy Deaconess Center for Child-Well Being
3 Act as a facilitator to build connections and connect grant partners across issue areas	a. Fund collaborative grants to encourage partnership across issue siloes and constituencies b. Create regular opportunities to convene grant partners and encourage collaboration	6 months	Partnership & Capacity Building Deaconess Center for Child-Well Being

NEXT STEPS

SHARING POWER

ONE-YEAR OBJECTIVES	SUPPORTING ACTIONS		TIMEFRAME	ASSIGNED TO
1 Develop plan to engage the community and other partners in decision-making	a.	Clarify when/where community decision-making is needed	3-6 months	Partnership & Capacity Building
	b.	Engage other funders or community members in application review processes		
2 Create clear and open channels for feedback	a.	Create consistent opportunities for Funded partners and Center-Based Initiatives to provide anonymous feedback to inform learning and action	3-6 months	Partnership & Capacity Building Deaconess Center for Child-Well Being
3 Provide responsive, culturally appropriate support beyond the grant	a.	Design a system that allows grantees to name what kinds of non-financial support they need	6 months	Partnership & Capacity Building Deaconess Center for Child-Well Being
	b.	Codify options for Center and campus-based benefits to funded partners		

NEXT STEPS

WIELDING POWER

	ONE-YEAR OBJECTIVES	SUPPORTING ACTIONS	TIMEFRAME	ASSIGNED TO
1	Ensure DF's advocacy **complements** community voice and advocacy capacity – stances should capture wisdom from the community and reflect the priorities of grantees and the community	a. Establish a community advocacy council	6 months	Foundation Board of Trustees
2	Develop a collaboration strategy – pursue alignment with other funders, community organizations, and initiatives to tackle cross-sector issues	a. Conduct power mapping of DF's change ecosystem b. Identify where there are relationships that need to be strengthened c. Clarify what kinds of collaborations DF participates in and supports, and why	6 months	Partnership & Capacity Building Advocacy
3	Reinforce DF's role as a source for research to help inform and shape discourse on key issues	a. Ensure current publications are easily visible and accessible on the website b. Interrogate the narrative around where research can come from and how it can be shared with the community	3 months	Advocacy

Deaconess Foundation greatly values the time and insights shared by all of the individuals who contributed to the Power Moves assessment process. The recommendations and action plan will guide how we continue to live out our commitment to fully leverage our resources in pursuit of equity and justice. In the days ahead, our board members and staff will look to partners and community members to hold us accountable to that commitment as we aim to build, share and wield power to assure greater conditions for child well-being in the St. Louis region.

APPENDIX A

Guided by Deaconess Foundation staff, La Piana conducted interviews and deployed surveys to ask key stakeholders a selection of questions from the National Committee for Responsive Philanthropy Power Moves Assessment. Respondents were asked to rate and reflect on their perceptions of how Deaconess Foundation builds, shares, and wields power in its work with the community. Participants included:

- Staff
- Board members
- Funded Partners (FP)
- Not Funded Partners (NFP)
- Community-Based Initiatives (CBI)
- Peer Funders
- Program Partners

RESPONSE RATES

Survey

Across all stakeholder groups, there were 89 survey respondents for a total response rate of 51%. This does not include surveys with partial responses that were started but never submitted. Partial responses were included in the data analysis but not counted in the final response rate.

Respondents were asked to rate their level of agreement with a series of statements about how Deaconess Foundation builds, shares, and wields power.

STAKEHOLDER GROUP	RESPONDENTS	RESPONSE RATE	INCLUDING PARTIAL RESPONSES
Funded Partners (FP)	77 of 130	59%	96
Not Funded Partners (NFP)	10 of 34	29%	4
Center-Based Initiatives (CBI)	2 of 11	18%	11

Interviews

Stakeholder interviews were conducted with four (4) Deaconess Foundation staff, three (3) board members, four (4) peer funders, and three (3) external program partners.

All participants were asked to reflect on their understanding of how Deaconess' policies and practices build, share, and wield power in the community, with partners, and with beneficiaries.

STAKEHOLDER GROUP	RESPONDENTS
Staff	4
Board Members	3
Funders	4
External Program Partners	3
Total	14

BUILDING POWER

Most respondents agreed that Deaconess Foundation's actions build power.
The Foundation is:

- Aware of its role and influence in the community and works to break the typical funder-grantee power dynamic

- Intentional about racial equity in its recruiting and hiring process, selection of vendors, and awards to grantees

- Collaborative in its decision-making

- Dedicated to supporting equity and social change with its grantmaking

In regard to the foundation's grantmaking, all respondents felt that Deaconess Foundation's grantmaking supports equity and social change. This includes:

- Making sure community is part of the conversation – "Nothing about us without us" – and allowing those who are most impacted to be part of decision-making

- Requiring partners and grant applicants to demonstrate their commitment to equity and include information about the diversity of their board and management

- Using a racial equity lens to evaluate all proposals

- Rating grant applications as a group in order to engage a multitude of perspectives

- Providing opportunities to organizations and work that are traditionally underfunded

- Keeping grant cycles open and responsive; applications are shorter and more accessible

- Publishing research about black-led nonprofits in the area and their recommendations for philanthropy

While there are no explicit equity goals or metrics as part of grantmaking, internal interviewees felt equity is "in the DNA" of everything Deaconess does. A few noted that while in general, board members, executives, and staff agree on what equity means and its importance to the work, there is a lot of nuance in the varied perspectives. When in doubt, the equity statement serves as a grounding principle to make sure actions are in alignment with Deaconess' equity values.

External interviewees agreed that the foundation's grantmaking strategies support the empowerment of under resourced communities to define their own solutions and lead change.

The greatest disagreement across all stakeholder groups was with the following statement:

> *The foundation's grant programs, and the activities it funds, are accessible to – and seek to benefit – people with physical, vision, hearing, and other disabilities.*

When asked whether Deaconess Foundation demonstrates commitment to making its activities and grant programs accessible and beneficial to people with physical, vision, hearing, and other disabilities, most interviewees said they were not sure. One participant noted the foundation always provides a sign language interpreter for events, and two respondents shared that the Deaconess meeting spaces and facilities are easily accessible for any handicapped attendees.

Justice   Hope   Service   Identity   Faithfulness

SHARING POWER

Most respondents agreed that Deaconess Foundation shares power. The foundation is:

- Good about signaling and reinforcing its trust for partners and community stakeholders

- Intentional about using its position to amplify the voices of its partners and marginalized community members

- Focused on making sure grantees are supported, beyond just funding, with technical assistance and other capacity building opportunities

- Deliberate about making sure community members define what success looks like

- Asking for feedback about its performance

One internal interviewee commented on the difficulty of evaluating Deaconess' trust-building work – "we may believe that we are transparent, but we may not be. Without asking for direct input we just don't know." Another noted that organizations led by people of color indicate their trust for the foundation through their continued engagement, such as the choice by Action St. Louis to move to a closer location and be by the Deaconess Center for Child Well-Being.

The greatest disagreement across all stakeholder groups was with the following statement:

The foundation has demonstrated a willingness to invest in innovative or unproven ideas or organizations.

Most interview respondents were unsure when asked whether Deaconess Foundation has demonstrated a willingness to invest in innovative or unproven ideas or organizations. A few participants called out the foundation's willingness to support young and emerging leaders in the community or invest in small organizations that may not be as established or may not have robust budgets, which can typically be perceived as "risky" grantees by traditional philanthropy.

WIELDING POWER

Most respondents agreed that Deaconess Foundation equitably wields power in the way that it:

- Uses its communications channels

- Amplifies others' voices

- Invests in people and causes that support racial equity and are environmentally sound

Most external interviewees agreed that Deaconess uses its communications activities to amplify the positions, voices, and activities of marginalized constituencies by calling press conferences to respond to the governor's actions; spreading the news about community leaders; and highlighting community work.

The greatest disagreement across all stakeholder groups was with the following statements:

The foundation collaborates with others to address cross-cutting issues

The foundation commissions or conducts research that helps inform and shape discourse on key issues

Most interviewees agreed Deaconess has a history of collaborating with others to address cross-cutting issues. Many of the respondents have or currently do collaborate with the foundation, and agreed Deaconess has a collaborative mindset and is known in the community as wanting partnership.

However, a few flagged that there could be more collaboration and that:

⟩ There are collaboratives in which Deaconess does not participate, and it is unclear whether this is by choice due to their strategic focus or due to old-fashioned systemic issues and historic power structures within the business community and philanthropy in St. Louis

⟩ Sometimes it can feel like Deaconess does not want input from partners if they do not move fast enough to keep up with the foundation

⟩ There has been some staff turnover at the foundation and whenever that happens there is always a need to rebuild connections with partners that may have been lost

Most interviewees also weren't sure whether Deaconess was a resource for research and information to help inform and shape discourse on key issues. A couple noted that Deaconess is the expert in bringing light to specific issues, amplifying others' research, and sharing data from partners.

IN THE SPIRIT OF OUR FAITH HERITAGE,
THE MISSION OF DEACONESS FOUNDATION IS THE IMPROVED HEALTH
OF THE METROPOLITAN ST. LOUIS COMMUNITY AND ITS PEOPLE.

APPENDIX B

In considering the feedback and recommendations generated by the Power Moves Assessment, and thinking about next steps, Deaconess Foundation may look to other foundations that have changed their grantmaking philosophies, policies, and processes in an effort to move towards greater equity and shared power.

WEISSBERG FOUNDATION

The California Endowment

EMERGENT FUND

FF THE FIELD FOUNDATION OF ILLINOIS

The Ω Libra Foundation

WEISSBERG FOUNDATION

THE WEISSBERG FOUNDATION

The Weissberg Foundation envisions "a world that recognizes inequities and actively seeks to dismantle structural racism by continuously building access, opportunity, and power so that all can thrive. Through funding, amplification, capacity building, and collaboration, we advance organizations and efforts building power of those most negatively impacted by racism." After conducting the Power Moves Assessment, the foundation committed to:

- Reparative grantmaking to prioritize POC-led organizations

- "Partly-participatory" decision-making by engaging reviewers from the community in the proposal review process

- Two-way feedback with declined grant applicants to provide feedback and show appreciation

- Amplification, building capacity, and collaboration to support grantees beyond funding

THE CALIFORNIA ENDOWMENT

The California Endowment (TCE) exists to "expand access to affordable, quality health care for underserved individuals and communities and to promote fundamental improvements in the health status of all Californians." With a focus on systemic change and not individual transformation, TCE invests in "narrative change" to change the way people view health and integrate smart solutions in communities across the state to change "the rules"—laws, policies, and systems— that impede health.

TCE's Building Healthy Communities is a 10-year $1 billion-funded initiative that aims to bring health to where Californians live, learn, work, and play in 14 targeted communities across the state. The **strategic plan** focuses on improving the conditions under which young people in underserved communities can be healthy and thrive. Critical elements of this effort entail:

- Investing in grassroots power-building to shape statewide and federal policy change

- Connecting advocacy to direct service work and funding advocacy efforts, directly engaging in advocacy and strategic communications, convening and aligning investment strategy with grantmaking goals

- Funding cross-cutting issues beyond health care access such as school discipline policies, the school-to-prison pipeline, and the expansion of restorative justice policies

- Funding advocacy efforts, directly engaging in advocacy and strategic communications, convening, and aligning its investment strategy with grantmaking goals

Additionally, TCE established a President's Youth Council (PYC) of youth ambassadors from across the state who partner with the CEO to shape TCE's investments and culture. PYC members provide community perspective and insight for three-year terms to advance TCE's health equity and health justice campaigns. While serving on PYC, ambassadors participate in leadership and professional development opportunities to hone their skills and become more effective advocates for communities.

EMERGENT FUND

Established immediately following the 2016 election, Emergent Fund quickly distributes resources with no strings attached to communities under attack by federal policies and priorities – immigrants, women, Muslim and Arab-American communities, Black people, Indigenous communities, LGBTQ communities, and all people of color.

Clearly articulated funding criteria states that Emergent Fund prioritizes the following types of grantees (verbatim from website):

- Coalitions/Alliances– multi-issue, multi-constituent alliances of social change groups led by and organized in communities of color

- Mobilization– groups mobilizing people for protest and resistance

- Organizing and Advocacy – groups engaged in organizing and advocacy, including funding for public programs and services, creation of policies that protect our communities or defense against policies that harm our communities

- Healing, Inspiration, and Liberation– groups that bring people of color together for cultural and mental liberation, the individual and intra-communal level work that prepares people to resist

- Access for digital spaces and digital organizing, i.e. communication tools, or other tools to build digital resilience

Emergent Fund prioritizes Black, Indigenous, and people of color-led organizations and includes additional definition about what that means and the criteria to be considered a BIPOC-led organization. With an eye towards fewer hoops to jump through, "proposals can be ideas, collaborations, campaigns, or organizations, whether or not they are fully formed; don't worry about your notes being perfect or comprehensive." Further, "there is commitment to strategically and intentionally building the power of communities of color and a holistic, intersectional approach to justice and liberation work."

THE FIELD FOUNDATION OF ILLINOIS

The Field Foundation's work is focused on community empowerment.

"We want to clarify that we do not claim to 'empower' the 'powerless,' rather we see many of Chicago's community-based organizations as immense sources of power that need support. We envision these 'local power grids' as organizations, networks, alliances and seek to learn more about them for potential investment of our limited dollars. Community empowerment is also our personal north star. A way of asking the sector to hold us accountable for our work, and to ensure that our dollars are spent on powering specific communities."

The Field Foundation invests across four areas: art, justice, media and storytelling, and leadership investment. Within leadership investment, The Leaders for a New Chicago Awards is an example of liberated philanthropy which offers a "unique, no-strings-attached $50,000 award ($25,000 for the individual and, if eligible, $25,000 for their affiliated not-for-profit corporation)...that promotes and advances a range of leaders whose influence will inform decision making across the city of Chicago. This award recognizes leaders from existing grantee organizations (within the past three years) of the Field Foundation along with current grantees from the MacArthur Foundation's Chicago Commitment and Chicago-based Journalism & Media programs."

Angelique Power, president, has been very transparent about the foundation's racial equity journey, a journey which began over four years ago with racial justice training of the board and staff where they studied the city. They created **heat maps** and a **strategic reflection** infographic that outlines their milestones as they shifted to a new way of operating that put racial equity in the center of their work.

THE LIBRA FOUNDATION

In April 2020, <u>The Libra Foundation</u> announced the doubling of its grantmaking from $25 million in 2019 to $50 million in 2020, which "represents the Foundation's focus on the historic importance of 2020 and a deep commitment to supporting organizations led by and building power with those most impacted by systemic oppression." Many investments support organizing and "long-term power-building work" which reinforces the Foundation's guiding principle "that those who are closest to the issues understand those issues the best" and are most equipped to create solutions and effectively implement. In its first docket of 2020, the Foundation did not require an application to be considered for this funding, nor will they ask grantees to submit formal reports.