

Responsive Philanthropy

2021 NCRP IMPACT AWARDS

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In their words: Celebrating philanthropy's best models today

by Jeanné Lewis

This year's NCRP Impact Awards, held on Wednesday, Oct. 27 at the 2021 Unity Summit, was a joyous celebration of the best that philanthropy has to offer.

That our celebration occurred in the middle of our CHANGE Philanthropy's UNITY Summit is no accident. What I value the most about the CHANGE partners, and the larger community

that often attends the annual event, is that we are vigilant about reminding ourselves to be holistic in our work in the philanthropic sector.

Constantly striving for more and better ways to bring our whole hearts, minds and spirits to this work helps inspire others to lead with a passion for empowering and supporting the communities that have nurtured us and made us whole. This countercultural work is challenging, but the Unity Summit reminds us that we are not in it alone – that there is a whole community of people who share our values and walk with us, even though we may not know one another.

What we didn't know when we first

planned our 2021 Impact Awards, however, was the role that our initial location of Minneapolis would play. Not only has the city served as the epicenter of an ongoing national conversation around race and police violence, but it is also the site of the ongoing examination of some of the worst of foundation trustee behavior in the Otto Bremer Trust trial.

The stark contrast between the Otto Bremer trustees and our four Impact Award honorees couldn't be clearer. While the Otto Bremer trustees are accused of using their position to enrich themselves, our Impact Award winners are using their power to support movement and grassroots leaders that serve us all. *(continued on page 11)*



challenging grantmakers
to strengthen communities

A message from the President and CEO



Dear reader,

The last issue of “Responsive Philanthropy” celebrated NCRP’s 45 years and asked what philanthropy should look like in the next 45. This issue celebrates philanthropy now and looks at what this sector is doing to build the future that we want. It’s actually something we like to do every two years at NCRP’s Impact Awards.

For many, this year’s virtual Impact Awards takes place in a world significantly changed from the world in which our last one in Seattle was held. However, grassroots movement groups have been ready for this moment for decades. They’ve shed light on needed systemic changes and work daily on the courageous work of transforming society regardless of the media spotlight.

The 2021 Impact Awards celebrated those funders who stepped up in important and innovative ways to support these movements. These issues featured in the speeches they delivered when accepting their awards. They are leading with courage and helping show how philanthropy can play a truly meaningful role in building a more fair and just society. Their focus on amplifying communities and deep roots in movement are a glimpse of what the philanthropy of the future can look like, right now.

I was blown away by their work, and I am sure you will be too. Congratulations again to California Wellness Foundation, Nellie Mae Education Foundation, Third Wave Fund and Four Freedoms Fund.

Rounding out the issue, our Senior Associate for Movement Research Stephanie Peng argues that the right kind of data fuels movements and challenges funders to find it. We also take a step inward as NCRP’s former Evaluation Director Lisa Raghelli shares our progress at the midpoint of a decade-long strategic campaign to push grantmakers to wield and share their power more effectively. Changing the world often begins at home, and I am proud that we continue to not just push the sector to do better, but also ourselves.

As I mentioned in my closing remarks at the Impact Awards, to build a fairer and more just world, leaders of philanthropies must have the courage to drive change and make their organizations better. My hope is that this and every issue of RP provides readers the inspiration to be that courageous changemaker in their institution.

You know what needs to be done.

You can make it happen.

Everyone at NCRP will have your back while you push for what’s right.

Best regards,

A handwritten signature in green ink, appearing to be 'AD', written over a light green circular graphic element.

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President and CEO

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Three lessons 2020 taught us about the state of philanthropic data

By Stephanie Peng

Hardly a day goes by that I don't read the words "impact," "evaluation metrics" or "return on investment" in one of the many reports and white papers that inundate the sector – and with good reason. Data can help us understand how funding is flowing to the most urgent social movements of our time and give us insights on how to fund movements in the long-term.

A significant portion of my time in the last few years has been devoted to understanding how the sector's current philanthropy data infrastructure measures – or more often doesn't measure – movement support, and how NCRP can help change that.

And while every movement has its own set of qualitative and quantitative collection and analysis challenges, one thing is certain. If foundations are going

to continue to center movement organizations and leaders in their grantmaking, they must delve deeper – and more equitably – into what many think is the boring side of data.

DATA AS A BRIDGE TO CHANGE

Philanthropy's growing interest in movements comes amidst an unprecedented public health crisis, last year's uprisings following the murders of George Floyd, Breonna Taylor, and so many more Black lives, and a recent coup attempt. But as we can see in the recent NCRP/Candid analysis of their COVID giving data, data on philanthropic support for social movements can be challenging to come by.

The sector doesn't have much experience – at scale anyway – in measuring support for intersectional movements. For example, the reproductive justice movement crosses issue area, population and strategy in ways that our current grants classification systems aren't designed to handle. Support for social movements also moves in indirect ways – a grant could be distributed amongst a coalition via an intermediary or funding for a national community organizing umbrella organization can supply financial or capacity support to chapters around the country.

NCRP has spent a good portion of its 45 year history trying to get better at providing non-profit and foundation members and allies with the data in-



Stephanie Peng

sights they need to hold philanthropy accountable. In service of that mission, NCRP released “Won’t You Be My Neighbor?” an interactive data dashboard that shows how local foundations were supporting their immigrant communities and organizations dedicated to advancing the immigrant rights movement.

The 2020 dashboard includes visualizations of local-to-local funding for all 50 states, with 4 different metrics of funding. The data included over 20,000 data points, all packaged into one fancy dashboard that allowed you to view a big picture national view, then zoom in to a specific state’s data. In short, it was a data lover’s dream.

It was the first time that NCRP released such an extensive, community-requested dataset in an interactive digital format. We created the tool after our initial release of “The State of Foundation Funding,” which provided a broader national look at funding for the pro-immigrant and pro-refugee movement. When we heard feedback from organizations and foundations that localized data would be more helpful in finding gaps in funding, we created a tool that would be easy to use and could also show an accurate picture of funding for local immigrant communities.

In doing this kind of deep data dive, we came away with three key takeaways, not just for our own future efforts, but for any foundations looking to use data to inform strategies to fund movements:

FIRST: WE NEED TO RE-BUILD OUR DATA INFRASTRUCTURE WITH MOVEMENTS IN MIND.

Movements like racial justice, migrant justice, reproductive justice and others evolve quickly to meet constantly emerging threats, and they are inherently intersectional, encompassing multiple identities, strategies and issues. Foundation grantmaking, and the systems used to track those grants, are not.

Our colleagues at Candid can attest to the challenge of tracking charitable dollars down to the grassroots in a complicated ecosystem of funders, recipients and pass-throughs – often of varied legal status – that usually comprise a social movement. Candid’s work is made even harder because most foundations don’t even directly provide Candid with this data. Candid instead has to rely on getting it circuitously via public disclosure 1 to 3 years after the grant has been made.

In fact, neither Candid’s Philanthropy Classification System nor GivingUSA’s philanthropy taxonomy – both of which were understandably influenced by the IRS’s National Taxonomy of (tax-) Exempt Entities (NTEE)– were ever designed to describe complicated, modern social movements.

While some foundations’ grantmaking are starting to center the priorities and needs of movement organizations, the systems to track the funding to go to these organizations still overwhelmingly reflect the generally siloed and rigid structures of foundation strategies that are often divided by populations, strategies and issues. The structure of grantmaking data does not reflect the funding explicitly for organizations led by communities most impacted (i.e. Black-led organizations) or the intersectionality of populations and issues of movements. By the time the data is publicly available, it is often 2 or more years behind.

More foundations are starting to realize the importance of funding organizations led by BIPOC – who are often the ones most impacted by inequitable structures and policies – instead of funding large white-led organizations. However, it is still not possible to track grants specifically for BIPOC-led organizations.

Foundation grantmaking data also cannot track the intersecting populations that grants are designated for. The pro-immigrant and pro-refugee

movement includes Black LGBTQ immigrants, and we can track funding for Black people, LGBTQ people and immigrants, but not all 3 identities together. When philanthropy relies on data that only captures one part of a movement instead of the whole spectrum, it will only fund part of a movement.

Detailed and timely grantmaking data should not be an afterthought. We know anecdotally how communities are constantly threatened and that funding for movements generally needs to increase, but old data capture realities from a different time – like when federal funding for refugee resettlement or federal funding for health services, was still available. Our most recent and complete year of funding data is 2017, which means it misses 3 years of communities defending themselves against racism and harmful policies by the Trump administration as well as 3 years of increased foundation funding to those communities.

Foundations need to ensure their grantmaking data is public, up-to-date, and accurately reflects the populations and communities at the center of movements and the whole spectrum of issues involved in a movement. Accurate, timely and public data on grantmaking designed with movements in mind will not only help inform foundation strategy, but it will also help grassroots organizations hold foundations accountable to their commitments. Current data that is also coded for the specific issues and populations it is intended for increases transparency and accountability in the sector and helps communities advocate for better funding and resources to help their communities thrive.

Yes, longer-term work and investment is needed to ensure that the sector’s data infrastructure can accurately track grantmaking on a large scale in real-time. In the meantime, it is each foundation’s responsibility to ensure its data is up-to-date with grant descriptions that specify details about

specific beneficiary populations, issues and strategies.

SECOND: NUMBERS CAN ONLY TELL 1 PART OF THE STORY.

In our research, our data showed that many states had no immigrant deportations. Upon first glance, a funder might think “Great news! That state must care about immigrants. We don’t need to fund in that state.”

In reality, a state likely shows 0 deportations because residents of that state were processed and then deported from another state. The data source we used only included deportations that occurred in a given state, and not where individuals may have been transferred from. This method of tracking data was flawed from the beginning as so much of immigration enforcement process, from processing to detention centers to legal cases to the actual deportation of an individual, takes place in several states.

After our dashboard launched, we received feedback from organizers in multiple states telling us that our data did not capture the realities of the threats that communities face. This feedback made complete sense. How could the stress and trauma of seeing a beloved family member, friend or community member transferred through detention centers and court systems and finally deported be summed up as 0 deportations for a state?

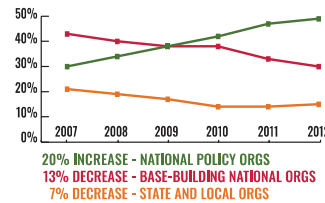
A similar challenge surface last summer when NCRP published “Black Funding Denied,” an analysis of explicit community foundation grantmaking to Black communities. The brief report was created in response to the recent uprisings for Black lives as well as calls from NCRP nonprofit members and movement allies for philanthropy to support Black communities.

The response from the majority of foundations was to question our methodology. In defining our scope, we only included grants that were *explicitly* designated for Black communities instead

LEARNING FROM THE PAST

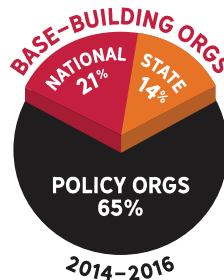
THE MOVEMENT IS UNDER-RESOURCED

IMMIGRANT RIGHTS FUNDING FLOW INCREASES & DECREASES (2007-2012)

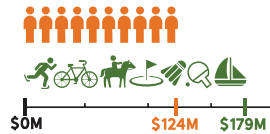


20% INCREASE - NATIONAL POLICY ORGS
13% DECREASE - BASE-BUILDING NATIONAL ORGS
7% DECREASE - STATE AND LOCAL ORGS

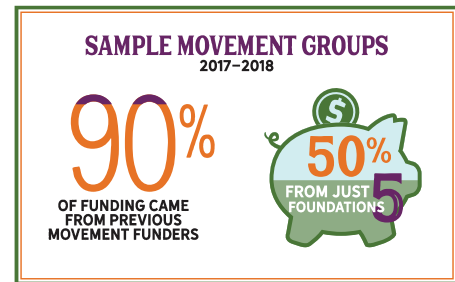
FUNDING FROM 1000 LARGEST FOUNDATIONS



2016 FUNDING BY U.S. FOUNDATIONS IMMIGRANTS vs. LEISURE SPORTS



POOL OF FUNDERS IS SMALL



FUNDING IS NOT RESPONSIVE TO THE THREAT

SAMPLE POLITICAL CHANNELS IN 2017

VIEWES OF EXPLICITLY ANTI-IMMIGRANT CHANNELS GREW 2X FASTER THAN OTHER POLITICAL CHANNELS



DOLLARS OF FUNDING (PER IMMIGRANT)

CALIFORNIA NEW YORK ILLINOIS
SOUTH EAST
SOUTH WEST
FLORIDA



IMMIGRANTS DEPORTED (PER LOCATION)



of grants that included Black communities as one of many intended beneficiaries, such as a grant to an art museum or food bank, which could have multiple intended beneficiaries.

While this definition was – and still is – a key metric in ensuring long-term equitable foundation support for Black and other communities, the question still brings up the overall challenges of how to accurately track *all* the philanthropic funding to specific communities, knowing that funding might flow through indirect channels. With many grantmakers leaving their grant descriptions blank, and Candid’s own coding of data using its Philanthropy Classification System to fill in the blanks, details about grantmakers’ intents behind each grant are bound to be lost in translation, ultimately leaving us with an incomplete picture of the full grantmaking data.

Numbers may not necessarily lie, but they can only tell part of the story. We encourage movement organizations to share their experiences that provide further nuance to the numbers that we publish. Any foundation that wants to use data to inform its strategy to fund movements should look beyond the numbers and listen to the experiences and strategies proposed by movement organizations and communities. They are the experts on the issues and solutions in their communities, and letting them explain how closely publicly available data reflects their experiences – as well as amplifying their voices and experiences – is much more powerful than just publishing numbers.

When making funding decisions, foundations should not rely only on statistics and numbers. In addition to the structural challenges described above, there is always more to the story than just numbers. Use the data as a starting point or a point of context – but listen to what communities have been saying for years. Listen to their experiences, and follow their lead.

THIRD: IF YOU BUILD IT, THEY WILL COME.

Perhaps the most valuable takeaway from spending over 1 year on a project that is “unsexy” and mundane in the eyes of many funders is that if we invest the time and resources to build a tool that empowers communities to advocate for more funding and points out gaps in funding that could inform foundation strategies, everyone will use it.

Since we released our dashboard, we have worked with organizations in several states to start conversations with their local foundations to increase funding for their work. Foundations also have responded and appreciated the opportunity to fill the gaps in the funding that we highlight. Of course, that’s only for foundations seeking to address funding gaps and fund the strategies that the movement has indicated it needs, rather than the strategies the foundation wants to fund. Others, unwilling to hold themselves accountable to their grantmaking, defend their actions. Either way, foundations and nonprofits have indicated that they are interested in and ready to take action using the data we’ve published.

With “Black Funding Denied,” we received a huge response from the philanthropic sector – largely positive from nonprofits, along with some backlash from foundations. Nonprofits saw the data as a tool to hold foundations accountable to their commitments and press for more funding, while initial foundation responses ranged from being privately appreciative of the accountability to outright public denial of their lack of funding for Black communities by attempting to discredit the data in the report. However, even among critics in the sector, there was an acknowledgement that despite the supposedly “flawed structure” of the data, substantial increases of grantmaking to Black communities are necessary.

IMPROVING DATA IS ONLY THE BEGINNING.

There are more than enough quantitative and qualitative reports on how movements have been underfunded for decades. We also know that communities on the frontlines of these movements know best how additional funding and resources can help build power toward a more equitable future. Data can be an important tool to get us the better world we are all striving to make by having it as an active tool that movements can use to hold foundations accountable to their commitments to equity and justice.

But the responsibility of leadership does not rest on movements alone. It is time for foundations to pay attention to more than just the fancy and aesthetically pleasing “after” of the research process and time to examine the nuts and bolts of its data. They need to reconsider how their own data methods are structured if they are going to use it to make informed decisions about funding communities on the frontlines of social movements.

Publishing accurate and up-to-date data is only the beginning. Foundations should also invest in long-term data infrastructure by funding research and improving methods of data collection. The return on investment of data that can capture the totality of resources that are and are not flowing to movements creates better insights that lead to better funding decisions and more resources for movements.

At the end of the day, investing in the communities most impacted by structural barriers provides them – and all of us – the resources and power to succeed and thrive. ■

Stephanie Peng is NCRP’s Senior Associate for Movement Research.

Learning – and change - begins at home

By Elbert Garcia with Lisa Ranghelli

Former NCRP Director of Evaluation Lisa Ranghelli on what philanthropy can learn from NCRP's largest self-evaluation project to date.

In the fall of 2016, we at NCRP began implementing a 10-year strategic framework that re-focused the organization's efforts in helping philanthropy actively co-create a just and equitable world where all communities get the resources they need to thrive. We wanted to more intentionally connect with and funnel support to movements that are important drivers of national progress and social change. Additionally, we expanded our scope to increase the effectiveness and impact of high-net-worth donors who do not give through foundations all while continuing to play our historical role as philanthropy's watchdog and critical friend.

For 45 years, NCRP has worked with foundations, nonprofits, social justice movements and other leaders to ensure that the sector is transparent with – and accountable to – those with the least wealth, power and opportunity in American society. We do this, in part, by producing the kind of quality, action-oriented research that the sector can trust and use to analyze important trends, critique practices that don't measure up and praise those modeling efforts that equitably build, wield and share power.

We also do this by being transparent about turning that lens inward and trying to publicly learn from the same practices and challenges that face our colleagues.

So, midway through our 10-year framework, we sit down with former NCRP Senior Director of Evaluation



Lisa Ranghelli

Lisa Ranghelli who spent much of 2021 looking all that we have tried to accomplish in the last 5 years. We are still processing the lessons, but present these initial thoughts as a way of modeling the kind of public transparency we hope becomes standard in our sector.

Elbert Garcia: Why did NCRP undertake a large-scale evaluation at this point in time?

Lisa Ranghelli: We knew we were going to want to reflect on our progress and make course corrections along the way. In turn, we augmented our internal evaluation and learning capacity by creating tools and processes to collect data and reflect on progress on an annual basis. We also set our sights on doing a more significant evaluation halfway through our decade-long strategic framework in case any major adjustments were needed.

This year was also our 45th anniversary, so it was a great opportunity to reflect on our impact at this milestone.

EG: What were you hoping to learn?

LR: The midpoint review goals were:

- **Understand internally how we got here:** We wanted to get our staff and board all on the same page about what we've done over the last 5 years and the pivots we've made.
- **Understand externally how we've shown up:** We sought to gain confidential feedback on our impact, strategies and partnership from our primary constituents (i.e., nonprofit members and movement allies, funders and donors, and philanthropic allies).
- **Understand what we've accomplished so far:** We wanted to aggregate multiyear quantitative and qualitative data to gauge progress on our primary objective – influencing grantmakers to shift funding and practice in ways that support social movements and advance intersectional racial equity.

The timing was auspicious because one of NCRP's key supporters, the Hewlett Foundation, decided to repeat a 2017 field scan in 2020 that included a survey of foundations about their uptake of new ideas and the quality and utility of content provided by philanthropy-serving organizations (PSOs). As a

NCRP's niche in the sector. Folks most appreciated that NCRP has been both proactive and responsive in programming and content, uses both the carrot (such as the Impact Awards) and the stick (such as "Black Funding Denied") to motivate funders, and centers social movements and their needs in philanthropic engagement. It seems that all these roles come together to make NCRP a valued leader in philanthropy, as one PSO interviewee described:

"For me it's a combination of NCRP's thought leadership and research that are pushing the envelope and agenda, then complementing that with tools and resources. Not just igniting a conversation, but by having Power Moves to back that up, having the immigrant interactive website with numbers and work you can do, is really key. You're not just calling out, but calling into action."

If anything, our allies want us to partner with them more and bring them into our projects earlier, rather than when we are ready to launch a new report or tool. They want us to convene funders more often and provide more one-on-one and peer coaching opportunities. Given NCRP's commitment to holding an accountability stance with grantmakers, it behooves us to be explicit and transparent about what we do see as our role and to manage expectations of our sector partners.

EG: What challenges remain for the organization – you know, areas where we might have fallen short of expectations or are in need of improvement?

LR: We learned that our strongest influence is with funders who are already well on the road to social justice and racial equity. We've been much less effective at reaching funders who invest in under-resourced communities, but have not really explored equitable systems change yet. And though we've set an intention to engage foundation de-

cision-makers more, we haven't made inroads in reaching trustees.

NCRP has also fallen short in building effective programming to sway the giving from high net worth individuals, nor have we communicated clearly what that strategy entails and which donors we are trying to influence. Our comprehensive review of the last 5 years showed that the level of ambition we brought to fully implementing all the priorities in the strategic framework was beyond our capacity at that time. This effort to reach major donors was a casualty of that. We also realized we couldn't focus on a dozen social movements at once and pivoted to one or two at a time. The last several years have been a process of reprioritizing, narrowing focus areas, and expanding budget and staffing to better position us to meet all our goals.

Another area of critical feedback was around how we've used publicly available foundation grants data to show the dramatic shortfall in sector giving designated for specific marginalized communities (immigrants and Black people). We learned that the confusion and blowback around the sources and quality of that data undermined our credibility and made it hard for funder and PSO allies to amplify those messages. This creates a greater urgency for us to seek better data through existing or alternative methods and better educate our audiences about the grants categories we use and why.

Finally, we discovered that many of our allies don't know about the totality of NCRP's work, resulting in missed opportunities to engage our networks across project silos. Although we have made strides in making our content a lot more accessible and "digestible," stakeholders had great suggestions for how we can continue to improve. We also gained insights on the accessibility, practicality and rigor of our content from the Hewlett Foundation scan.

EG: What was most surprising or stuck with you?

LR: Because I wore two hats at NCRP – internal learning and evaluation guru and "Power Moves" author and team member – I was in the position of both collecting data and feeling the impact of it at a personal level. Of course, I hope that makes me more compassionate in sharing evaluation results with my peers at NCRP. However, it was also a source of competing emotions. It was both gratifying and hard to see evaluative information about "Power Moves," a program dear to my heart.

On one hand, it was nice to see that the guide has been helpful for many funders and still has visibility and resonance in the sector after 3 years – if anything, it's in greater demand now. On the other hand, I gained humility in hearing critical feedback about "Power Moves." While I've known for a while that it can be a challenging tool to implement for funders with limited time and capacity, we got critical feedback from several consultants that was eye-opening.

It made me realize that despite the equity goals and values of the guide and the diversity of those who gave input and helped write it, it is very much a product of our white supremacy culture and perhaps speaks best to a white funder audience. While consultants want to use it with funders, several who were interviewed found the guide and/or the project challenging to work with, and we have not done a good enough job of trying to partner with them to use it, even though we held a year-long consultant cohort for this purpose after launch.

That's a missed opportunity, given that philanthropic equity consultants are uniquely positioned to influence practice, and they are often invited into the funder board rooms that are hard for PSOs to reach. And personally, it's an opportunity for me to reflect on how I still center whiteness in my work, despite my values and intentions.

EG: What's changed in the last 5 years and how is that reflected in this evaluation?

LR: Shortly after NCRP began implementing its 10-year strategy, Trump was elected president, causing many philanthropic leaders to step up to defend communities of color, our democracy and so much more. NCRP's goal to drive more foundation and donor resources to social movements became all the more urgent, and our initial focus on immigrant and refugee rights organizing was in part a response to the government's harmful new xenophobic policies.

Then, the pandemic and racial justice uprisings made it hard for foundation leaders to ignore the legacy of white supremacy ideologies that manifested in these twin crises, and they saw the further unleashing of grassroots power at the local level. Funders were

being forced to grapple with questions of power as they watched the corruption of it at the federal level.

I think this midpoint review showed that NCRP's programs and tools were flexible, adaptable, and able to help funders and donors meet these moments. Simultaneously, we have been deepening our commitment and sense of accountability to our nonprofit members and other movement groups. This has affected how we approach our work. For example, "Black Funding Denied" grew directly out of conversations with our Black-led nonprofit members.

The evaluation – and continuing efforts to actively reflect on its practices – provides us with useful information and feedback about how we continue to navigate this stronger accountability stance toward funders with integrity.

EG: Indeed, we are still processing that evaluation and internally discussing how to build on the lessons we have learned in the next 5 years. Thank you so much, not only for carrying out this evaluation of our past work, but for all that you have done at NCRP since 2008. You will be missed, even though we know you are only a phone call – or email – away. ■

Lisa Ranghelli was NCRP's senior director of evaluation and learning until August 2021. After 13 wonderful years with the organization, she left to pursue a local opportunity with the Public Health Institute of Western Massachusetts. There, she provides inclusive research, evaluation services and capacity building for community-based organizations and institutions working on health equity initiatives.

New and Renewing Members and Supporters

Allegany Franciscan Ministries

American Jewish World Service

Annie E. Casey Foundation

Arca Foundation

Black Students of California United

Blandin Foundation

Blue Shield of California Foundation

Borealis Philanthropy

Charles and Lynn Schusterman
Family Philanthropies

Civil Rights Corps

Colorado Health Foundation

Colorado Trust

Community Foundation of Tompkins
County

Cricket Island Foundation

East Bay Community Foundation

From Now On Fund

Greater Washington Community
Foundation

Green 2.0

Greene Scholars

Greenpeace

Group Health Foundation

if, A Foundation for Radical Possibility
(formerly Consumer Health Foundation)

Jessie Smith Noyes Foundation

Kansas Health Foundation

Kataly Foundation

Latino Community Fund Georgia

Latino Community Fund of Washington
State

Liberty Hill Foundation

Lumina Foundation

Mertz Gilmore Foundation

Minneapolis Foundation

Ms. Foundation for Women

National Education Association (NEA)

New Visions Foundation

Parents, Families, and Friends of Lesbians
and Gays of the Metropolitan
Washington DC Area (PFLAG)

Proteus Fund

Rachel's Network

Richmond Memorial Health Foundation

Robert Sterling Clark Foundation

Rockefeller Foundation

RRF Foundation for Aging

Ruth Mott Foundation

Solidaire Network

St. David's Foundation

Stewart R. Mott Foundation

Stupski Foundation

T. Rowe Price Foundation

Needmor Fund

United Way of Greater Los Angeles

Voqal

Walton Family Foundation

Weissberg Foundation

William Caspar Graustein Memorial Fund

William Penn Foundation

Woods Fund of Chicago

In reading their speeches, we hope that you come away with a deep appreciation of the intersectional nature of all movement work and are inspired by the possibility of change that their current work models. Let's holistically act from a place of love and abundance, not fear and scarcity, so that we can redefine what health, safety and success means for generations to come.

Of course, all of this wouldn't be happening without the efforts of frontline leaders and groups. Impact Awards performer and Season 4 winner of *The Voice* Chris Blue's rendition of "Rose Petals" was an appropriate tribute that reminded us that although the last few years have been painful and full of grief, there are so many who have stood and fought for liberation. There are so many groups who have gone unheard and unrecognized until now, yet for years, they have been building relationships among our most marginalized siblings in order to be ready for this moment.

We as a human race have suffered much loss over the last few years, but frontline groups who have been working for decades to bring systemic change were ready for this time, this forced collective pause. In this space, grassroots leaders realize that THIS is the moment when great transformation can happen.

Let's build on their work and the work of all of our Impact Award winners. Their dedication and radical collaboration challenge us all to do better – for our grantees, colleagues and communities. ■

Jeanné Lewis is NCRP's VP and Chief Engagement Officer.



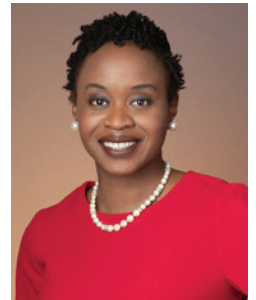
NELLIE MAE EDUCATION FOUNDATION

"Changing Course" Impact Award for Incorporating Feedback.

Even before organized protests in 2020 reshaped the national debate around racial justice, the Nellie Mae Education Foundation was on a journey to review and redesign its organizational strategy, culture and practices through the lens of racial equity. It built a new grantmaking strategy informed and guided by a set of community advisers – with the lived experiences and connections to the communities they were seeking to serve through grantmaking.

Interim President & CEO, Gislaine N. Ngounou:

Thank you, Cristina, friends and colleagues, I am thrilled and honored to be accepting the NCRP Impact Award for Changing Course on behalf of the Nellie Mae Education Foundation. I know I speak on behalf of all of my colleagues at Nellie Mae when saying that we feel so humbled and grateful to be celebrated alongside such amazing and inspiring funders, the California Wellness Foundation, The Four Freedoms Fund and the Third Wave Fund. Congratulations to all of you. We are inspired each and every day by the work that you do.



Over the past 4 years, the Nellie Mae Education Foundation has been on a journey to review and reset our organizational strategy, culture and practices through the lens of racial equity. It has been an enlightening and rewarding journey full of hope, joy, reflection and challenges. We began this shift when we realized that the goals we have set out for ourselves could not be actualized without zeroing in on racial equity. We also recognize that if we were truly interested in making transformational change would really have to dig deep and examine the ways in which white supremacy culture was showing up within our grantmaking practices and organizational culture. Over the course of a couple of years, the foundation built a new grantmaking strategy that sought to explicitly focus on advancing racial equity in public education and

championing community-driven efforts. But a core piece of implementing this strategy was not only about changing what we funded, but how we funded.

Like many in philanthropy, we have often shown up as funders with the answers, giving out grants and expecting folks to carry through our own desires. After spending a lot of time listening to our grantee partners and external constituencies, we recognized that truly living into our values as an organization meant thinking about and redefining our relationship to power, yes, sharing and even giving it up.

This meant shaping a strategy with the guidance and strategic council of community advisers that we still meet with regularly today, learning to spend more time listening than sharing our vision and our own needs, and trusting our grantee partners to lead the way. It also meant leaning into general operating support, multi-year funding, and challenging long-held beliefs and assumptions about how change and impact happen.

To our advisers, grantee partners, board members, and all of the young people, educators and communities that work with us: We share this award with you tonight. It is because of you that we are being honored tonight. *Ubuntu*, we are because you are.

We are far from perfect and are truly a work in progress. But we've learned a lot over these past couple of years about what it means to shift, share and wield power. We remain committed to learning, growing and listening. And we recognize that while we have the great privilege to steward these resources, it is not our money to control. Thank you so much for honoring us and celebrating with us this evening. ■



Top: NMEF Staff with Community Advisers, 2019. Bottom: NMEF is supporting Hartford Public Schools for general operating support as it responds to the dual pandemics of COVID-19 and systemic racism. This photo was taken pre COVID-19. Photos courtesy of The Nellie Mae Education Foundation.

THE CALIFORNIA WELLNESS FOUNDATION

“Get Up, Stand Up” Impact Award for Rapid-Response Grantmaking



Even before the current pandemic, California had regularly been hit with a series of natural disasters that had become all too common: fires of unprecedented magnitude, floods and mudslides, and earthquakes. In the wake of these incidents, Cal Wellness became increasingly aware of how under-resourced communities were additionally burdened with recovery challenges with groups like the undocumented community unable to access FEMA and SBA relief dollars.

As a result, the foundation chose to step up their rapid response grantmaking capacity by reaching out to community leaders, local philanthropists and others who could provide guidance and perspective.

They started making proactive, core support grants to current grantee partners, prioritizing organizations that provided



The Los Angeles Regional Food Bank was one of the many groups that received multiyear and core operating support grants to help address basic needs disparities exacerbated by the COVID-19 pandemic. Photo credit: Los Angeles Regional Food Bank.



services and relief to communities of color, undocumented individuals, seniors and those ineligible for government relief. They removed much of the upfront work typically asked for from partners, such as filling out an application and accelerated the review process to get grants out quickly. They eased or eliminated reporting requirements. And their public policy team is continuing to look for opportunities to advance the equitable investment of public resources to meet immediate needs and prepare long-term for recovery, compensating for disinvestment in these communities going back decades.



President and CEO Judy Belk:

We thank you so much. This award means so much, and it couldn't come at a better time.



First of all, it means a lot because it comes from NCRP. NCRP has been our ally, our partner in our fight for more racial and social justice in the philanthropic community. At times, we've been pushed! We have been really inspired by the leadership of NCRP, so thank you, thank you so much.

The second reason that we accept this award, and we are inspired by this award, is that it's for the work that Cal Wellness community partners, and our board and staff have done in fighting the global pandemic.

It's a fight that we are still in today. Over 700,000 Americans lives have been lost. Who would have thought that this would have been a milestone, and even as we speak, there are more and more lives being lost.

And I want you to know that we are committed to continue the fight.

This award really inspires us. We will continue to get up and stand up every day for California, for the communities that we serve.

So, I am so, so proud to accept this award on behalf of the California Wellness staff, board and the communities that we serve throughout California. ■

Top: The California Environmental Justice Alliance (CEJA) is just one of the many community advocacy groups funded by the California Wellness Foundation. Photo credit: CalWellness. Bottom: CalWellness' investment in the Public Health Institutes (PHI) Together Toward Health Initiative helped fund community based COVID-19 and vaccine outreach and resource navigation run by organizations like Lideres Campesinas. Photo credit: Lideres Campesinas/Public Health Institute.

FOUR FREEDOMS FUND

“Mover and Shaker” Award for Bold Peer Organizing

Since its founding in 2003, Four Freedoms Fund (FFF) has infused the immigrant justice movement with over \$180 million and provided crucial technical assistance to deepen organizational capacity.

From an initial handful of grantees in 2003, FFF now supports organizations, coalitions and networks operating in approximately 30 states and Washington. Following years of sustained FFF investments in state and local immigrant justice organizations, the immigrant justice movement is undoing the damage of past years and rebuilding a better, more inclusive nation through bold policy reforms expanding protections, opportunities and equity for immigrants and their communities. Through years of ceaseless movement building, voter mobilization, and hundreds of state and local immigrant justice policy victories, the immigrant justice movement has laid the groundwork to meet this movement moment.

FFF’s long-term and responsive grantmaking and capacity-building initiatives have helped the immigrant justice movement build and win under some of the most hostile political conditions. NCRP Board member Cristina Jiménez was proud to present this award to FFF’s Senior Director Rini Chakraborty, remembering the support that Four Freedoms Fund gave as Jiménez was co-founding *United We Dream*, now the largest youth-led migrant justice organization in the country.

Senior Director Rini Chakraborty

Thank you so much, Cristina. On behalf of the Four Freedoms Fund, I would like to just express how deeply honored and humbled we are to be receiving NCRP’s “Mover and Shaker” Award. I want to start by thanking the exceptionally committed and brilliant community of Four Freedoms Fund donors for their strength and their steadfast support of the immigrant justice movement. We very much share this honor with you who have always believed in the power and transformative capacity of immigrant communities.

Most of all, I want to express our deepest gratitude to our grantees, the Dreamers, the TPS holders, farmworkers, border communities, LGBT asylum seekers, Black migrants, immigrants fighting the crimmigration system, and immigrants fighting for their families, communities and our collective future. You are the true movers and shakers.

This award feels all the more poignant this year, especially after the unrelenting hate-filled attacks against immigrants and refugees under Trump, and more recently, the brutal and hor-



Top: Four Freedoms Fund grantee CASA de Maryland rallying for federal immigration reform. Bottom: FFF grantee The National Korean American Service & Education Consortium (NAKASEC) at a rally in Washington, DC.

ifying attacks on Haitian immigrants at the border. These incidents, unfortunately, are not aberrations. This is exactly how our immigration system has been designed to work and will continue to work unless we change it, in many ways.

This award means so much because it recognizes the resilience, power and beauty of immigrant communities, even during the bleak moments. At Four Freedoms Fund, we’ve been extremely fortunate to partner with the beloved community of funders and grantees in order to respond to the evolving needs of immigrant rights leaders on the frontlines while providing long-term, ongoing support so the immigrant justice movement can thrive. On a recent funder briefing with phenomenal Black migrant leaders, I was so deeply moved by what Guerlain Jozef with the Haitian Bridge Alliance shared about the origins of her organization. In talking about how the bridges work started on the border, Guerlain said “we came to support Haitians, and we stayed to help everyone.”

What she said resonated deeply with me because that’s exactly what we need to do as funders. However we come to the fight for justice, we must fight for everyone. Whether you believe in racial justice, climate, justice, economic justice or restoring the promise of our democracy, the fight for immigrant rights is inextricably tied to the broader fight for social justice. In the defining issue of our times, immigrant rights groups are moving mountains. So our task and our calling as funders is to do exactly the same. Thank you so much. ■



Top: Mobilize Power Fund grantee Dissenters at its youth leadership convening in Chicago in January 2020. Credit: Byul Yoon. Bottom: Mobilize Power Fund grantee Baltimore Safe Haven painting a Black Trans Lives Matter Street mural in the summer of 2020. Photographer unknown.

THIRD WAVE FUND:

“Smashing Silos” Impact Award for Intersectional Grantmaking



Third Wave Fund recognizes that gender oppression is inextricably interrelated to classism, racism and ableism, and that gender justice can only truly be achieved when all forms of oppression cease to exist.

Since 1996, Third Wave Fund has resourced and supported youth-led, intersectional gender justice activism and organizing work. When the initial impact of the pandemic was felt in early 2020, Third Wave received 10 times the amount of rapid response funding requests than any previous year. It pivoted swiftly, reallocated every spare dollar and fundraised to move over a year’s worth of rapid response grants in 9 weeks. In total, Third Wave granted over \$2 million to gender justice movements across the United States and territories, nearly doubling its grantmaking budget from 2019.

As a gender justice funder with leadership that reflects the communities it serves, Third Wave’s grantmaking and donor mobilizing strives to advance the community power, well-being and self-determination of young Black, Indigenous, and people of color (BIPOC) most directly impacted by and best positioned to end gender oppression.

Co-Directors Kiyomi Fujikawa and Ana Connor,

Kiyomi Fujikawa: Hi. Thank you so much to NCRP for the Smashing Silos Award.

Ana Conner: Yes, bam, bam, bam. Oh my gosh, it is such an honor to receive this award for our intersectional grant making.

Kiyomi Fujikawa: Yes, so we are the co-directors of the Third Wave Fund. My name is Kiyomi Fujikawa, I use she/her pronouns,

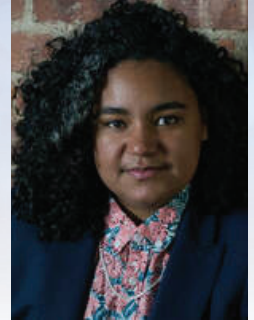
Ana Conner: And my name is Ana Conner, and I use they and she pronouns.

Kiyomi Fujikawa: It’s such an honor to receive this award. We know our work wouldn’t be possible without the work of youth-led intersectional gender justice organizations and movements that we resource every day at Third Wave, whether that’s sex workers who are on the forefront of the SESTA/FOSTA and decrim fights, or organizations on the border that are fighting for reproductive and migrant justice, or Black trans organizations fighting for decarceration and abolition work.

Ana Conner: That is so spot on. And right now, gender justice grassroots movements are taking really bold and courageous and unapologetic actions for justice and liberation, right. And as philanthropy, we have a choice to join them. And so we really hope that this award inspires others to commit to meeting movements where they’re at. So whether that’s with trust-based philanthropy, or de-siloed funding, or long-term resources, we have an opportunity.

Kiyomi Fujikawa: Yeah, that’s right. And we know that there have always been young, Black Indigenous women of color that have been shaping philanthropy. And as you said, right now there is a window of opportunity for all of us to come together and dismantle white supremacy and really center gender, racial, disability and economic justice and, you know, the leaders in those fields. Thank you so much for seeing the work that Third Wave does as we join a movement to reimagine philanthropy,

Ana Conner: Yes! Thank you so much NCRP, and congratulations to all the other Impact Award recipients. It is such a beautiful award. ■



Select Publications

Funding the Frontlines: A Roadmap to Supporting Health Equity Through Abortion Access July 2021

In the national debate over the potential reversal of Roe vs. Wade by a conservative Supreme Court, the press, policymakers and philanthropists often ignore a fundamental question: *Are people who need abortions actually able to access them?* NCRP launches a four-part series that makes a compelling case for answering that question with a resounding no. Highlighting first-hand accounts, research data and briefs compiled in partnership with providers and patients, the group and its allies are calling on the philanthropic sector to step up to the fights faced on-the-ground, not just in the hallowed halls of Washington.

Leaders Call for More Investments to Support Black-led Migrant Groups & Leaders October 2020

The images of Border Patrol officers on horseback back using whips to drive Haitian asylum seekers across the Mexican border was a horrifying spectacle that highlighted the dire programmatic and funding challenges that Black-led migrant organizations face on an almost daily basis. A panel of national and local Black-led migrant justice organizations convened by a coalition of frontline leaders, nonprofits and philanthropy sector groups that included NCRP, Unbound Philanthropy, Four Freedoms Fund, Hispanics in Philanthropy (HIP), Funders for Justice (FFJ) and Grantmakers Concerned with Immigrants and Refugees (GCIR), discuss what's needed in the current moment. Not surprisingly, organizers stressed that funders need to see Black migrant communities' full humanity – not just the trauma captured in the news – and fund accordingly.

visit: www.ncrp.org/publications

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