

InDEEP Connections

1ST ANNIVERSARY ISSUE
OCTOBER 2017

InDEEP Director's Update



As we celebrate InDEEP's one-year anniversary, I am greatly appreciative of the reception and response to the intention for this body of work. Recently at Environmental Grantmakers Association (EGA), I was deeply touched by the number of people who approached me sharing their appreciation for InDEEP and intentions to participate. We have more in store, plan to continue to be responsive to your expressed needs, and intend to build upon our experience and knowledge of sectoral change processes.

InDEEP has been a work in progress for me over the past 16 years. My exposure to organizational philanthropy began when I was selected for the inaugural class of Food and Society Fellows funded by W.K. Kellogg Foundation. Subsequently, I was contracted to advise on strategy development for a variety of private and public funders. I was hurtled into a space that was familiar to me in terms of content and hauntingly reflective of many things that I had experienced as an early career professional. I was engulfed in a sea of whiteness that focused on the "big picture" with race being regarded, at times, as a persistent distraction from "how to win."

Over time, I have observed philanthropy slowly crawl toward demographic realities. Early on, I observed panelists at funder affinity group retreats be berated by participants for "talking too much about race" during plenaries. I have been asked to provide feedback and advice on how to make sure that there was at least one person of color speaking per day during events sponsored within the sector. Conversely, last week's EGA conference was validating and vindicating as it genuinely spanned a range of environmental issues. The planners included indigenous people and people of color as experts, expanding the bench of options and deepening impact. Most heartening was the reception for grantmakers of color where 52 people - 10% of EGA attendees - came together to share what they need to feel valued, heard, and supported as professionals.

Reception participants completed a survey prior to coming to EGA. What they expressed in the survey is what InDEEP strives to be with and for the sector. Grantmakers of color must have spaces to coalesce, reflect, and refresh as their presence in this work is faced with a troubling set of stressors that are undistinguished from the aforementioned concerns about "how to win." Grantmaking strategies that drive resources to organizations led by people of color and indigenous communities are an imperative. Centering the leadership of indigenous people and communities of color - globally - will bring levity and new pathways toward solution-making that is enduring. The sector sorely needs intentional places where networking, community building, and trusting partnerships can be nurtured and advanced.

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We believe that racial equity and social justice must be centered in the philanthropic response to threats to the environment. The recent rash of hurricanes, earthquakes, fires, and floods not only are quieting climate deniers. They are also putting the onus upon philanthropy to do what it does best - stage successes that can be duplicated by

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government and broader society. Moreover, these events make it abundantly clear that the active participation and leadership of people of color can no longer be regarded as in lieu of impact. This is not simply “the right thing to do.” It is the only way to get sustained effect.

This body of work builds upon the expertise, collaboration, and investments of many in the sector. InDEEP would not have been possible without the research of [Professor Dorceta Taylor](#) of the University of Michigan. She figuratively poked one thousand holes in the green ceiling. She gave credence to the [Building Equity and Alignment for Impact Initiative \(BEAI\)](#), [Green 2.0](#), and the [Green Leadership](#)

[Trust](#) and created the pathway for an initiative exclusively focused on environmental philanthropy, [InDEEP](#). Angela Park has elegantly facilitated participants in sessions toward practical goals and deeper connections with each other. Our investors have not only contributed funding. They have also broadened and deepened the conversations in their own organizations about internal change processes as well as about how the sector has to invest in changing itself. In addition, I am privileged and grateful to work with a team of professionals who have brought InDEEP to life and continue to breathe into it every day.

Thank you for taking part in our first year of professional development offerings. Read on to learn about InDEEP’s accomplishments to date, our new Embedding Equity Community of Practice (CoP) series, and upcoming opportunities to further our shared commitment to racial and social justice in environmental philanthropy.

Please reach out to me for additional details or questions about the InDEEP Initiative at kharris@khandassociates.com. I look forward to connecting with you soon!

Sincerely,

KEECHA HARRIS
Director, InDEEP Initiative

NEW FOR 2018

Introducing InDEEP’s new Community of Practice (CoP) Series EMBEDDING EQUITY IN INTERNAL POLICIES, PRACTICES, AND CULTURE

The Embedding Equity Series will engage management-level foundation professionals in a Community of Practice (CoP) focused on culture change and talent development. Participation in the CoP will be at the organizational level. Each participating foundation will commit to the involvement of two to five people serving in internal leadership roles (e.g., program directors, human resource leads, vice presidents, and/or staff with internal diversity, equity, and inclusion responsibilities and other key leaders as indicated by organizational needs).

The CoP will include a series of in-person working sessions, goal-setting exercises, webinars, and focused technical assistance. The first session will be held in New York in January 2018. There will be two additional in-person meetings and up to three webinars. The CoP will conclude in December 2018.

The Embedding Equity Series of InDEEP will tailor its content based on the input of selected applicant foundations. Interested foundations are asked to [submit an application](#) that provides information about their interests, experiences, and questions regarding racial equity and social justice.

To learn more, [register here](#) for our informational webinar on 19 October 2017 at 11:00 AM - 12:00 PM PST/ 2:00-3:00 PM EST or email Sara Padilla at spadilla@khandassociates.com.

InDEEP at a Glance

InDEEP was soft-launched at Environmental Grantmakers Association’s 2016 Fall Retreat in Jackson Hole, Wyoming. Since its inception, InDEEP has reached 90 foundations representing total assets of...

~ \$50.8 BILLION

InDEEP is made possible by the investment of foundations in varying stages of their diversity, equity, and inclusion journeys. Five foundations have invested, with new supporters slated to come aboard in Fall 2017.



Funder affinity groups have also taken part in InDEEP webinars and in-person events. They follow below:



*Partnering with InDEEP on a Fall 2017 webinar series focused on building more racially equitable and socially just portfolios.

To date, **37 foundations have taken part in InDEEP** professional development offerings. These sessions have started with the basic elements of how to get started, provided practical and actionable guidelines on how to shift toward more racially equitable funding, and created space for goal-setting and peer exchange.

InDEEP In-Person Convening Participants by Location



Among in-person event participants, 10 foundations have participated in 2 or more convenings.

InDEEP Webinar Participants by Location



To date, 21 foundations have participated in two or more webinars.

And **54 foundations and 3 funder affinity groups** participated in the InDEEP/Climate and Energy Funders Group webinar series. This series attracted over **160 individuals, with 128 participating in the three-part series.**



The generous support and involvement of InDEEP investors has attracted the participation of **224 individuals in in-person events and webinars.** The foundations that have participated in InDEEP events to date are:

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|---|--------------------------------------|---|--|
| Jenifer Altman Foundation | Doris Duke Charitable Foundation | Kresge Foundation | V. Kann Rasmussen Foundation |
| Argosy Foundation | Educational Foundation of America | Lenfest Ocean Program/ Lenfest Foundation | RE-AMP Network |
| Barr Foundation | Emerson Collective | McKnight Foundation | REI Foundation |
| S. D. Bechtel, Jr. Foundation | Energy Foundation | The John Merck Fund | Resources Legacy Fund |
| Bonwood Social Investments | Eye on the Future Fund | Mertz Gilmore Foundation | Rockefeller Brothers Fund |
| Brainerd Foundation | Fine Fund | Meyer Memorial Trust | San Diego Foundation |
| Bullitt Foundation | Fund for New Jersey | Gordon and Betty Moore Foundation | Schmidt Family Foundation |
| California Wellness Foundation | Garfield Foundation | C.S. Mott Foundation | Skoll Global Threats Fund |
| Margaret A. Cargill Philanthropies | Global Greengrants Fund | New England Grassroots Environment Fund | Surdna Foundation |
| Carolyn Foundation | Growald Family Fund | New Venture Fund | Sustainable Agriculture & Food Systems Funders |
| ClimateWorks Foundation | George Gund Foundation | Laird Norton Family Foundation | Turner Foundation |
| Common Sense Fund | Heising-Simons Foundation | NW Fund for the Environment | United Way of Rhode Island |
| Community Foundation for Southwest Michigan | William and Flora Hewlett Foundation | Ocean Foundation | Walton Family Foundation |
| Compton Foundation | HRK Foundation | Overbrook Foundation | Wege Foundation |
| Conservation Lands Foundation | International Community Foundation | David and Lucile Packard Foundation | Wilburforce Foundation |
| CS Fund and Warsh Mott Legacy | Jim Joseph Foundation | Park Foundation | Windward Fund |
| David Rockefeller Fund | Joyce Foundation | Partners for a New Economy | Winslow Foundation |
| Devonshire Foundation | Julian Grace Foundation | Patagonia | Youth Outside |
| Gaylord & Dorothy Donnelley Foundation | Kelley Family Foundation | Pisces Foundation | ZOOM Foundation |
| | W.K. Kellogg Foundation | | |

InDEEP Spotlight – Angela Park



ANGELA PARK's extensive career reflects her dedication to social justice in the environmental sector. Her experience as an organizational development coach, organizer, researcher, writer, and policy analyst informs her work supporting the InDEEP initiative and other nonprofits, foundations, and cross-sector networks.

As a consultant, Angela helps mission-driven organizations embed justice throughout their work. She supports organizations as they clarify their explicit priorities, goals, and strategies for transforming their vision into tangible actions that have organizational, sector-wide, and societal impacts. This includes moving behind opaque intentions that paying attention to equity is simply “the right thing to do.”

“A basic problem is many organizations haven’t been clear about what they’re trying to accomplish – starting with the language they use to frame justice-focused work – and the rationale for it. If talking in undefined acronyms like ‘DEI’ is not ideal, what are the specific words and definitions we’re

choosing to frame this work? And to transform organizations, a clear mission-driven case for change is the foundation for sustained progress. How will ensuring equity is a thread throughout our work and internal practices and culture make us better able to live our values and achieve our mission? Why do we need to better represent the constituencies we serve? Why will being more welcoming and inclusive help us?”

More broadly, across the field, Angela believes leaders and organizations – especially those that have traditionally had the most power – have to understand the rationale for our movement.

“I could argue that we’re not winning and that our losses are connected to long-term, systemic issues related to representation, engagement, constituency, and power-building. The environmental field has a strong bias toward scientific and legal approaches to solving environmental problems. Is that working? What if

we centered organizing, grassroots leadership, more effective messengers and communications, and broader, more relevant and resonant ways of framing environmental issues – all grounded in our commitment to justice and equity? How much better would we be living our values and winning the big fights?”

The role of philanthropy is critical to progress within organizations and across the field.

“The philanthropic community, based on its power and influence, has

the responsibility to step up and lead, to be ahead of grantees, not lagging behind. Many foundations have added language on justice and equity into their mission and vision statements and strategic plans, but that hasn’t always played out in fully clarifying and embedding those principles in internal policies, practices, culture, and grantmaking. InDEEP is about shining the light on those who are leading in this work so we can catalyze environmental grantmakers’ impact.”

“The reason to change what we’ve always done is that what we are doing isn’t working. We are losing on the environment because we do our work in such a narrow way. We don’t bring a truly broad constituency to the table and don’t wield the kind of political power we should – in part, because of who we have engaged, how we have framed our issues, and how our political constituency has been defined by ourselves and others. Until we realize that we have to change in order to win and that part of why we are losing is because of this set of issues, we’re not going to do anything differently. Most importantly, are we living our values? Can we create a just, sustainable world without acting with equity in mind in everything we do?”

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The InDEEP initiative greatly appreciates Angela’s guidance and commitment to engaging environmental funders from across the country in an open and meaningful dialogue about these issues and looks forward to future InDEEP-hosted conversations.

Dion Cartwright, of the Funders Network for Smart Growth and Livable Communities, and Joanna Lehrmann, Program Associate for the 11th Hour Project's Ecological Agriculture Program, participate in the first Peer Learning Exchange of 2017.



InDEEP Year One in Pictures



Attendees of the Indigenous Peoples and People of Color Funder Gathering at EGA's 2017 Fall Retreat.

RIGHT: Lisa Myers and Lisa Pike-Sheehy, both of Patagonia, listen to Shamar Bibbins of Kresge Foundation at Hewlett Foundation.



FAR RIGHT: Michael Roberts, of 11th Hour Project, shares his organization's journey during a breakout discussion.



ABOVE: EGA DEI Institute presenters – Laura Rodriguez of Youth Outside, Marisa Aurora Quiroz of International Community Foundation, Queta González of the Center for Diversity and the Environment, Bina Patel of Saathi Impact, and Keecha Harris of InDEEP – enjoy a hike before the session at the EGA 2017 Fall Retreat.



ABOVE: Rashad Morris of Bullitt Foundation, Jose Carmona of Energy Foundation, and Haile Johnston of The Common Market talk together on the patio at Kresge Foundation during a break at the Peer Learning Exchange.



LEFT: Ed Miller of Joyce Foundation, Lois DeBacker of Kresge Foundation, and Aimee Witteman of McKnight Foundation talk together at the Kresge Foundation.

Looking Ahead with InDEEP

UPCOMING WEBINAR SERIES

Join us for the *Diversifying Your Portfolio: Funding Through the Lens of Racial Equity and Social Justice* webinar series. We will feature leaders from organizations led by people of color and the program officers from their funding organizations. Together, they will put their funding relationship into context. This webinar series is jointly sponsored by:



Register today for the Marine Conservation Webinar to be held on **16 October 2017 11:00 AM-12:15 PM PT / 2:00-3:15 PM ET**. The webinar will feature marine conservation funders and leaders of 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-marine conservation funders are encouraged to participate.

Please email [Adam Harms](#) of EGA for information about the October 16 webinar or [Ellie Lanphier](#) of CGBD for more details about the series.

FUTURE WEBINARS IN THIS SERIES

- Climate Change and Environmental Justice**
13 November 2017
11:00 AM – 12:30 PM PT /
2:00 – 3:30 PM ET
- Sustainable Food Systems**
TBD December 2017
- Environmental Health**
TBD January 2017

UPCOMING PEER LEARNING EXCHANGE

Save the Date! The third Peer Learning Exchange (PLE) in the Inclusion, Diversity, and Equity in Environmental Philanthropy (InDEEP) Initiative’s professional development series will be held January 22-25, 2018, at multiple foundations in New York City! 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. Registration details are forthcoming.

JOIN THE CONVERSATION

As part of its field assessment activities, InDEEP continues to conduct interviews of environmental grantmakers. Data generated from phone interviews with staff from foundations and funding partners are being used to: assess experiences, perspectives, and challenges of DEI practices; identify core trends and themes at the individual, organizational, and sectoral levels; inform content for and approaches to future InDEEP offerings; and serve as a baseline for tailored technical assistance for investing organizations.

We want to learn from more people in the field. There are no requirements in terms of years of experience nor in terms of expertise in diversity, equity, and inclusion. Interviews last for about 75 minutes. If you are interested in sharing your perspective, please contact Michael Collins at mcollins@khandassociates.com.

Join Us!

Do you have a story or progress that you wish to share in InDEEP News? Please contact Michael Collins at mcollins@khandassociates.com.

We are still seeking InDEEP investors to support this body of work. To learn more, 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.

INDEEP IS MADE POSSIBLE BY THE SUPPORT AND INVOLVEMENT OF:

