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SPEAKERS

Carmen James Randolph, Monique Curry-Mims, Valerie Johnson

Valerie Johnson 00:01

Hello, and welcome back to beyond philanthropy. I'm Valerie. I'm here with Monique.

Monique Curry-Mims 00:07

Hello.

Valerie Johnson 00:09

And it is a very special day for us because we have a very fun guests that we met in New York that is not from New York, that is from Louisiana, but currently in Atlanta, and I'm currently in Seattle. So we've got a very transcontinental thing happening today. I'm going to let Monique introduce our guest, and then we're going to hop right in.

Monique Curry-Mims 00:30

Thank you, though. Valerie and I were going to New Orleans for a conference. And you guys probably know me by now I was in my rogue state of mind. I wasn't too happy with the conference that I just paid all this money to go to. And I'm like, I'm going to host the rogue event in New Orleans. Who do I need to talk to in New Orleans? On a Friday, someone said, Do you know Carmen James Randolph? And I was like, No, I don't. But okay. I'm going to set up an introduction email. Monday, Valerie and I were in New York for that Monday, we were in New York for the Clinton Global Initiative. And who did we run into Carmen James Randolph and I ran up there like, Oh, my God, someone just told me about you. And you sounded amazing. And we had a great conversation. She helped me go rogue in Orleans offered her space to me help convene her staff was amazing. And she is the leader of the Women's Foundation for the South, and which is an amazing organization. And I want her to tell you all about and really, its focus is on the idea of of lifting and supporting women. And I think that there is no greater challenge and privilege than that. So Carmen, first, thank you for taking up that mantle. But also please introduce yourself.

Carmen James Randolph 01:48

Good morning, excuse me I am a little hoarse. I am Carmen James Randolph, founding president and CEO of the Women's Foundation of the South. I'm so delighted to be here with you all this morning. This is a real pleasure. I'm honored to be at the helm of the Women's Foundation of the South, which is the first kind of public entity of its kind. We are a public charity that was founded by women of color grantmakers, and allies, for women and girls of color across the south. So we are regional, in our focus. Our footprint includes the 13 states in the US South, starting with Virginia, going down the eastern seaboard, and then across the black belt into the golf, including Texas in Arkansas. So we launched in 2021. And part of our becoming story is, you know, we were challenged with how do we build a public foundation from the ground up, you know, we were not started by a large gift from a wealthy donor, be that person dead or alive, or generous gift. Instead, we were committed to harnessing collective power among women and allies to build this foundation. And our first \$100,000 came from black women working in the field of philanthropy, giving of their own treasure, and then asking their institutions to match their gifts, and also reaching out to allies, be they white women, other public charities, like the Minnesota Women's Foundation gave us \$10,000 in philanthropy, to also give to this entity and for us, it wasn't just people merely giving to start the women's foundation of the South. It was through that action saying that this entity that would stand for the economic empowerment of women and girls of color in the south, needed to stand needed to exist. And that affirmation of our mission not only generated the first \$100,000 But leveraged another \$1.2 million in dollars in dollars for us to start this work in 2021. So we had, you know, just this groundswell of energy of colleagues in philanthropy, understanding that in this field professionally, of the \$66 billion that are contributed did in this country, black and brown women and girls receive the least the absolute least share of philanthropic giving. And then for those of us who are in the south, that least, like nationally, it's like \$5, and some change [of every \$100]. That was the impetus of the women's foundation pocket change report. But for women and girls of color in the south, that amount is \$2.36 [of every \$100], per woman and girl, per person. And when a nonprofit is led by a black woman, that amount is often cut in half. So we know that women who are served by nonprofits who are working with, working for nonprofits that serve women and girls of color, as well as women of color entrepreneurs, overall, but then, especially in the south, receives the least share of philanthropic investment and investment capital for their initiatives. And the irony is, we're at the center of community work. center of it all. I mean, we saw that during the pandemic, yeah, know how many women period, let alone women of color were impacted the hardest by the pandemic, because we are at the center of everything from hospitality to critical services, and in the nonprofit sector, and for the fight for justice across the south, whether we're talking about voting rights, climate change, reproductive justice, those issues that are existential and matter to all of us. Those coalition's fighting for justice are often led by women of color. And so we exist, to answer the question, what if they have more, where they can do well, how much they're able to do with far less. And our colleagues at the women's Foundation, they're working on two reports now, that living with pocket change? So what does it mean to be so deeply under resourced? And that is something that we're also learning just intimately with the groups that we're working with. But we asked what if they had more? What if women and girls of color had what they need to achieve their fullest potential?

Monique Curry-Mims 07:42

So many things are coming up in my head. I've got like five questions. I'm not sure like which ones to ask first. So it would be I guess, happenstance, I teach at Temple University, and I teach a nonprofit curriculum and training course. And one of my students, one of my three or four students of color, did a

presentation on black woman in the workplace. And she did a little quiz where she showed three women and said, you know, do you know who these women are? And other than Coretta Scott King, like no one knew, like, none of the class knew who the other two were. And then she put their husband is next to them. And it was Malcolm X. And it was Nelson Mandela and Martin Luther King and their wives, just like because you know them without their husbands next to them. But they were the ones that push their husbands to do the work that they did. If it wasn't for them, their husbands wouldn't be doing that work. And black women are often, you know, either not put to the forefront pushed to the back. And even you know, I watched Rustin earlier and just like the black woman fighting, like, we helped you put this together, and it's not one black woman that's standing on the Mall speaking. It just makes me think like, we are there at the center of it all, like you said, and oftentimes we're leading these charges, the women's suffrage movement that was started by a black woman and was co opted, right. Like, I'm not sure there's a question there. Just like I'm ranting.

Valerie Johnson 09:12

There's a large amount of nodding, happening. I noticed.

Monique Curry-Mims 09:21

I'm just like, what is it? So I say all that. So my question. There were there are several reports over the last maybe six months that have highlighted the exodus of black women from this space, because of the lack of funding because of the unrealistic expectations just because of the stress that we undergo in this space. And it's a holistic stress. What do you say to that, like you're doing this work to uplift, women of color, but what can be done to to stop that and to better pour in to make sure that they're at the forefront and getting the resources that are needed.

Carmen James Randolph 10:04

I so appreciate the question because it goes to the heart of how we started the work. We knew from the very beginning, that we didn't want to replicate practices in the field of philanthropy that can cause harm, and taking on a region is no small task. And we were clear that, you know, as funders, place matters, and that people who are most proximate to the challenges and problems, we also believe, are the most proximate to have solutions, their solution bears. And we didn't want to do an approach where we just pulled on folks for their time, and their energy, to learn from them to gather information so that we can go about doing our work. So instead, we developed a program that we call woke at rest, it's a play on words. And we reached out to philanthropic colleagues, we reached out to collaborations of nonprofits, and we asked, who were the folks who were doing work along our three pillars, which are health, and then wealth or economic security, and then power or power building, who are the folks who are doing this work in community, and we got recommendations. And we started in our home state of Louisiana. So already being a grantmaker in Louisiana, we knew a lot of these folks, we have relationships. And the first thing that we did was we sent them love boxes. And in these love boxes, we had a card that said we see you, we honor you, we trust you. And we celebrate the work that you're doing. And we gave them all kinds of wonderful things to care for themselves. And then we invited them to a day and a half retreat. We invited them to come and be with other colleagues and rest. So it was a different kind of gathering. It wasn't a gathering where it was so heavily programmed, where we were expecting them to talk, talk talk, and we're recording this that no other book, it was through this process of gathering through this process of story telling and story sharing, through this process of doing

movement together, connecting with our ourselves and each other and then grounding. We started to learn so much more about the context for their work and what they were doing. We gave each nonprofit a small grant that was dedicated to the restoration and leadership development of the leadership. And they got to determine what that meant. They understood that if the funds were used strictly for personal purposes, which was fine, they were taught those dollars would be taxable. But otherwise, they could use those dollars however they wanted. And people use those dollars in so many interesting ways. We had folks who used their restoration grants to provide relief while they needed to care for a dying loved one. We had another person who used those dollars to purchase compression guard garments, she had had a double mastectomy, and said I need these garments to look professional in my spaces to be able to go out and do the work that I do. And then from there took the remaining funds to start a fund for other women and community who needed compression garments and other supports after having cancer. We had women who use those funds for coaching, support, I mean just arrange and those who took a much needed vacation they had had two and a half years of responding to COVID and then in the state of Louisiana, Hurricane Ida and had not had a vacation in like two and a half years and took a much deserved rest. So we decided after getting such a fabulous response in Louisiana that this would be our approach to entering new states respectfully, and to get to know nonprofit leaders to understand the challenges that they're facing from their vantage point. And to give them rest, and to bring speakers and resources and provide tools to help them understand that, yes, the work is important that you do. But to be able to do that work. Most effectively, you have to rest and rest is something that there's a whole piece on rest equity that has been denied to people of color, and especially women of color. And when you talk about from just a health justice perspective, many of these leaders and I would dare say, a good like, for instance, and when we went to Mississippi, almost 100% of the leaders who were in our cohort and Mississippi said that they either had hypertension, diabetes, or some kind of comorbidity going on. And many of these leaders are doing the work that they're doing deeply under resourced, incredibly stressed, managing these, these, you know, illnesses and other serious things. We had several with cancer, several having hysterectomy is I mean, just the impact. Now, there's a book called The Body Keeps the Score there the impact of all of that stress, yeah, it takes a toll. It takes its toll on the body and takes its toll on the leadership. I'll give one other example, one group that is a statewide power building, organization that fights for voting rights, that gets folks registered to vote fights against redistricting, and gerrymandering, all those things. They were launching a campaign in Louisiana, and and shared with me, what it took for them to raise in this organization is is fairly well resourced, but what it took for them to raise and campaign support \$40,000 for comms support, the opposition came after them with a \$250,000 campaign. And that is what these groups are up against. That's just an example. So you're going out with your \$40,000. And you're fighting, or you're working on issues that have generational impact, we're talking about the redrawing of voting blocks in the state, and trying to get people registered, even in the most rural areas of the state. And your opposition can just on a whim, dedicate \$250,000 in ads in everything to fight you tooth and nail. And I just offer that as an example. This work takes its toll on most leaders, and being so deeply under resourced also has an impact on their ability to maneuver and be effective.

Monique Curry-Mims 18:55

I was recently at foundations on the hill, and there was a really great panel. And they were talking about the fact to your point about the opposition, like we think so siloed, like the space thinks so siloed. And the fact that, you know, while you know, black women are over here asking for certain things, and then

the LGBTQIA are asking for those similar things, but for them, and then this organization's over here, the opposition is like this is all connected, we're just going to shut it all down. And that's why a lot of policies are coming down because it's like, oh, they gain too much momentum then that gives this group over here those same rights. And it's just like so baffling that we're not like as thoughtful and collaborative in that mindset. And the opposition is just on it like on it.

Valerie Johnson 19:52

So many things. number one, would you like to run for president? number two, Monique and I have talked probably a while back now about foundations. And just like there is no overarching organization that provides direction to people who are giving philanthropic gifts or running foundations or, you know, we have the philanthropy network here in Philadelphia, which is a membership group of, you know, philanthropic giving orgs.

Monique Curry-Mims 20:25

council on foundations, like, pick your poison.

Valerie Johnson 20:30

pick your poison, they're there, but like, they're not doing really great work. So my second question is, would you like to create that organization and run it?

Monique Curry-Mims 20:39

But I'm gonna go, black woman can't be the only ones creating.

Valerie Johnson 20:43

I was getting there! I am the white person in the conversation. So of course, my first inclination is to ask you to do more. So now, recognizing that like, that is not the answer. Where I want to take us is our this season is about shifting power. And we've talked a lot about in past seasons, trust based philanthropy, we've talked about community centric fundraising, we've talked about ethical storytelling principles. You are doing all of that, without any of the like, language. You're not out here saying like, I am a trust based funder, and this is how I'm doing it. You're just saying, Hey, I talked to my community, I recognize the need, they communicated the need, I met the need. And you're shifting power, while you're meeting the needs of your community, like you're doing all and everything. And so I'm curious was that intentional? Did you sit down and research all of those different processes, and then figure out a way to strategically bring them all together? Or was this just an organic process for you where you sat down and said, the needs of the community, and then you just did both.

Carmen James Randolph 21:52

And, and I would yes say both. One, I have been a grant maker now for nearly 26 years. So this is not my first rodeo, so to speak, in being a grant maker. And I had the privilege of learning how to be a grant maker first with Eugene and Agassi Meyer foundation in Washington, DC, which is one of the oldest foundations in DC. And part of its core value is to understand and to approach grantmaking, from a position of respect, and partnership, and deep learning. So that was my entry from the nonprofit space into philanthropy. And most of my colleagues, including myself, had run nonprofits before. So it was with that intimate knowledge of what it takes to run a nonprofit and to be with a grant maker who also

considered general operating support, capacity support, and understood how general operating support that was consistent. That was increased over time, that recognized the lifecycle of nonprofits and where they would be at certain times was critical, because we had what we call the Management Assistance Program, which was like an organizational development program that we also provided support. So I was very accustomed to talking to nonprofits, not only about great programs that they were doing, but talking to them about their boards, asking them if they were able to provide health insurance to their employees, or if they have retirement programs, and talking to them about the need for strategic planning or for leadership succession planning. So this is part of the love

Valerie Johnson 24:10

i love the fact that you were asking those questions. the fact that you went to your you know, grantees and said, like, Hey, are you offering health insurance to everybody, like that's flippin amazing because I assumed the second piece of that is, if you're not I can help you. Right?

Carmen James Randolph 24:26

Yeah, yeah.

Valerie Johnson 24:27

So that's, that's massive. I don't know of any foundation that's like not only going to ask that question, but then go to follow it up with I want to help you make sure everyone has health insurance.

Monique Curry-Mims 24:36

she's asking about overhead, like seriously, like, like asking her like, is it programmatic or we're gonna give you general operating without a real understanding about what your general operating even needs are.

Carmen James Randolph 24:50

So that is the place in which I started and continued that same ethos and brought that ethos was into the Greater New Orleans foundation and met that and that was a community foundation. So from a private foundation to a community foundation, and I have been blessed when I said to build this with grantmakers to build this with other founders, like Sharise was candleberry, Gladys Washington, who had the same values and principles in the work that they've led at national foundations and other private foundations, to say, this is the intelligence with which we will build. So I can't say that it's all Carmen. But I can tell you that our founders collectively have more than 100 years of grantmaking experience, and we come from community. And this is the wisdom that we have shared in legacy charities have benefited from the wisdom of grantmakers of color in those spaces that are tied to community and have that wisdom. And I didn't bless to build this foundation with that intelligence in it. So my vice president programs, Christie Wallace Slater has come to us from the Kellogg Foundation, she was formerly with the foundation for Louisiana. So she is a national program, what she has been a national program officer, she's worked in community for some time. So that intelligence of how to work with community and how to build and how to build nonprofits, we have that we know how to do it, we've done it, I've helped build, for instance, in an organization in DC that's near and dear to my heart, I made the first grant to them when their budget was like \$85,000. They called me a bleeder on the staff or she's a bleeder, she's gonna give this group money. And you know, this is now a multimillion dollar

nonprofit organization that serves, you know, 1000s of children in the DC area. So we know how to help build nonprofits. And what I'm asking now is for the resources, and to leverage the resources to help you to solidify the women's foundation of the South make this a sustainable, permanent entity. But to your question, Valerie, about showing the field. You know, I had a conversation with a program officer at a National Foundation, who said to me, why are you doing all these things, you are producing this report, we produce a report called shift the south she's we can get data on the south anywhere. And we use strategic communications as a core part of our work. So we are lifting the voices of the women who we're working with, we're giving them the opportunity to share their stories and share the experiences of their work. Through impact video productions that we that we do. The shift the south report, we have several data partners, including the ACLU, including the Institute for Women and Policy Research. And also there's a Georgetown Institute. I'm sorry, I'm waffling a little bit on the names, but we have several data partners. And even with the data partners that I've mentioned, that are all national, getting disaggregated data on women of color in each southern state is a challenge. It's a beast. And nowhere will you find it like all together. And like this is the information. So we have a new shift that South report that's coming out. The first one basically did a report card on all this 13 states and just showed you how all 13 states rank below the national average in how women of color are faring in the areas of health in the areas of legal protection in the areas of economic security. Across the South, all the states are basically C's, D's and F's. Most a lot of see a lot of D's and F's. And but we wanted to go deeper in this next report that we're producing and what we did, we took a snapshot of the first seven states that we're working in and that we've planned to work in between now and 2025 and looked at the policies that are in place in the states that cause harm to people, period, especially women and girls of color. And that basically tells you the conditions in which our nonprofits are working. are entrepreneurs are starting businesses within the within this context. And we want to talk about our approach, to learn community, and to ground and community to help educate funders that, yes, this is these are the conditions for women and girls of color in the south. And a respectful approach to philanthropy is one that takes into account the very leaders who are often overlooked are the solution architects in their communities.

Monique Curry-Mims 30:50

So my listeners are probably sick of me saying this. So I was at a conference in October. And what is John's last name, there was somebody from Schott foundation on the panel. And he started talking about the term or the phrase, so goes to south, so goes the nation. And the idea that a lot of the policies that are harmful are tried in the south. And when they are honed, they are then spread throughout the country. Most recently, I've been seeing a lot of policies on charitable bail funds being made illegal Georgia, Kentucky, maybe Louisiana, there's a couple of other ones. I'm just like, you know, where we're in the north. And I don't think that we're paying attention to things outside of the North. Even recently, when I went to the Council on foundations, I was shocked that I was the only and that the only there was one other foundation from New Jersey, but they fund nationally. They're not a local funder. But I was the only one. I was one of two people locally to our area that was even at that conference, which was really to understand how foundations who are talking about supporting advocacy and movement building can really own the work themselves and understand their role in supporting nonprofits, but also their role as foundations in this space. And I'm like, How are we talking about making these changes? If we're not in the rooms to learn? If we're not in the rooms to understand what is happening in other places, and how it impacts us, as a leader in the south one, what do you say

to that? And also what support can foundations and nonprofits and leaders outside of the South do to make sure that you're getting the support, and we're getting the education that we need to make sure that this doesn't become national policies that further harm our women and girls, and anyone in particular? Ask a question. That's what I do. That's what I do.

Valerie Johnson 33:00

You so good at that, asking really challenging questions.

Carmen James Randolph 33:05

Well, you know, we are poring over this next shift the south report, we're hoping that it will be ready for release in May. But I think it is important to take this close look at what's happening in the south, to understand the very point that you were making what is being tested, and not just being tested, but implemented with great harm and fervor in the South. Because I think education of that is critical, it's important that we are keeping a watch, I can tell you that the just the example of policy, the policy that you mentioned, and I was writing that down because I wasn't aware of the charitable Bell piece. And that's so important. And in fact, one of our one of our grantees,

Monique Curry-Mims 34:16

it might not be Louisiana, but there's several it's like four or five out in the South that are making it illegal or have already,

Carmen James Randolph 34:24

but can I tell you one of our grantees for instance, they do a bail fund for mothers to help mothers not spend, you know, time in holding in jail when they can be out especially people who've committed nonviolent crimes or what have you, but they don't have the resources for bail. Some times people in our state are arrested for fines and fees Yeah, and not being paid and then you're gonna sit in jail for two months. What happens with Your children. So for those reasons, that can be incredibly harmful, but we're linking things like the lack of resources for prenatal care, and birthing care, with the lack of resources for abortion, like how far people have to travel, and the connection between that and maternal mortality. So I think it's important to have a voice that is not only providing the data and providing the information and providing the the background on the policies, but then that takes a look at how interconnected and intersectional these issues are, how they come, how they compound, to create the conditions that people are not only living through, but suffering in deeply. And I think that, you know, supporting us or supporting entities that are making this effort to not only highlight this, these realities, but even to take it further, I think is, is critical. So we're taking at least the first step with the resources that we have. And we're also partnered with Tulane University, the School of Public Administration, the John Lewis School of Public Administration, and the under the direction of Dr. Halima Francis, to do a study on CDFIs community development finance institutions, then look at how CDFIs are supporting women of color owned businesses. And we've started with six states. And we've looked at the six states where that have the highest number of CDFIs in the south. So that study is underway. And we need more time. It's been this, we're now entering the second year of the study. But I strongly suspect once we come forward with this study, this is further under helping people to understand the dynamics of how women's businesses, particularly women of color in the south, are funded or not funded, the impact of on them. And how these businesses are most prone to hire from community provides stability and

community. But yet, the business and they might have high levels of of resiliency at first, but why you have women who are liquidating their retirements. Yeah, ironically, to start businesses, yeah, and the funder nonprofits, I've had executive directors who tell me, I've taken my entire retirement and put it into this nonprofit. So you have leaders on both sides, who, at the end of the day, and especially if the business fails, or the nonprofit goes under, who are more impoverished, as a result of their enterprise that helped people than they were before they got started. So I think that I hope I'm answering your question, but I think that

Monique Curry-Mims 38:35

you're entering the interconnectedness, right, like you have to understand and put those pieces together. I want to ask you a part two to that. So you're producing this report, I actually wrote a blog piece last month about all the reports because like so much money and time and effort are going into reports, but we just keep reporting on the same thing, year after year. What can we do to take these reports and be actionable? So that the next report is like, here's what we changed and not here's the issue, 10 years, two years, five years later, like, how do we get out of these issues? How do we take your report? How do we take any report and make it actionable?

Carmen James Randolph 39:14

You know, I wish I could tell you I remember when I first started taking a hard look at the data around maternal mortality, particularly in Louisiana, Mississippi, and Georgia. And it was in a conversation with a health expert, and I was like, Oh, my goodness, you know, this is such new and challenging data. And they said this is not new. Right? This is persistent. It has been persistent for decades. However, there are some nuances that are new. Like more women are having more black and brown women are getting are given cesareans now than 20 years ago, you know, just some of the nuances are different. But the outcomes, this it's it's not new data. So the question is, When will this, at any point become somebody's priority? To say we're going to solve this? This is not okay. This should not be a nation where it's okay for us to lose this many babies, or this many women? Or to allow or create conditions that cause for even more women to die? We'll when are we going to say enough is enough? Because I'm one who believes firmly we know how to do better. We know how to do better. So when you say when are we going to employ the solutions to fix it, it is about will. It's about will we know how to do better. We know how to get excellent birth outcomes. We know how to have healthy children. We know how what what conditions are necessary for children to learn and thrive in schools. We know these things, it is about the will. And I believe that changing will is the hard work of changing hearts and minds. And part of what we're doing and what I was talking about at the Clinton Global Summit was really about using the power of narrative as one of the key things that we believe that using the power of narrative of using that to drive just policies and drive more investment. Those are the two things we need just policies, and we need more investment.

Monique Curry-Mims 42:08

That, that I think that's it people.

Valerie Johnson 42:13

there's no better way to end, right?

Monique Curry-Mims 42:16

right? You have to be willing to do the work, you have to be willing to be a co conspirator and put your life and your dollars and your power on the line and shift the way that the nation is going. thank you for that.

Carmen James Randolph 42:32

We have to understand that we have the ability to do it. Right. And it's not that we're talking about challenges that are insurmountable, we have the ability to do it. And that is the thing that I'm just driven to say, you know, that just because the way you know, we see things as they are, this is not how it has to be, **we can shape a different future together**. And that's what we're striving to do with wfs. And I would say in terms of harm, I have to say this, the Supreme Court decision to repeal affirmative action is one of those decisions that the impact of which is being felt by a lot of organizations being led by black and brown women supporting black and brown women. Because we have extreme opposition. That is saying that now our work are challenging whether or not this work is illegal, if it's illegal to support women who had just given birth to have better outcomes, things like universal basic income, trying out those strategies as these are these illegal strategies. Because if you're targeting women of color, because you know, this is now reverse discrimination. We're giving women of color businesses that received the smallest amount of investment, small startup capital. And for us, this poses an existential challenge for us to live this mesh mission and for us to be able to do this work with fidelity, but yet, carefully. And so that right now is the biggest challenge that we're faced with. Yeah. And where I am saying in conversations with folks, we have to fund we have to invest in our own liberation. Yes, we have to.

Monique Curry-Mims 45:01

no one else is going to do it. And it just really makes me think about the earlier statement when I was talking about the opposition, putting the dots together that we aren't. I mean, I know what the fearless fund is right? You know what those organizations are coming after because I am a black woman entrepreneur. So that is something and I. So that's an organization that I'm well aware of. Most people don't know what that organization is, they probably didn't even know that was they had to probably search to find that specific organization or organization that was really just about funding black women, which then it happens so quickly after the affirmative action, that I feel as though personally I might, you know, I'm here we go, like controversy and conspiracies. Like, there's a plan that's much bigger than we know. And the affirmative action was the start of it. And then they like literally, it was like within a month they were attacking the fearless fund. Like you didn't find it that fast, like there was there's something else going on. So I think that we have to be diligent. And like you said, like, we have to be the ones that are fighting for our liberation, because other people are not in the opposition is making sure that we don't because, you know, if what happens in Georgia with the elections there, and what was just like the political power of black women, I think they're starting to actually recognize it. And maybe even potentially, if you're not, you know, I'm not even cutting this out, guys.

Carmen James Randolph 46:26

Well, just like the states had trigger laws in place, waiting for the fall of Roe v. Wade. Yeah. There were trigger laws in place, just for the for the fall of affirmative action. So we have some states who are now saying, Hey, if you are doing any work, that is for diversity, equity and inclusion, you cannot receive

state funds, right. And if you receive dollars from a funder, that supports Diversity and Equity and Inclusion, we can take back any state dollars that you get. That's the case and at least two southern states. So I mean, we are in this time, where the focus on diversity, equity inclusion, where those are now dirty words, right? dirty words, filthy words. And where justice is now becoming a dirty word, like how do we and my question is, we understand very clearly, who is disproportionately under resourced, low income, impoverished, and suffering, whether it's we're talking about poor health outcomes, poor educational outcomes, lack of housing, lack of transportation, how do we fix these things for the very people who are suffering the most apt to have the will?

Monique Curry-Mims 48:12

Thank you, Carmen. I appreciate your time making time for us while you're on the road. Thank you, Valerie, who didn't have a choice but for joining us on the road as well. This was a great episode. I felt like in my head, we just started a whole other episode. We can keep going. We might have to bring you back. But I always enjoy speaking with you. As always, everyone, please look up Carmen James Randolph, please look up the Women's Foundation for the South get to know them get to know their work, support what they're doing. Because again, so goes to south so goes the nation and she's working her butt off. You see that little boy, I'm coaching my butt off. So yeah, better playing out. But y'all better play your butt off because she's working her butt off to make sure that the nation is as diverse and inclusive and equitable as possible. dirty words are not she's making it get done. So thank you again for joining us.

Carmen James Randolph 49:06

Yes, thank you, Monique. Thank you, Valerie, for having me. And also visit our website, WWE dot Women's Foundation. south.org Sign up for our newsletter and stay connected to us. Thank you.

Monique Curry-Mims 49:19

Thank you for listening to us. Once again. If you didn't know now, you know, this has been beyond philanthropy. Thanks, guys.