



# WHERE ARE YOU ON THIS DIMENSION OF POWER? WHERE WOULD YOU LIKE TO BE?

## AT THE BEGINNING OF BUILDING POWER

- Board nor staff reflect communities served.
- Has no stated equity commitment in grantmaking.
- Grants are for general community benefit.
- Grants address short-term alleviation of problems.
- Strategies do not consider ways to shift or build community power.
- Grantmaking programs are siloed.
- Grant agreements forbid advocacy.
- Few or no grants support power building activities such as organizing and civic engagement.
- Does not assess internal operations and processes with equity lens.
- Does not consider accessibility for people with disabilities.

## JOURNEY AHEAD



Board and staff reflect commitment to diversity and inclusion.

Grantmaking has explicit equity and systems change goals for specific communities.

Internal decision-making prioritizes lived experience and equity goals.

Grant processes are responsive to social movements and urgent needs.

EQUITY  
THIS WAY!

People of all abilities can access grant programs equally.

Evaluation and data systems support equity goals.

Creatively funds and builds bridges across issue silos and constituencies.	Grant agreements support advocacy.
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Significantly funds civic engagement, community organizing and advocacy.