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SPEAKERS

Valerie Johnson, Chantias Ford, Monique Curry-Mims

Valerie Johnson 00:00
Hello, and welcome back to beyond philanthropy. I'm Valerie. I'm here with Monique. And we've got a very special guest today. If you've ever listened to the podcast before, you know that we have some reservations and thoughts around trust based philanthropy as a model, largely because people who are practicing it aren't actually practicing it as intended. So I'm gonna hand it over to Monique to introduce our guests who's here to talk more and to listen on some some things. So Monique, take it away.

Monique Curry-Mims 00:34
Thank you. Thank you. So a couple of weeks ago, I so as you all know, I have my qualms. But I am and have been a member of the trust based philanthropy peer group since it launched in 2020. And more recently, I had been engaging in a conversation. And from that conversation, Chantias Ford, who was the director of programs for the trust based philanthropy project was like, Hey, you're in Philly, I'm in Philly, we need to connect. And she had no idea about my background and my experience, or even my thoughts, you know, on the podcast, and we had a lunch or brunch, and we got into it like that in a bad way. But like, we really got into trust based philanthropy, my experience, her experience her growth in the program or growth in developing the program. So I was like, we have to have you on the podcast. So Chantias please tell our listeners more about yourself and more about the work that you're doing with the trust based philanthropy project.

Chantias Ford 01:36
Yeah, thank you for having me, Monique, and Valerie, so glad to be on this call. It's a funny origin story. I mean, she's, you know, in the peer exchange and talking about the amazing work, you know, she's doing in Philly. And I'm like, Oh, wow, a mover and shaker and Philly, like, we need to connect. And little did I know I was walking, right. And so she knew she was like, Wait a minute. No, I had no idea. I just thought, you know, she shared some really insightful comments. And like the school lady, I love to get lunch with why not? Look at what Bloom from that. So exactly. beautiful story. It's so interesting. I mean, it brings up a point, I'm sure we'll talk about more as we get into this. I know, we have a lot of critiques and criticism happening in the sector. And I mean, that's a part of the learning process, you know, as people are pushing back and sharing their issues, we're iterating. We're developing new resources and programs and different things to respond to this were like, and I feel like that's what philanthropy should be doing as a sector. You know, we don't have all the answers. Nobody does. And a lot of times

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foundations and funders, the moment they're called out, they put up walls or they shut down, or they pull their funding, or they pull out their lawyers. And it's like, no, let's go get brunch. Let's talk, you know, yeah, you know, that's what I jumped ahead. Let me introduce, you know,

Valerie Johnson 03:31
our theme for this season is shifting power. So what you're talking about right now is a great example of how someone with power can help shift into the communities that are serving, so you're already doing it, so like, Please carry on. That's perfect.

Chantias Ford 03:46
It's perfect and I knew we were gonna have a good conversation, but let me actually introduce myself. So I am Chantias Ford. I'm the Director of Programs and strategic learning at the trust based philanthropy project. I am in Philadelphia, but I'm from Alabama. I mean, I'm a Bama girl. I don't claim Philly in the same way that locals do or that natives do. But I have had my entire career in philanthropy. I've served in a lot of different roles and capacities from the evaluation consultant, a PSO, practitioner facilitator, a program officer and Family Foundation. I've worn a lot of different hats and seen a lot of different sides, the good, the bad, the ugly of the sector, and just like bad behaved child, I love it, but I tried to discipline it and bring it in. That's been a lot of the work I've been doing and get to do with trust based philanthropy, with the project, getting to work with amazing funders who have great intentions and are on this journey. And I think that's what we're seeing across the sector is funders that have great intentions, but when we've got to get past the intentions to the actual act, And the practice and beyond all of the platitudes. So that's kind of who I am, where I'm coming from, my lens and this and really again, just excited to be here and grateful for the opportunity.

Monique Curry-Mims 05:13
Thank you. I love that I actually last week taught a guest lectured in a class at Temple on narrative change, and it was talking about harm. And someone asked like, well, what harms are you seeing? Like, you know, sometimes we do things on social worksite. I'm like, so there's intentional unintentional harm. And that led to one of my little philanthropy Friday, little things on Instagram, because it's like, we're fallible, right, we're going to make mistakes. No one's perfect. But it's what you do with that mistake? Are you iterating? Are you learning? Or are you just standing out? Like, look, this is who I am, take it or leave it. I don't care if it hurts you or not. And I feel like, that's where philanthropy is. There's those people they're like, this is how you've been doing it for the last 100 years. So we're right. And people now are like, but you're creating harm, or I'm creating harm. So I need to change. So I love that. So let's, on a almost a basic level, on a foundational level, what is trust based philanthropy? Like, what what is the model? What should it be?

Chantias Ford 06:14
Yeah, thank you for asking that level setting question. Because if you ask a different person, they'll say, Yes, but you're official. Exactly. So trust based philanthropy is a framework for more equitable grantmaking. It's a framework. It's also a peer to peer funder initiative. It's a movement in the philanthropic sector for power sharing, for values alignment from funders. And when I say values alignment, I'm trying to slow down on all of my like, you know, the terms that you throw it out, right, what does that even mean? So I'm trying to make sure I'm being clear about the word choice I use. But when

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we talk about values alignment, we talked about the fact that so many funders, when we look at the values across the sector, funders are saying they have values around equity and transparency and curiosity, and all these different things. But there is a misalignment, there's a gap between what funders are saying their values are. And when grantee partners in the community is actually experiencing, you go to any grant seeker, any, you know, fundraiser or any community member and say, Hey, is this foundation transparent? They're like, what? No, like, I can never reach them. I don't know what their priorities are. I don't know anything about like, transparency is not what say I like at all. I would never say that. And so these are some of the things that we have been working towards. And it's how trust based philanthropy was founded, was developed, we acknowledged this work is not new. funders have been doing this work for decades. But the issue has been that nonprofits have been lifting up the fact that, hey, we need more funders that are working like this. We need more funders that are operating in this way. And they've been saying it to their funders. And it's, I have to think of a phrase outside of it's been falling on deaf ears. I always say it's been falling on deaf ears. And then I say that's ableist language, and I don't want that. But I feel like that's the perfect way to describe it, because

Valerie Johnson 08:28
it's going unheard. Yeah. That's not perfect.

Chantias Ford 08:32
But it keeps it key. It's continually been going unheard, where fundraisers grantee partners have been saying these things. And also they're not in it. And you know, before I was at a foundation myself, you know, I had this kind of outside look in and in philanthropy, we put up all of these walls and curtains and make it seem so complex and so secretive. And then you get inside and it's like this. I mean, yes, there's rigor to it, of course, but it doesn't require the complexity and the secrecy that we put on it as a sector. Not even a little bit now.

Monique Curry-Mims 09:10
Yeah, no, not at all. I was recently in a board meeting. So I do Foundation management. So I'm working on redoing a grant making strategy. And we had started the strategy and had, you know, interviewed grantees and community members. And then we had to take a pause, and I'll be like, bringing it back around. And I was like, No, I want to bring it back. But I also want to make this a little bit more participatory, right. Like, I don't want it to be so insular within this group of people. And, you know, people really started getting into the gritty details of it and being so unlike, first of all these details should be coming from the community conversations not from us, but also like we can't and like I'm a consultant, right, like we can't over process everything. And there are so many organizations that are are doing all these really in depth processes. And then even when it's time to execute, they're like, oh my gosh, like, where do I start? Like, how do I actually make this a reality? So, like, I love I love this. I'm sorry, I keep going. I just think about that.

Chantias Ford 10:17
I appreciate that that's really putting color to what I'm saying. So yeah, absolutely. We can't over process things. And you know, there are just so many things in the sector that we've been doing, as you mentioned before, just for the sake of tradition. And so this movement, this work, has been a call funders in to call the sector in to say, we should shift and we can shift. And these are the funders that

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are doing it. This is how they're doing this. This isn't a checklist. But there are some recommendations that the research is back that show that grantee partners have been asking for. And these are the recommendations. This is what it looks like. So there are four dimensions that we look at that we talked about. And oftentimes people want to go straight to the practices. All right, I can streamline my paperwork. All right, check that off. All right, I can ask for feedback from my grantee partners, I write check that all and we're all of that stuff is important. We talk about the four dimensions, its culture, its structure, its practices, its leadership, and it's looking at your values aligned across all of those dimensions. Because I say this all the time, you can do every single one of those practices in a non trust based way. Yeah, every single one. And it can perpetuate harm. You know, and, and a lot of times funders are doing this, you know, I'm sure we'll talk about, you know, trust washing, which is this concept that we brought up time and time again, where funders are saying, Oh, I'm trust based. And you're not?

Monique Curry-Mims 11:54
Well, let's actually talk about it. Let's talk about like trust washing is what's leading to all of the critiques around how trust based philanthropy isn't good, because people who are trusting washing aren't implementing it with fidelity.

Valerie Johnson 12:08
I think the biggest complaint that we've heard in practice is funder saying, Well, how can I evaluate my grantees, if they don't make reports, and if I'm being trust based, then I can't ask them for reports. And like, it just kind of makes our heads explode.

Monique Curry-Mims 12:24
But also, on the other side, I was having a conversation with a startup nonprofit who didn't we just met at a random event, and I was talking about something and they kind of like an open conversation. And her response to me, Well, we in the sector, you know, we are moving towards trust based philanthropy. And that means that, you know, we're not really focused on data anymore. And first of all, she didn't know who I was. So I didn't, I didn't want to go down this path with her. And I was just like, Okay, thank you for the information and kept it moving. But I think that because nonprofits are perpetuating and trust washing around, like, Oh, we don't have to collect data. And then you have foundations that are funders and donors that are saying, like, oh, we can't evaluate. And we're like, that's not what trust based might be means people like you still need to be held accountable to the communities and the work, you're still has to be a data collection. So like, Yeah, let's, let's get into that. Yeah,

Chantias Ford 13:19
we started taking notes. about accountability here. We talked about trust. We're talking about evaluation. And I will talk about all of them. Let me call them those things. Yeah. All the things because there are a lot of different really important points, you just hit on there. And things that the sector needs to be clear about. Right now. We're not clear about them. And I'll start with the element of trust washing. And what trust washing is, well, we coined that term, there's a blog, our executive director Shaadi, put out around trust washing. And what it really refers to is this overarching view of what trust based philanthropy is without doing the work without digging into the actual I mean, we have a whole website full of resources. We've got all of these different things clarify that frameworks, we've got a lot of

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different resources. And when somebody goes to a five minute overview of what trust based philanthropy is, and just kind of runs with it, and then waves the flag and says, Oh, I'm trust based now. I removed two questions from my application. So I've streamlined or I'm trust based now and has not done the deep internal work to really be on that journey. It can be harmful to the movement. And so that that is what we're seeing. And I know for me personally, I acknowledged that this is a journey and you'll continue to work on it. There is no finish line. So no funder is going to be perfect. But one of the common threads we see across trust base funders is this element of humility. So often times when a funder is waving the flag, I'm just like, Okay, you probably still have some work to do. So I want to acknowledge the trust base thing. And I know we're going to get more and more into that. But then that impact thing is an important piece that that I really want to lift up to. And I think that's been one of the top critiques or misperceptions when it comes to trust based philanthropy, oh, we can't do trust based philanthropy because we don't want to just give away this money. And we need to have impact. And we need to prove, how are we going to, the thing about trust based philanthropy is, the data has shown the research has shown that it leads to greater impact. And that is the goal, we want greater impact when we move out of their way when we move out of our grantee partners way. And when we align our practices to our values, when we're doing this deep relational work, we're getting greater impact, we're having a greater understanding of the barriers and accelerators to impact to social change, were doing the internal work to also think about how we as funders, how how we're operating may affect nonprofits work, from you know, it's all of these different elements. So trust based philanthropy has never called for just get rid of evaluation altogether, trust my slinky, has never caught her Oh, we don't want any impact, just throw the money in the air and see who catches it. That's not what we're saying.

Monique Curry-Mims 16:40
I'm definitely picturing one of those like rooms where the money's coming down, just like trying to tuck it in.

Chantias Ford 16:46
People are running with that.

Valerie Johnson 16:51
what you said about values is really sticking with me, because we've seen so many examples of values, not aligning, and I think one of them was actually from the TV show in New Amsterdam, where, remember, when they were trying to decide whether to accept money from a cigarette company or not, or something, some some kind of harmful organization, they ended up accepting the money to, like create a garden for healthy foods that would help the you know, children in the community eat healthier, but ultimately would not combat the or maybe it was sugary drinks. I forget. Regardless, it was the company was creating a health issue and then trying to fix the health issue by giving money back for something that was never going to tackle the health issue that they created. So I think when you're talking about making sure your values as a foundation are aligned, you have to think that big instead of just, you know, like, we want to be a good funder, so we're going to be trust based. It's like, no, no, if we want to help the community, everything that we do as a foundation has to be helping the community and not hurting the community. Are you finding that funders are getting that distinction? Or do they get stuck on the you know, as long as I say, I'm doing good, I'm doing good?

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Chantias Ford 18:03
I think it's a mixed bag. I think it's a mixed bag. But I think funders are getting stuck on that distinction. And I mean, the thing about the sector in general is that, you know, it's supposed to be in the name of doing good. And so a lot of funders come into this and think, Well, I'm giving the grants away, I'm doing great work. And I'm not negating that, like trust based pilanthropy isn't negating that you're doing great work, if you're funding to certain marginalized populations or certain needs. It is great work, yes. But there are so many ways that we can also be doing great work and also be perpetuating harms, we should be in the business of reducing or eliminating the harm. And if we are harming, let's acknowledge and repair. And I think that's also a really big missing piece for our sector. And I think that's also part of why trust washing is still so rampant is because people are saying, Hey, I reduced my application requirements, I got my feedback. I offered support beyond the check. I did all of these things. And now they're complaining now they've got something to say when I did all these things, like how dare they and part of this work is it opens you up to that. It opens you up to grantee partners feeling more empowered to speak up when things go wrong, or when something does happen.

Valerie Johnson 19:45
I have like words in my head that have to come out before I forget. acknowledge and repair. So So for example, there's a new LinkedIn group page, something like that called crappy funder practices. So I think where people get stuck if they get called out on that page and or get called out by their grantees or or get feedback that they don't like is, is that acknowledge and repair, like how do you acknowledge the harm and then start to repair the harm? So do you have any examples of like someone who's done it really well, or just any tips on like, how to acknowledge and move towards repairing?

Chantias Ford 20:32
Yeah, absolutely. I've got quite a few funders who have shared in our programs and our we have a story map on our website, they kind of share some of this. Just yesterday, we had a program and one the program director, Laurie fair, Allen, I hope she does, I'm sure she probably wouldn't mind me naming her and the Charlize Theron Africa outreach phenom, but this is just top of mind that she mentioned, you know, when they made this shift, and our grantee partners came to them, and said, Your evaluation is crappy. Like, it is crappy. It's a lot. It's too much like, you know, and you know, they had to do that internal work of really realizing that we're not using any of this information. We're having our grantee partners jump through all these different hoops. And it's doing more harm than good. I think that's, that's just one minute example. But they're just so many different examples of what it looks like for funders to be in these deeper relationships. And you're able to do that when you're shifting to this trust based, more Relational Approach, just like, you know, if we're in relationship with one another, we're able to sit at a brunch table and have a conversation and acknowledge harms and hurts and apologize and say, you know, I didn't even realize one of our steering committee members says all the time, this isn't it's just common sense.

Monique Curry-Mims 22:01
Common sense ain't common for some reason.

Chantias Ford 22:08

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unfortunately. But this is this is work that it's just being a really decent human being. And I think, you know, for as much as we talk about philanthropy and the good of mankind, we've put up all these systems and structures, and all these things to get in the way of that.

Valerie Johnson 22:27
It reminds me of a bad apology, I'm sorry, you feel that way. Right, or I'm sorry you were hurt by what I said. And like getting to the repair part is like actually acknowledging your role and taking responsibility as part of your apology. So it kind of feels like that is kind of the biggest, like, you're you're acknowledging that you were a part of the problem. And you don't want to be anymore.

Monique Curry-Mims 22:54
And is that unintentional, you know, harm, right? Like, I mean, as I, as I've said, you know, in other spaces, like, some people are intentionally harming people, right? Or they're just being callous and don't care, people get hurt, because they have their own agenda. But sometimes, like, we do things, and we say things, and we create processes that do harm people unintentionally. And we have to say, wait a minute, I didn't realize I need to learn, I need to iterate and I need to move forward. Which brings me to our conversation. So when we have lunch, so as most people know, I was in the racial equity trust based cohort with the philanthropy network of Greater Philadelphia. I'm knowing that was at this point, 2022 21. And, you know, it wasn't experience. But the one thing that bothered me when it came to are when it comes to the framework, especially when we're talking about systems in place and acknowledge and repair, you know, nonprofits have their own systems, and they have their own harm that they're creating intentional, not intentional. So when we're building trust and building relationships, I feel as though in trust based philanthropy creates the relation between the funders between themselves and funders and nonprofits. And oftentimes, they're not even oftentimes throughout the process, community is never involved. And through the cohort, like it was what I did like about the doors at the end, there was always this like, Google Doc, where we had to like one thing we learned and one thing we still want to know, every week or every month that was like, What about community? Where does community fit into this? And it was never addressed. And like I said, I've been part of this framework since it, you know, literally since the peer group launched, and community has never, um, like there are a lot of nonprofits that are creating harm themselves, and the funders are trusting them, then the community is still not going to get better. So what do you say? To that, like what like, like, how can we actually expand this framework? What are you guys working on since our lunch? Have you been iterating? Around that like, like, let's get into it?

Chantias Ford 25:12
Absolutely. And I appreciate this, I also appreciate it because it brings me back to a point that I was gonna make earlier. And I have pinned it in my brain around accountability, when y'all brought that up, because yes, we do talk about accountability. And we talk about accountability, not just to, so a lot of times, not just to nonprofits, but to the community. A lot of times when we look at this movement, we look at the work that's being done, funders will say, or when we get critiques, funders will say, Oh, but how can we hold grantees accountable? You know, if we're doing this, how can we hold them accountable. And our response is always, it should be mutual accountability. Just like any relationship, you go into a relationship, we're not just saying get rid of accountability altogether, we're saying there should be mutual accountability. Anytime you go into a relationship, you set forth some expectations,

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you know, and there are expectations on both side. But we also have to include the ultimate expectations, the accountability to the communities that they're looking to serve. And of course, our messaging, our framework isn't geared towards the nonprofit audience, we gear our messaging towards funders, because we believe funders, as the ones with the power in this relationship dynamic have the heavier responsibility to change. And so that's what we're geared towards. But we do believe that, you know, across the board, ultimately, the accountability is to the communities that you're aiming to serve. It is to those that are on the grounds that are most marginalized, that are most affected by the issues that philanthropy is looking to address and to fix. And so yeah, we have that framework, we have a video, I mean, I can share resources with you all, but we have a video that and we have this diagram, and it kind of shows what it looks like when funders can right size, that accountability, so to speak, so that they can be accountable to what they're saying, for greater good for the community. So I think I hear you. And I think that, you know, this does present an opportunity for us to continue to lift up that community accountability. And it also means we need folks that are in the Eco sphere, that have relationship with the community, to be able to speak on behalf of the community, to be able to really get at the community's needs and really understand those.

Monique Curry-Mims 27:49
I mean, it just means that I have more work to do. And you know, we need to talk offline. But I appreciate the fact that the accountability aspect, people should be thinking about accountability to the community, and not just to each other as peers or to nonprofits. So we're coming up on time. And one, I would like to give you the opportunity to say anything that you wanted to say or share that you didn't. But also, you know, what are some clear actions that you have, like you guys actually do have a really great website of resources, you know, how to involve it in your, you know, implemented within your grant making step by step if people are still stuck, right, because some of it is still maybe like theoretical, or sometimes people just can't get out of their own way to really figure out how to actualize it

Valerie Johnson 28:41
or their boards won't get out of the way

Monique Curry-Mims 28:43
or their boards won't get out of the way.

Valerie Johnson 28:46
I see this a lot with like program officers, executive directors get it, their board doesn't and the board, like we still need to see that report every six months. And it's that, you know, kind of building that bridge between the board and the community to help the board understand why it's not helpful, help the community understand why they're still asking for it. You know, I've had a lot of unofficial like, we won't be asking for this forever. But my boards, not quite there yet. Conversations with program officers. And I appreciate that because at least I know, they're working on it. You're working on it. You're trying you're you're moving forward, you're you hear us I think is the biggest one.

Monique Curry-Mims 29:25

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No, no, nothing too hard for you. But you know what, you know, we've got we've got people who are critics, we've got people who are champions that are listening to this right. What should they know about trust based philanthropy and what should they know about implementation about around it?

Chantias Ford 29:46
Yeah, I want to address the board point really quickly before I answer that overall. Because yes, we are hearing a lot of that as well. And that's part of the hurdle that a lot of have staff, EDS, program, whatever it is, they're saying, Well, we're aligned, we see this. And we have a lot of resources that get at that we're looking at more programming and things to really address the Board hurdle and to bring board members along to bring trustees along on this journey. And we also encourage folks to think about the ways that they can operate individually or, you know, internally, while they're trying to bring their board along. And I know, we've all been in a place where maybe we're not as individually made. You know, like, I'm not, I'm speaking on behalf of my organization. But this is not how I personally feel, you know, and so I understand we have to navigate that sometimes, we have quite a few different resources. And we're really trying to get at that peace and having some conversations. And if you have not checked out, we have the Ssir supplement that the future is trust based is what it's called. And it has some pieces in there has multiple pieces that bring in trustees and board members and talk about their evolving role and how they shifted. And I always start with intentions because nobody wants to just be yelled at without, you know, acknowledging, hey, I'm trying, I'm doing like, Yes, I acknowledged so much of this work is because you know, we come into the sector, and we want to do a good job. And and you know, the board wants to do a good job. So they want to see all the things they want to feel connected to the work and you know, and so it's always important to start from where people are, and to say, Okay, your ultimate goal is impact. This is how we get greater impact, your ultimate goal is to support these organizations, this is how we support them better. This is how what we're currently doing, pulls away from those goals, you know, and so I think that's a great place to kind of navigate with this word, then that's some of the work we do we also offer I mean, we have a wealth of programs and different things. We also offer private engagements, and a lot of funders will bring their board in for a private engagement or bring their staffing for a private engagement to really dig into their work. So that's also an opportunity. And overall, to answer your question about how to kind of start this journey, or how are they what are they started.

Monique Curry-Mims 32:20
How did they evolve? And it passed trust washing?

Chantias Ford 32:25
I mean, I would say, depending on where you're at, I think the self reflection tool is we have a self reflection tool on our website. And it's a really great resource to really reflect and to think about where you are, and where you have room to grow. I think between that, and between having honest, candid conversations with your grantee partners, and we acknowledge grantees, because of the power dynamic grantees may not be as transparent. Yeah, and I mean, that speaks to the harm that as a sector, we've been perpetuated. I mean, you think about like, with your child, like, if your child has been lying and hiding, when they do something bad, it's because they fear they're fearful of what you're going to do in response, you know, it's the same thing. It's like, oh, no wonder you've been absolutely wonderful and amazing, no notes like you've been perfect. It's like, they're saying this, because they

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want to maintain the relationship, because they're fearful, fearful of what it would mean for their funding. So that's a good starting place, trying to have some of those conversations, building in mechanisms for anonymous feedback, for feedback that's agnostic of your granting, and being transparent and clear with them about that. And also following up with them afterwards and saying, This is what I heard. This is what I'm going to do with what I heard, is this bill right to you. So having some of those conversations, I think is a great first step for folks on the journey. And you know, people always ask, okay, if this is an iterative journey, if this is, you know, how do we know when we've arrived? And I say all the time, it's like wellness, like, you don't arrive at wellness, you can, you can, gotta maintain it You got to maintain it, you got to continually be doing this work. And it has to become an internal part of you. It has to become, you know, we talked about the values alignment across all of the different dimensions, and we didn't even dig into the four divisions like we could have. But you know, that's that structure. Well, how are your processes and your internal operations structure? What systems are you using? Are they accessible, like it's asking all of these different questions, looking at your leadership and how they operate? Is this a top down? You know, it's so many different things to really get at it, but there have been a lot of harms and I say this all the time. I know it's a lot when you really break it down. It's a lot. But there have been a lot of harms. And we don't want to continue to perpetuate. We want to do everything we can to stop them as a sector. I hope that was ending on a more inspirational note. Yes.

Monique Curry-Mims 35:21
No, I mean, I love it. And I appreciate I was like, Oh, mic drop, mic drop, mic drop, mic drop. There. Yeah, there were several there. And then that closing statement. So no, I appreciate that. You're right. Like we didn't get into it. But in my head the entire time, internal culture, I was like, there are a lot of foundations out here. They're like, Oh, we're trust based, but their program staff are like about to jump off of a bridge because of the trauma that they're being induced with by their leadership, right? Like it is not, it has to be a full circle. And I think we talked about that in our first episode, like you got to clean up your own house before you start trying to help somebody else's right. Yeah. So man, this might have to be another episode, because we are something we every time. So we do provide resource links. So let's send them our way. We will put them in the show notes in the show notes. Yeah, but you have anything else to say, Valerie? I mean, we can keep going. But like, we could go through potentially, literally go for days?

Valerie Johnson 36:19
No, I everything you said I think was really helpful. Just to reinforce that the trust base philanthropy project is not the problem. It's the way people are implementing what they think trust based philanthropy is, is really what's creating all of those headlines out there that say trust based on work, like we need reports like it now it's people misunderstanding what trust based philanthropy is meant to be. And even some of the nuggets you drop there, like, you know, this is what I heard, this is how I'm going to move forward. After the conversation. I heard so much that applies to my entire life, that applies to conversations with my mother, my boss, my child, like everything. So I'm definitely I'm going to be using that too. So I yeah, I thought your insights were really helpful. Awesome.

Chantias Ford 37:10

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Thank you so much. And thank you. There was there was one thing I just wanted to say. So we just did this racial equity program.

Monique Curry-Mims 37:21
I know you iterated on it, we had that conversation.

Chantias Ford 37:24
We did. But the one thing I didn't want to lift up because you were talking about a part two, and I was like, We could spend part two just talking about the the learnings from the this racial equity cohort, this program, because the first session was just about the harms. And it wasn't just the harms when you don't do the practices. It was about the harms across all four dimensions, when your structure when your culture when your internal work. And you know, I lifted up the microaggressions that people face when they're brought into these foundations and foundations say, oh, we need community representation. We need diversity. Let's bring them in, in the you know, things like the pet to threat framework where they bring in my minority, or animals, a minority, but marginalized identity folks, and then they bring them in, and they put them up on the stage and look at what we've got in their gray. And then the moment they start calling folks out and calling things out and critiquing things is the moment they get the target on their back.

Valerie Johnson 38:23
Yeah, and they are problems. Yeah, they gotta go.

Chantias Ford 38:27
exactly. And that's what's happening across the sector. It's all of these different things. So we talked about that, like, before we can even get to the solution, we need to know what the harms look like, across all of the dimension across when your structures when your applications are so arduous, that is taking folks, you know, hours and days and you know, all sorts of things to even access them to complete them, all of these things like across all of the different elements. And so yeah, we have to we have to start there, we have to start with understanding what this even is. And we have to start beyond just the trust washing, I think it's been great that we have so many folks that are like really adopting this work and understanding or trying to understand it, and even elevating it. We've got folks doing programs on it. We've got folks that we didn't even know like, I've been going I've been on this conference circuit, and you know, I'll walk into a room and be like, Oh, they're talking about trust-based. Let me cool like, I don't even know who these folks. And I'm seeing the trust, washing happening live and it's folks in front of a mainstage just folks in front of a room of people doing it. And my only thing with that is to just say, just come to us. That's why we're here. I've had so many folks just come to me and say hey, I just got accepted for this conference session on trust based plans. P Can I kind of talk with you about what I'm thinking? It's like absolutely, that's what I'm here for. That's my job to help people like we love that people are advocating for it that people are doing this work. But in order to prevent the trust washing that we're seeing, you know, even if it's just a gut check, this is what I'm thinking like, we also, of course, are keyed into this on a on a national and global state, we can offer speaker suggestions, we can offer funders that are doing this really well, we can just do a gut check to say, hey, that's actually actually you should maybe take it this direction, that's actually more trust Washington, or that's some of the language or here's this resource we developed to really help to frame

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this or, you know, even slides like we've been given folks slides, like, come on, I've got a whole slide deck, if you want to do a workshop on this, you know, we're, we're not in the name of power sharing. And, you know, this is a movement that we're all sharing. And we all want people to feel well equipped to be on this journey together. And so it does require folks really leaning in leading it don't feel like just because you read one article that you got all the answers, and you can go do a workshop on it, like, oh, I

Monique Curry-Mims 41:12
can't stand those people. I'm sorry, there's

Valerie Johnson 41:13
lots of white men in the world. You know,

Monique Curry-Mims 41:17
mediocrity is at an all time high right now just got, I guess, got to say that

Chantias Ford 41:20
people literally will take a 10 minute overview of trust based philanthropy and then run a whole series on it. And some are charging 1000s, running a serious consulting, doing all sorts of things on it without doing the deep work. And it can be harmful to the movement.

Valerie Johnson 41:39
It is harmful.

Monique Curry-Mims 41:40
It just can be harmful to everything. Even just the movement that it's an epidemic right now of how many people are like, I'm now a consultant. I'm not I'm like you haven't even worked in a nonprofit, you never you work in a foundation? How are you consulting people who are in those spaces on what they should do? That's a whole other episode.

Chantias Ford 41:57
Thank you for letting me letting me get that out. Because when we talk about the trust washing, I do want to leave folks with that action item to really think about, yes, we appreciate folks advocating, we even appreciate and actually have a piece that's coming out soon on critique. And why you know, we're not scared of critique. Yeah, critique it better. It helps us to it helps us to live into our values. Our value is to be a learning organization, how am I going to learn if you're not it, when you call me out? When you call when you say, hey, X, Y, and Z, like it gives me a chance to iterate on things to develop things to be responsive, to see where I may have gaps, and to respond to those like, you know, so it's not a bad thing, but it's the way you do it. And if you're doing it in a way that's harmful to the movement and to the work, it's setting us back. And we all want the same thing. We just want greater impact. We want a lot of these things that we're looking at to be eliminated a lot of these issues that we see, do social sector issue. So yeah.

Monique Curry-Mims 43:11

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Well, thank you for your time today. I appreciate you coming on. I appreciate the conversation and the transparency and openness and just thank you to our listeners for suffering through our nonsense for another episode. But we hope that you were able to gain an understanding of trust based philanthropy for your own practice. So if you didn't know now, you know, this has been Beyond Philanthropy. Thanks, guys.

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