

InDEEP Connections

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InDEEP Director's Update



Since the last newsletter, InDEEP convened at Philanthropy New York, Ford Foundation, Doris Duke Charitable Foundation, and Mitsubishi Corporation Foundation for the Americas. We hosted 47 representatives from 25 foundations and funder affinity groups across 4 days. This issue will provide you with some highlights from the events and give you a preview of forthcoming opportunities.

We built upon our standing Peer Learning Exchanges and People of Color and Indigenous People Convenings, both sessions facilitated by Angela Park, and included new offerings in response to what we are learning through formal and informal assessment. The week began with an Undoing Racism training facilitated by Key Jackson and Rachael DeCruz of Race Forward. We also launched the [Embedding Equity Community of Practice \(EECoP\)](#), a cohort of five foundations - Bechtel, Energy, Joyce, McKnight, and Mertz Gilmore - each of which is engaged in change management processes. EECoP is facilitated by Sabrina Coleman and will work on institutional racial equity goals over the course of the

year. Heather McGhee and Lucy Mayo of Demos put into context how their organization shifted from being 27% people of color in 2014 to 52% today with racial equity performance measures incorporated into their programmatic and operational practices.

Michelle DePass, dean of Milano School of International Affairs, Management, and Urban Policy at the New School, facilitated the Profiles in Leadership Luncheon, an environmental justice panel comprised of leaders from [New York City Environmental Justice Alliance](#), [New Jersey Environmental Justice Alliance](#), [UPROSE](#), [Ironbound Community Corporation](#), and [WE ACT for Environmental Justice](#). Building on InDEEP's goal of brokering linkages to organizations led by people of color, this conversation provided funders in attendance an opportunity to hear firsthand how these five organizations are contributing to the climate change agenda despite being grossly underfunded. The panelists and participants were so absorbed in conversation that the session carried over an extra hour into the evening reception.

The key take-home message from our time in New York is that there is untapped mutuality and impact to be gleaned through centering racial equity as the priority across the environmental sector. Please explore this newsletter to learn more about how your peers are responding to the complexities around power, race, and money.

“
Risk has to be a portion of your
portfolio as you do this work, because
these men and women take risk
every day in doing their work.

—MICHELLE DEPASS

We hope that you will join us for our next set of professional development sessions. The Joyce Foundation will host us 22-24 May in Chicago, where we will offer a Peer Learning Exchange, an Undoing Racism training, a workshop on Equitable Evaluation, and a People of Color and Indigenous Grantmakers convening. The EECoP will also gather for its second in-person meeting.

Thank you again for your curiosities about, participation in, and support of InDEEP.

Sincerely,

KEECHA HARRIS
Director, InDEEP Initiative

We appreciate these New York area organizations for their support of our January 2018 sessions.



Professional Development and the Power of Convening

In mid-January, InDEEP hosted its third set of professional development sessions at various foundations in Manhattan. Over the course of **4 days, 47 individuals** representing **25 organizations and funder affinity groups** participated in **5 sessions**, including the launch of the **Embedding Equity Community of Practice (CoP)**. These sessions included:

- **Dismantling Racism, Bias, and Inequity in Philanthropy**
- **Embedding Equity Community of Practice: Session I**
- **Profiles in Leadership: Environmental Justice in the New York and New Jersey Region**
- **Environmental Grantmakers' Roles for Putting Communities of Color and Other Impacted Communities at the Forefront of the Environmental Field**
- **Environmental Grantmakers of Color Convening**



Keecha Harris, director, InDEEP engaging PLE participants with opening remarks.

DISMANTLING RACISM, BIAS, AND INEQUITY IN PHILANTHROPY

The first of the week's sessions was facilitated by Race Forward's Key Jackson and Rachael DeCruz. "Dismantling Racism, Bias, and Inequity in Philanthropy" contextualized how institutional racism weaves across and between systems. The session was framed to engage participants through a series

of exercises that provided common language, established an historical perspective for racial inequities, and provided practice opportunities centered on how to address structural racism and social inequities. It concluded with participants making concrete commitments for undoing racism in their work.

“For racial justice to be systemic, make sure that your interventions are add-ins, not add-ons.”

—KEY JACKSON



EMBEDDING EQUITY COMMUNITY OF PRACTICE: SESSION I

Concurrent events were held on day two of the series, including a new community of practice. The **Embedding Equity Community of Practice (EECoP)** is a cohort of five foundations that have committed to advancing their racial equity goals over the course of a year. EECOP will meet in person, participate in webinars and peer topic calls, and receive tailored technical assistance based, in part, on the results of the **Intercultural Development Inventory** assessment. This group is facilitated by Sabrina Coleman of Mahogany Coaching & Development.

On day two, participants in the EECOP explored the context for change management processes that center racial equity as a strategic leverage point. Demos shared its substantive three-year transformation to a racial



FROM LEFT TO RIGHT: Lucy Mayo and Heather McGhee of Demos share a laugh with EECOP facilitator Sabrina Coleman during a presentation on organizational transformation and racial equity.

equity-centered group and how it deepened their impacts through clear-cut performance measures, operationally and programmatically. Heather McGhee and Lucy Mayo – president and vice president for operations, respectively, of Demos – shared their organization's change management process and put into context how every part of

the organization was made more effective as a result. They put into perspective how pivotal it was to have an external consultant facilitate the process, how the organization had to take measures to balance racialized norms within the organization, how staff responded to the change process, and how the process continues to evolve.

“You need to create a real and true and authentic rationale for why this work matters. . . . If it's done for someone else or for some intellectual goal, it doesn't stick.”

—HEATHER MCGHEE

PROFILES IN LEADERSHIP: ENVIRONMENTAL JUSTICE IN THE NEW YORK AND NEW JERSEY REGION



ABOVE LEFT: Eddie Bautista, New York City Environmental Justice Alliance together with fellow panelists Laureen Boles, New Jersey Environmental Justice Alliance, Genea Foster, UPROSE and moderator Michelle DePass discuss the importance of organizing communities of color in environmental justice sector. ABOVE RIGHT: Panelists and participants discuss the role and challenges of environmental justice organizations in the New York-New Jersey region.

Also on day two, environmental justice leaders from the New York-New Jersey region assembled for a luncheon panel discussion. The “Profiles in Leadership” panel was moderated by Michelle DePass, dean of Milano School of International Affairs, Management, and Urban Policy at the New School, with facilitation by Angela Park. DePass oversaw the panel discussion and dialogue, recognizing the depth and breadth of the knowledge and expertise of environmental justice leaders in the room. Participants engaged in candid conversation and reflected on their shared bodies of work.

“ [It’s] important to institutionalize advocacy in low-income communities just as the wealthier communities do. We have a lot of social services but no advocacy. —PEGGY SHEPARD

City Environmental Justice Alliance; Laureen Boles, state director, New Jersey Environmental Justice Alliance; Genea Foster, climate justice policy and programs coordinator, UPROSE; Melissa Miles, environmental justice coordinator, Ironbound Community Corporation; and Peggy Shepard, executive director, WE ACT for Environmental Justice.

Panelists shared how they started their organizations, the difficulties associated with the subversion of environmental justice, and unique challenges facing organizations

led by people of color working in marginalized communities. Additionally, they highlighted the untapped synergies and impact to be gained through funding these organizations as a part of the broader

“ There’s a lot of work to do and not enough people doing it. We do it anyway – at little or no pay or funding most times. —LAUREEN BOLES

climate change agenda. All panelists discussed the power of organizing for communities of color, which each of them regarded as “mission critical” for a justice-based agenda. They also discussed the challenges of not having enough operating funds for fundraising efforts, the lack of staff continuity, and the limited to nonexistent funding to scale up programming.

“ Environmental justice [work] doesn’t have the luxury of just focusing on the environment. —EDDIE BAUTISTA

” The panelists included: Eddie Bautista, executive director, New York

ENVIRONMENTAL GRANTMAKERS’ ROLES FOR PUTTING COMMUNITIES OF COLOR AND OTHER IMPACTED COMMUNITIES AT THE FOREFRONT OF THE ENVIRONMENTAL FIELD

On day three, the Peer Learning Exchange presented a space to explore “Environmental Grantmakers’ Roles for Putting Communities of Color and Other Impacted Communities at the Forefront of the Environmental Field.” The session was facilitated by Angela Park. Participants gleaned panoramic

perspectives on how philanthropy and environmentalism have regarded the contributions of people of color in the movement; how the quantitative research of [Dr. Dorceta E. Taylor](#) and [Dr. Maya A. Beasley](#) concretized the realities facing the sector; and why efforts such as Building Equity and

Alignment, Green 2.0, and InDEEP each have a distinctive, synergistic role in terms of catalyzing change. The session also provided practical and applied strategies for making the case for funding, hiring, and engaging People of Color and Indigenous Communities.



ABOVE LEFT: Samantha Harvey, EDGE Funders Alliance, together with fellow panelists Ogonnaya Dotson-Newman, JPB Foundation, and Don Chen, Ford Foundation, discuss making the case for centering communities of color and impacted communities in grantmaking strategies. ABOVE RIGHT: Michelle DePass leads panelists Helen Chin, Surdna Foundation, Danielle Deane-Ryan, Nathan Cummings Foundation, and Tyler Nickerson, The Solutions Project, in a discussion of managing institutional shifts to more equitable grantmaking.

Throughout the day, panelists and participants emphasized the necessity of risk-taking in a space that may be uncomfortable and the accompanying need to stimulate innovation for the sake of larger equity goals.

“ You should not feel like you don’t have the power. You do have the power to effect change simply by leaning in to the work. —HELEN CHIN

Days two and three were capped off with networking receptions hosted at the Ford Foundation and Mitsubishi Corporation Foundation for the Americas, respectively. Providing opportunities to strengthen existing and forge new relationships is also key to InDEEP’s mission to foster many different types of professional exchanges to create many different pathways to progress.

“ It’s nice to see space and money committed to these conversations and peer learning.” —DON CHEN



PARTICIPANTS (FROM TOP TO BOTTOM): Nathan Boon, William Penn Foundation, Lissa Widoff, Switzer Foundation, and Samantha Harvey, EDGE Funders Alliance, share personal insights and experiences working in environmental justice.

ENVIRONMENTAL GRANTMAKERS OF COLOR CONVENING

Day four provided an intimate space for discussion among funders of color. Participants openly engaged in dialogue about their hopes, needs, challenges, and expectations. The purpose of this session was to reinforce institutional linkages and leverage capacities in service of a more socially just, more racially equitable sector. Most important, it served as a unique space for indigenous grantmakers and funders of color to come together, share their experiences, and reaffirm each other.



PLE and People of Color Convening facilitator, Angela Park, discussing strategies for centering communities in the environmental movement.

Perspectives from the Field

We continue to feature people sharing their commitment to socially just and racially equitable grantmaking. This issue of the newsletter highlights an example of how one funder is working to deepen climate change impacts by partnering with an environmental justice organization.



The **Mertz Gilmore Foundation's** Climate Change Solutions program aims to bring about substantial reductions in global warming pollution through sustainable policy and practice. Among the strategies for advancing this objective, Mertz Gilmore Foundation has a strategic focus on investing in new constituencies and approaches for a national climate movement by supporting initiatives that:

- Engage new constituencies, on a broad scale, in a meaningful effort to push for strong and binding national policy;
- Test new approaches to fostering leadership and motivating action, on a broad scale, to reduce global warming pollution; and
- Generate broader grassroots civic engagement and catalyze volunteer activism.

Mertz Gilmore Foundation's relationship with the **Climate Justice Alliance (CJA)** reflects the foundation's commitment to building relationships within the field and its desire to be informed by those on the ground and in the field. Trellis Stepter, Program Officer at the Mertz Gilmore Foundation, and Angela Adrar, Executive Director at CJA, speak of their relationship as an opportunity for thought partnership and collaboration

between the philanthropic and grassroots communities.

The funding relationship between the Mertz Gilmore Foundation and CJA predates both Stepter's and Adrar's tenures in their current jobs. However, the funding relationship was deepened around CJA's work with the Building Equity and Alignment for Impact (BEA) Initiative over the last year.

According to Stepter, the Mertz Gilmore Foundation is transitioning its strategy to focus on the Southeast. The foundation is doing so for two reasons. First, foundations do not typically invest in this part of the country.¹ Second, this region has a high concentration of environmental challenges, including those impacting new majority communities of African Americans and Latinos. CJA is a formidable partner as it connects grassroots groups to national networks and creates a space for peer-to-peer learning to take place around best practices.

Stepter and Adrar place high value on the thought partnership aspect of their working relationship. They are able to respect each other's respective contributions and goals as well as engage in reflective learning and strategizing. Both the Mertz Gilmore Foundation and CJA work toward elevating and amplifying the voices of frontline communities as

central players in the conservation of natural resources.

Adrar sees the need for more funders like the Mertz Gilmore Foundation, because environmental justice groups have not historically received much support from national foundations. "Through our work at the Climate Justice Alliance," Adrar

commitment to climate justice, but CJA has also been, he says, "critically important to understanding this climate justice and environmental ecosystem."

According to Adrar, one of CJA's strategic objectives is to serve as a catalyst to shift more funding to grassroots organizations by

“ We focus on shifting capital and resources to impacted communities where black and brown people live and work so, they can lead the way for local thriving economies that are regenerative. ”

” says, “we address the root causes of climate change by demanding systemic change and by centering the voices of those highly impacted by the fossil fuel industry in solutions.”

In part, Mertz Gilmore's impacts are being driven by CJA and other organizations that center connections on environmental justice as robust and impactful climate justice. CJA is a critically important node in the climate justice and environmental justice ecosystem, according to Stepter. CJA's relationships and activity on the ground not only reinforce its

intentionally pursuing, facilitating, and developing interactions between philanthropy and environmental justice organizations. She says, “we focus on shifting capital and resources to impacted communities where black and brown people live and work so, they can lead the way for local thriving economies that are regenerative.”

Adrar expresses optimism and excitement about the opportunities for general operating and multiyear support that have been explored with the Mertz Gilmore Foundation. Financial support and deepening relationships with Mertz Gilmore and other funders are integral to advancing the work of CJA. According to Adrar, these opportunities create a pathway for a relationship in which both CJA and the Mertz Gilmore Foundation can align strengths, leading to a cultural shift between the two sectors, thus creating a more holistic grantee-funder relationship that leads to success across the board.

“ We address the root causes of climate change by demanding systemic change and by centering the voices of those highly impacted by the fossil fuel industry in solutions. ”

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¹For more information, please see [As the South Grows: Fertile Soil](#), a report from the National Committee for Responsive Philanthropy (NCRP) and Grantmakers for Southern Progress (GSP).

Looking Ahead with InDEEP

UPCOMING WEBINARS

Diversifying Your Portfolio

FUNDING THROUGH THE LENS OF RACIAL EQUITY AND SOCIAL JUSTICE



The **Biodiversity Funders Group (BFG)**, **Environmental Grantmakers Association (EGA)**, the **Health & Environmental Funders Network (HEFN)**, **InDEEP**, and **Sustainable Agriculture and Food Systems Funders (SAFSF)** are continuing the webinar series "Diversifying Your Portfolio: Why and How." The next installment will feature the work of environmental health funders and the leaders of the nonprofit organizations they fund. Participants will hear from senior-level program staff about why and how the work of organizations led by people of color is crucial to impact. Both grantmakers and grantees will share why they are personally vested in the work, how their relationships were initiated, and how their missions align. They will also speak to intended impact and hurdles faced relative to the funding relationship. The content applies to all areas of funding - non-environmental health funders are encouraged to participate. Details on the dates and speakers for the webinar in this series are forthcoming.

EMBEDDING EQUITY IN STRATEGIC PLANNING: HOW TO LEVERAGE A CONSULTANT'S EXPERTISE

Tuesday, 17 April 2018 | 2:00 PM - 3:00 PM EST / 11:00 AM - 12:00 PM PST



Join the **National Network of Consultants to Grantmakers (NNCG)** and **Southeastern Council of Foundations (SECF)** for a conversation about how to embed an equity framework in strategy. This webinar will explore the ways in which consultants bring their expertise to the table to help grantmakers deepen their commitment to diversity, equity, and inclusion.

Keecha Harris, president and CEO, KHA Inc, and director, InDEEP, and Stephanie Clohesy, CEO, Clohesy Consulting, and vice chair, NNCG Steering Committee, will discuss issues such as program design and grantmaking priorities as well as the internal practices that should be in place for equity to show up as a core value throughout a grantmaking institution.

REGISTER TODAY

In the News

Missed the "Diversifying Your Portfolio" webinar on climate change? Read Mariella Puerto's blog post about it: ["In a Funding Portfolio, Diversity Drives Impact."](#) Puerto is co-director of Climate at the Barr Foundation.

Want to learn about one organization's evolving commitment? Read Michael Roberts's recent article: ["Confronting the Evidence: Addressing Racial Disparity in Environmental Grantmaking."](#) Roberts is program manager at The 11th Hour Project.

If you have not already done so, check out ["Committing to Diversity, Equity and Inclusion"](#) by Larry Kramer of The William and Flora Hewlett Foundation. His comments reflect the Foundation's partnership with KHA Inc in the development of its DEI organizational effectiveness efforts.

Learn more about the Packard Foundation's U.S. Marine Strategy, which includes a focus on inclusive and equitable solutions, by reading Heather Ludemann's blog post ["Diving Into New Waters: Strengthening the Ocean Conservation Movement."](#)

UPCOMING PEER LEARNING EXCHANGE

InDEEP is headed to Chicago! Join us for the fourth Peer Learning Exchange (PLE) in the Inclusion, Diversity, and Equity in Environmental Philanthropy (InDEEP) Initiative's professional development series will be held **22-24 May 2018**, at the Joyce Foundation.

We will be offering three days of engaging sessions highlighted below:

MAY 22

The fourth Peer Learning Exchange **Creating Transformational Impact: Integrated Environmental Grantmaking** will focus on the increasing innovation in environmental grantmaking that explicitly frames environmental issues as enmeshed in broader racial, social, economic, and community issues. A reception will follow this full-day session.

MAY 23

The full-day workshop **Dismantling Racism, Bias, and Inequity in Philanthropy** will explore key concepts and tools that are essential to racial equity practices. The second session of the **Embedding Equity Community of Practice** will be offered concurrently and is only open to current members of the EECOP.

MAY 24

The morning will focus on **Equitable Evaluation**. The role of the InDEEP initiative is to take a practical and applied approach to diversity, equity, and inclusion in environmental philanthropy. In this half-day session participants explore the ways in which their commitment to equity is reflected in their evaluation practices.

After lunch, a meeting of **People of Color and Indigenous Grantmakers** will build upon three previous convenings, in which attendees will engage in dialogue on shared challenges and experiences, and continue to build a strong network to sustain their involvement in environmental philanthropy.

REGISTER TODAY

Space is limited. If you are interested in deepening your commitment to racial and social justice as a grantmaker, please contact Sara Padilla at spadilla@khandassociates.com for registration information.

InDEEP Investors

InDEEP is supported by the generosity of seven foundations. We are grateful for their commitment to racial equity and social justice and across the sector.



Join Us!

If you have a story or progress that you wish to share in *InDEEP Connections*, please contact Michael Collins at mcollins@khandassociates.com.

We are still seeking InDEEP investors to support this body of work. To learn more about how you might get involved, please contact Keecha Harris at kharris@khandassociates.com.

We want to make sure that you and your funder peers keep abreast of our learning offerings. If you or someone you know would like to join our mailing list, please contact Sara Padilla at spadilla@khandassociates.com.

