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SPEAKERS

Monique Curry-Mims, Valerie Johnson

Valerie Johnson 00:00

Hello, and welcome to Beyond philanthropy, it has been one whole year of disruption

Monique Curry-Mims 00:05

one year

Valerie Johnson 00:07

and we are going to recap for you everything we've talked about so far this year with disruption in philanthropy.

Monique Curry-Mims 00:16

What have we learned this year?

Valerie Johnson 00:19

Well, so the first guest we have this year was Vanessa Briggs. I've heard her speak before. And she's one of those speakers that every time she starts talking, I like drop what I'm doing and listen, because I'm like, yeah, that, yes.

Monique Curry-Mims 00:32

Fairy Godmother.

Valerie Johnson 00:33

All of that. Like, I can see why you call her fairy godmother because I, that's what I want a fairy godmother to be. I want a fairy godmother to be like, the voice of reason in the room who just dropped some real talk that like makes you stop and think like, oh, yeah, like I love that.

Monique Curry-Mims 00:48

Right.

Valerie Johnson 00:50

So she talked a lot about community.

Monique Curry-Mims 00:54

Yeah.

Valerie Johnson 00:55

And that was kind of her form of disruption was community.

Monique Curry-Mims 00:59

So Alliance for Health Equity, which was the Brandywine Health Foundation, right. I mean, they, you know, it goes back to, you know, I know I've said this a number of times. But you know, people who have always been in this space, maybe causing harm. And I'm not saying the Brandywine was causing harm, but people who have been in this space operating in a way, and then maybe learning something new and just saying, Hey, we now understand DEI, we now understand whatever, now we're better.

Valerie Johnson 01:32

right

Monique Curry-Mims 01:32

Alliance, really owned that she really identified that they weren't servicing the community effectively as a foundation, a lot of organizations and community members didn't know what they were about, you know, what they had to offer. So they really not only just said, Let's just learn our new terms, they said, Let's just knock it all down and rebrand from a community perspective.

Valerie Johnson 01:33

Right. They didn't just rebrand with, this is what we think the organization should be they've rebranded from a, let's find out what the community thinks we are and what the community needs. And then we'll turn that into our new brand. And specifically as a community foundation, I think that's really important. But even for non Community Foundations, even for other funders, or even for other nonprofits, like there's the non disruptive way of doing it, which is the traditional way of doing it, which is like, Hey, we are the leadership of this organization and we're gon tell you exactly what you need. And then there's the sadly disruptive version of it, which is, what do you need, and we're here to serve you, you are the community, what do you want? What can we do for you? How can we help you?

Monique Curry-Mims 02:46

So I think that, you know, within that lesson, if you are disrupting philanthropy, you are disrupting your own practices, your own being, and doing it, from the perspective and view of those who are actually serving?

Valerie Johnson 03:01

Yeah. Which shouldn't be disruptive, like I hate. I hate that that's what we consider disruptive is, like, at the end of the day, it's, that's the right thing to do. Like the right thing to do is to actually listen to your

community, find out what they want, and then provide it because that's what you as a nonprofit, exist to do. However, we're here talking about how disruptive it is to actually listen to your community, because that's how messed up philanthropy has become and nonprofits have become is that they've become these monoliths in their communities where they come in and tell the community what they need, and the community has no choice but to say yes, because there's no one else offering to meet their needs. It's a thing.

Monique Curry-Mims 03:48

It is a thing. But you know, as I said, No fairy godmother is always Fairy Godmothering, and now she has left Alliance for Health Equity. And she's doing her amazing work in another organization in New Jersey. So we wish, Vanessa well, and we hope that you know, as she conquers her new venture, she brings those lessons along with her and the disruption is beginning to spread.

Valerie Johnson 04:14

She's so going to

Monique Curry-Mims 04:15

I'm excited.

Valerie Johnson 04:16

I'm not worried about that at all. Yeah. So I love their conversation with Vanessa, if you haven't listened to it, please do. That was fairy godmother-like. the next guest we talked to this year was Mike Hinson. So we just we need to take a moment and take a deep breath because we lost Mike this year. He had an illness and very rapidly declined and we are going to miss him terribly,

Monique Curry-Mims 04:50

terribly

Valerie Johnson 04:50

as a community. I did not know him as well as Monique did. But we we really are truly going to miss him and the genius that he brought to philanthropy into our community. So moment of silence.

Monique Curry-Mims 05:09

watch the episode. You know, I have spoken to people, other people who have known Mike much longer than I have. I really just had a conversation like two weeks ago about that episode. And someone was like, Oh my gosh, like, I didn't even know about that episode. And so after he had passed away, so I was just playing it on a drive and I literally had to pull over. He was in rare form. That was the best conversation, the best representation of Mike I had ever seen. Like, he actually shared it on his social media, and said almost as much, but he personally said that to me, and I had to be like, so that episode, like most of them, were edited. He was in rare form. We were all I know, I was in rare form that episode. So we definitely had to edit that episode down, it was longer and a little bit more transparent. So I wanted to maintain everyone's integrity.

Valerie Johnson 06:07

So so my organization, one of our members of our leadership team suggested that the Leadership Team Read this book on psychological safety. And I'm not saying a lot of it is common sense. But it feels like a lot of it's common sense. Like most like leadership, you know, self help type books are. But psychological safety is not a concept I had been introduced to like, I think I like you kind of know what it is, right? Like when you say psychological safety, you're like, oh, somebody feels safe enough to like, think process, be, exist in a space. But having having read it, I feel like a lot of what we talked about on the podcast is creating psychological safety. And also this podcast is a psychologically safe place, because we get such great conversations with our guests. But especially for Mike, I think it was a very psychologically safe conversation where we were able to cover a lot of topics, really let out feelings, frustrations, thoughts on

Monique Curry-Mims 07:13
Everything.

Valerie Johnson 07:15
We I mean, we went into it wanting to talk about systemic change, but we really covered a lot. Yeah. However, it all did boil down to like, I mean,

Monique Curry-Mims 07:23
we went through to the root of the cause. Right. And everything in between, right. So I think that that conversation has to go anywhere in its authentic framework, just to really hit that topic. Because if we're really going to talk about systemic change, we have to, we have to get to the root of it, we really have to talk about all the aspects from government programming and taxes and advocacy, all the way down to our community members, and you know, what they're doing to help themselves and what they're doing to be supportive, but also what they're doing to have their voices heard, and what nonprofits and foundations should and should not be doing in that process as well.

Valerie Johnson 07:26
yep. Yeah. And, you know, I think the disruptions there with systemic change is that the system is broken.

Monique Curry-Mims 08:08
Oh, yeah.

Valerie Johnson 08:10
100%, no matter how you look at it, system is broken. So any change we make to the system is disruption, like any, any change to any part of that system. So from you as the human being standing here, all the way up to the government that runs this country. Any change to that system is good. It's good change. We love disruption. Disruption is great. Then we talked to Doris, who is the president of our local chapter of AFP. And she had come to us for the interview, right after attending lead, which is a conference run by AFP global for leadership, specifically. And she talked about some of the positive changes that AFP has made. And small, disruption.

Monique Curry-Mims 09:02

very small disruption, you know, as we prepared for this episode, and I was like, eh, do we really want to recap that episode. Only because, while I love Doris, and the conversation was a great conversation and very insightful. You know, in terms of disruption, and even, you know, building off of our last conversation around that open letter. There's like, there's still there's still work to be done. And I think that's the other thing too, right? Like, I don't want to prop up people for being disruptive, When all they did was just take a step. And I know the first step is like, a great step. But for some organizations at this point, every year it's like, this is our first step this year, and we've done enough this year.

Valerie Johnson 09:52

And that's like disruption can't live in that space. If you are going to go all in on disrupting philanthropy. You got to go all in.

Monique Curry-Mims 10:00

You gotta go all in.

Valerie Johnson 10:00

you can't just say, oh, yeah, we hired a black person. we're done.

Monique Curry-Mims 10:06

Right

Valerie Johnson 10:07

And I think too, that's we ended up talking to Doris a lot about her position, because she was a senior level fundraiser who moved into a chief ideas position. So, you know, living that diversity at work, and really building that position for herself and building a department now that supports that. That is, that is disruptive.

Monique Curry-Mims 10:31

it is, and this, I mean, and she's a woman of color. Like I remember when I in my last like, full time job at stepping stone when I was fundraising. People used to say, like, oh, my gosh, your gala is the biggest gala next to the orchestra. Right. So, you know, everybody knows how big and elaborate and how much how many dollars and it like, for her to be in that position for that organization. And she's been there for a while.

Valerie Johnson 11:01

She has.

Monique Curry-Mims 11:03

and now giving her the resources, because I think that that's, you know, that's what holds a lot of people back, whether it's you know, providing with the team, paying them effectively, actually allowing them to be their authentic selves, to to speak up and to make the changes that are needed for them to be successful. Because it's one thing to say, here's a job. Here, your goal is get it done. There's another to say, here's your job, here are your goals, what can we do to make sure you achieve them? Yeah. And I think that she has definitely owned that and been able to live in that space. In you know, the

Kimmel Cultural campus, yes. Like, wait, what's the new name, they've, they've rebranded. They given her the ability to be successful.

Valerie Johnson 11:53

They have and I love, I love to see that. Yeah, that's huge. So we also talked to Mike O'Bryan, of humannature. And we talked about the trauma of philanthropy, which I think maybe doesn't directly connect the line of disruption. But it does.

Monique Curry-Mims 12:13

Well, we were overcoming the trauma. I think that a lot of people don't understand how traumatic people have power, do not understand how traumatic it can be to those not in power. And I think that in order to be disruptive in philanthropy, we have to own it, we have to own the harm that we have done, the harm that we are doing the trauma we are causing, so that we are able to move forward to really be effective in our practice of philanthropy.

Valerie Johnson 12:42

That was such an excellent description.

Monique Curry-Mims 12:44

Thank you.

Valerie Johnson 12:45

I don't have anything to add, that was so good. But I what I will add is that Mike is such a genuine human being. And he So truly, deeply cares about this work, and specifically about how to lessen the trauma and lessen the burden on the people doing this work. And he is a person who does this work and knows very well what the burden and the trauma can look like. So that was that was a really good episode.

Monique Curry-Mims 13:17

It was.

Valerie Johnson 13:18

Yeah. And I think our last guest was Sophia. And we talked about supporting Black leaders. And kind of my my take on it is like, if you want to achieve disruption, and you're at the beginning of your journey. A lot of people are like, I'm gonna hire a person of color. And that's, that's going to achieve my goal of disruption. And what we talked with Sophia about was that is not enough to just hire a person of color. You have to support just like we were talking about with Doris, you have to support that person, and you have to enable their success, and encourage their success and support their success. You can't just check the box and say we've hired a person of color. We're done. We've disrupted this year.

Monique Curry-Mims 14:08

And, you know, I don't know if we're getting better. I hope that we're getting better. I haven't surveyed the land yet. But definitely 2020. Around that time, there was that. We're going to put a black ed in place. Yes. Right. And this is not Sophia's case but this is a general, you know, statement where a lot

of organizations were just: we're diverse, we're disruptive, we're gonna hire a black Ed, but we've got 100% board or majority board that is not of color, a board that is not representative of the community, a board that is not fully supportive or providing support for that executive director. Like. Again, you have to be resourceful and fully supportive in that effort. If not, all you did was just take that step and While you know, the organization might have been around for 20-30 years, and it was the first black ED and we're taking a step, that person is not going to be successful as an executive director, as a director of development as anyone in a leadership position in a space that is still traumatic. It's so problematic.

Valerie Johnson 15:19

Yeah. And it happens way too often. And I would I am really interested, hopefully, somebody out there is studying the data, because I know there were a lot of leadership appointees of color, in 2020 specifically, second half of 2020, specifically. I would love to see where they're at now. You know, two years later, are they still there? Are they gone? Did they go under weird circumstances? Did they, you know, get support throughout their tenure there. Because I, I suspect a lot of them have left. And they've left because they didn't feel supported. But that's just a suspicion. I could be wrong. Maybe the world will shock me. Who knows. So we had some wonderful guests this year,

Monique Curry-Mims 16:05

we had some wonderful guests. And I mean, I know we want to definitely make sure we have more next year. But I think that we as a sector because again, philanthropy is a sector. I was actually looking this up last night before I came here. And I'm like, I keep saying it, because I just feel like that's the truth. Like when you think about philanthropy, you think about philanthropy is defined as the love for mankind. And that does not mean that you just love them through funding. It doesn't mean that you love them, just because your an actual person writing a check, giving stock, whatever the case may be, you love them, because you are dedicating your time, talent, treasure, you know, to people, to a cause, to bettering the world. So, you know, when we think about disrupting that, know, are we looking at all those facets? You know, are we actually taking the time to understand. So I just saw this article that was from earlier this week that was on CNN that was talking about, you know why we should be skeptical of the billionaires that pledge to share their wealth. And most recently, we lost a great philanthropist Pablo Eisenberg, who also criticized philanthropy and the way that people are giving their money away. Because why are you pledging your money upon death while people suffer in the meantime? Why are you you know, becoming the richest person in the world while your workers and people are just are starving? People are homeless. So we're being philanthropist and we're being disruptive in the way we're giving whether it's trust based or not. You can't give it and also perpetuate the issues that need the philanthropy in the first place.

Valerie Johnson 17:56

Yeah, it's. So speaking of trust based, I saw an article I finally get to say the words! I read an article the other day about relationship based fundraising instead of trust based for specifically for people who give grants. And it just like...

Monique Curry-Mims 18:18

isn't that the same thing though? isn't the whole point of trust based philanthropy is forming a relationship?

Valerie Johnson 18:22

So that's where I was confused. Because, yes, my understanding of trust based philanthropy is that you build a strong trusting relationship, and then you stop with the infantilizing of you have to do this, you have to do that, we have to see your numbers, we have to have so many visits. It's a more natural relationship than that.

Monique Curry-Mims 18:42

Okay.

Valerie Johnson 18:43

That's my understanding of trust based or at least that's what I want trust based philanthropy to be. So the relationship based philanthropy article was like, we don't want to just give you money and leave you alone. Like, that's not what we want. So we don't like trust based philanthropy, we want relationship based philanthropy.

Monique Curry-Mims 19:04

Okay, but back up. But I thought trust base.

Valerie Johnson 19:07

It's built on the relationship

Monique Curry-Mims 19:08

You can't trust with a relationship, because even in the reporting it was so some people actually have more conversational relationship based reporting, rather than just send me a piece of paper or an email in a year and thanks for working with us. Like I thought that was the whole point. Can we stop?

Valerie Johnson 19:27

Can we stop naming it and t trying to brand it like it almost felt like this person was trying to create their own personal brand based off like, I came up with this. I came up with this just like it would be like if we were like, We want to coin the term disruption because we talked about it on our podcast. It's ours now.

Monique Curry-Mims 19:46

So two years ago, no last year so last year's philanthropy week, I entitled community centric philanthropy. Like last month, I saw somebody is pushing community centered philanthropy and I'm just like, how about we just do philanthropy?

Valerie Johnson 20:04

Yeah. How about we just do it right?

Monique Curry-Mims 20:06

Just do it right. We don't have to coin it. We don't have to, like, okay. We're not disrupting, for disrupting sake. We're not disrupting to make a name for ourselves. We're not disrupting to like, we're just

disrupting so that we are equitably and respectfully supporting and serving the people and the issues that needs to be served. Like I don't I don't understand.

Valerie Johnson 20:33

No, we're disrupting to like, correct me imbalance.

Monique Curry-Mims 20:36

That's it.

Valerie Johnson 20:37

That's it. Like, it's not a branding opportunity. It's not a naming opportunity. You cannot build your personal brand, on being the person who said this.

Monique Curry-Mims 20:47

Okay, so can we talk about that really quickly? For one second, I want to get your opinion on this.

Valerie Johnson 20:51

Oh, because I'm an influencer now.

Monique Curry-Mims 20:53

You are an influencer. How was your meeting with the Polish consulate?

20:57

It was great.

Monique Curry-Mims 20:58

That's awesome. So the MacKenzie Scott thing is starting to bother me.

Valerie Johnson 21:06

Yeah.

Monique Curry-Mims 21:07

And I don't know.

Valerie Johnson 21:10

Did she perpetuate that though?

Monique Curry-Mims 21:13

So my thing is, every time she makes a donation, I just donated it to, or her PR people are doing it, right. Because the first thing is like, there's no kind of vetting process or there's some vetting process, right. There's no actual like, I'm meeting with pathways for housing, let's have this conversation to get to know each other. Right? It is she she's giving money out. And then there's a big press release. I MacKenzie Scott just gave out and it's not coming from the nonprofit, saying we receive these dollars, or it's coming from her or her team or her whatever. And I'm just kind of like,

Valerie Johnson 21:51

Was that necessary

Monique Curry-Mims 21:52

Is it necessary? Because so are you using this as your branding opportunity? Because before we all just knew you as Jeff Bezos' his wife, right? And then it was your Jeff Bezos' ex wife. And now your MacKenzie Scott. The white savior? No, I'm gonna say white savior, I'm gonna go there.

Valerie Johnson 22:14

So I think there's two ways to look at that, which is exactly what you just said. Or shaming everyone else for doing it the wrong way. So by publicizing the way that she does it, she is what she's not saying is Jeff and all you other billionaires out there are not doing this right. I'm doing it right. More people should join me in this.

Monique Curry-Mims 22:40

is she doing it?

Valerie Johnson 22:42

That's well, that's another question.

Monique Curry-Mims 22:45

Right? Because, again, I had this conversation recently with another foundation, because who does she use? I'm not we're not, I don't need you to answer the question. I'm sure you know the answer. I know the answer. But who is she utilizing to give out this money? Right?

Valerie Johnson 23:00

MJ Rodriguez.

Monique Curry-Mims 23:03

I wish! I wish she was using MJ Rodriguez. But again, organizations who have been consulting and working in this space all the while perpetuating the issue. And now that the branding has shifted, the terminology has shifted. Now we're, we've learned this new terminology. So now we're experts in that. And now.. you know what I'm saying?

Valerie Johnson 23:28

Yea.

Monique Curry-Mims 23:28

I'm just like, yeah, so in those organizations, and again, we've talked about it like some of those organizations even gave money to aren't even as effective. They just have brand recognition. And they have brand recognition in communities of power, where the communities that often receive the dollars or receive the funds or the programming or like they're not doing they're not they're not really helping us the way we do need to be helped. not all of them. Some of them.

Valerie Johnson 23:53

I just made a TikTok. Just I'm not talking about iTok here, but I just made a TikTok. And you can highlight a charity on your page. So I'm scrolling through because I'm like, I made a TikTok to talk about philanthropy, like it's going to be an extension basically, of our existing social media for this podcast. So absolutely. I want to choose a charity. The National charities that are on that list are basically all of what we were just talking about, it's like Big Brothers, Big Sisters and United Way and Girl Scouts. And I'm not saying that people are not helped by those organizations. But what I'm saying is, that is not the kind of organization I want to highlight on my personal Tiktok.

Monique Curry-Mims 24:37

Nope.

Valerie Johnson 24:37

I want to highlight a community driven organization that is doing great work. And there is no way to nominate a new nonprofit to add to your channel. And there is no way to self nominate as a nonprofit so guess who does not have a selected charity on her Tiktok profile. Philanthropy Val, because I'm not doing it like I refuse. I refuse to give them more space, over more deserving organizations,

Monique Curry-Mims 25:05

Like, I think we really have to take a step back. And I mean, everybody, I really feel like why are we doing this work? Because, you know, I know of executive directors at some of these various established well known organizations who could really care less about the people that are being served, right. And they sit at the head, because it's one of these really big organizations, they get the notoriety, they get the big paycheck, they get the assumed power that comes with it. But they themselves are like, I don't, I can't be bothered with this, with the simple people, right? So it's just like, okay, and then they've got high turnover within your organization, because the people of color that work there, they're like, this is toxic. And this is not conducive to helping my community. And those are the organizations that get money from MacKenzie Scott, those are the organizations that get highlighted on Tiktok, and all these things like that. And it just kind of like, Come on people like, stop. But what have we not learned over the last two years? It's like, we almost went back, like 2020 almost ever happened.

Valerie Johnson 26:20

So have I told the story on the podcast of the..

Monique Curry-Mims 26:23

I've told every story a million times, I know, people I had Go ahead.

Valerie Johnson 26:27

So the I, I'm pretty sure I've told it. But there was an executive director that was speaking and it was, it was 2020, or 2019. It was before the pandemic, I was in a room of like 100 people, it was hosted by local foundation, this was one of their grantees. And they invited them to be a keynote speaker. So it was a female Ed, of a large mental health nonprofit in Philadelphia. And she was talking about the homeless people that they support over and over again, the homeless, the homeless. And then she

went a step further and said, we have a transitional employment program. But we know that we need to keep really strong track of who's in that program, and whether they're actually doing their work or not before they get paid. So we have, like, strong, you know, tracking in place to make sure that like, the people that are in the program that are homeless are actually doing what they're supposed to do as a part of the program before their paycheck goes out. And they're addicts, by the way, so she kept saying over and over again, like the they're addicts, they're, you know, maybe not trustworthy.

Monique Curry-Mims 27:37

Okay, so, addiction is a disease.

Valerie Johnson 27:40

I know.

Monique Curry-Mims 27:40

Right? So, I'm sorry. I didn't mena to interrupt, it gets me frustrated.

Valerie Johnson 27:44

no, it's alright. That's the thing! I was sitting in the room, and I was like, You have got to be fucking kidding me. Like, we're sitting in a room full of nonprofit workers who work for mental health organizations, substance use organizations, housing organizations, like all of the above. And you're gonna sit there as the white Ed of your organization, and talk negatively, like, literally act as if the people that you support are not worthy of your support unless they follow your rules. I just like, I thought my head was gonna explode. I got up and went to one of my foundation contacts who works at the foundation hosting this event and was like,

Monique Curry-Mims 28:24

WTF

Valerie Johnson 28:24

Yeah, I did, I legit said that. I was like, what is what just happened? And they were like, you know, like, we didn't know they were gonna say that. And I was like, You need to not be funding them anymore. Did you hear how she just talked about her services?

Monique Curry-Mims 28:38

My thing is, you didn't know they were going to say that. But I'm assuming that it's how she talks about her services. It is not like she got up in front of a room full of people and became somebody different.

Valerie Johnson 28:49

right.

Monique Curry-Mims 28:49

That is who she has been an either you never took the time to actually get to know her and her organization, and you just funded it off of the brand recognition of it. Like, come on, people are who

they are. And that's the thing, right? Because I feel like when people do put on that mask, the mask was the other way. Right?

Valerie Johnson 29:08

Right.

Monique Curry-Mims 29:08

You're like, I am better than what I am that. It's not like I showed up better. And I got up in a whole of people and just went to the negative. Like I don't understand.

Valerie Johnson 29:19

Yeah, no, you're gonna put a mask on in this situation. It needed to be like, I don't look down on the people that I support. No, she did. She just like went all in. And I was so I was so disappointed. And, and I'd never really felt like I got a great response from the foundation like, and it sucks for the person who works at the foundation, who no longer work there anymore, because they absolutely understood how harmful that was, and how upsetting that was, and they couldn't do anything about it. Because their higher ups weren't interested in hearing, so I was like disappointed in the foundation. I was disappointed in the nonprofit. It's a huge nonprofit. so I was I just was like, I was really disappointed. And that like, happens all the time like, and like part of me wants to say like, if you're gonna actually think bad about the nonprofit you work for do it behind closed doors, but the other half of me is like, no, don't do it at all, you don't deserve to have this job.

Monique Curry-Mims 30:15

That's the point. That's the point there, because most people do it behind closed doors.

Valerie Johnson 30:19

Exactly.

Monique Curry-Mims 30:19

And I think that they again, they do it for the assumed power, they do it for the check, they do it for the notoriety, they're not doing it for the people that they serve. So I think that we're going to do this next season, our theme is going to be systemic change in honor of Michael Henson. And we're going to look at all of our systems, from governments, to foundations, to nonprofits, to the community, and really get into it and talk about how we can really change, how we can disrupt philanthropy as a sector, how we disrupt and really change how we are being impacted and how we are impacting the communities and people we serve.

Valerie Johnson 31:10

And so we have some really great guests this year, who had examples, like they had receipts, this is how I changed this organization. This is how you can change the system. This is how you can make a difference in your day to day no matter what your role is. So we want more of that. We want more guests.

Monique Curry-Mims 31:36

And we want guests from anywhere. Like we've been really Philly based. Who's doing this work, not in Philly, that should be on our podcast that we need to know that other people need to know

Valerie Johnson 31:47

now, we want to highlight diverse voices. Yeah.

Monique Curry-Mims 31:50

Yeah. People who are really doing the work.

Valerie Johnson 31:53

Yeah.

Monique Curry-Mims 31:53

And we don't want somebody who is I'm an expert, because I learned from a person of color. Or I learned from the community member or I learned from the person with disabilities, right? I want the person who is changed, who's changing it, because that's who they are, and have been.

Valerie Johnson 32:14

yes, that I don't want someone who has built their brand off of taking borrowing stealing information from the community. I want people who are from that community who can come in and talk about it. So that so PR people out there, first of all, stop emailing us. But if you're going to email us, these are our parameters. If you're a listener, we want to hear from you, we want to know who in your community is doing the work is being disruptive, is making systemic change is really moving beyond traditional philanthropy and getting to a new place. And, yeah, we don't want PR pitches.

Monique Curry-Mims 32:55

we don't want PR pitches. And while diversity is key, we understand that, especially in the foundation, funder space, diversity might not be prevalent. And there are some leaders who don't have the branding PR bandwagon behind them that are doing this work, that deserve not only recognition, and maybe anyone wants a recognition, but deserve to be able to say, this is how we made our change. And here's what others can learn from us. Because sometimes it just takes for somebody to be like, you know, what I didn't know. And I just said, the community knows. And this is how I'm giving away my billions, or this is how I am now fundraising, or you know, it's just right. So I don't I don't want to just put a it has to be a person of color.

Valerie Johnson 33:50

No, I don't want to say that.

Monique Curry-Mims 33:51

I don't want to put that on there. But I know that there are people who have learned from their personal experiences that are not extracting knowledge and power from somebody else. And putting it in a book. I spoke at a conference last year. And during my talk, the person who spoke before me was literally taking notes during my talk. And I'm like, I bet you all those notes are going to be in their next book, right? I don't want that person. Not that person. But like I want someone who like someone like that,

who is building a brand off of extracting knowledge from a person of color. Like if I've got my wish list like I want Edgar Yeah, I want Edgar I want Vu Le.

Valerie Johnson 33:55

Vu, please!

Monique Curry-Mims 34:37

Please Vu, please Edgar. Like, you know, I want to have this has to go. We've got an international audience

Valerie Johnson 34:47

We do. So our Spotify wrapped dropped in the last two days because, you know, Spotify wraps they do it for podcast owners too. So we had international listeners we had like four other we have a top five countries because we have more than five countries listening to us.

Monique Curry-Mims 35:05

Yeah, we have we have like nine different countries that listen to us. The majority of them. Like, it doesn't matter. We have international listeners and philanthropy, while American philanthropy is typically what people focus on, philanthropy it comes from the Greek root, right? It's Greek. And when we really think about the history, I mean, it started tribal.

Valerie Johnson 35:28

Yep.

Monique Curry-Mims 35:29

So we don't want to just focus on American philanthropy.

Valerie Johnson 35:32

No, it was heard in 16 countries. And that's just on Spotify. So if you're listening on Apple podcasts, we totally could be more. And our top five were us, obviously, because that's where we live, Canada, Germany, the United Kingdom, and Ireland. I just want to also put out there while we're talking about speakers and guests and stuff like that, I think, very often I hear there is nobody who does that, who is diverse. Like when you're talking about speakers, when you're talking about like keynote speakers, you're trying to find someone like there's a very limited pool of what's considered acceptable,

Monique Curry-Mims 36:08

right, but it's only because they're actually putting that label on it.

Valerie Johnson 36:10

right. So I want to point out that all of our guests this season, were people of color. And they were all experts, all flippin amazing at what they do, so knowledgeable, so like intelligent, and so like, eloquent at explaining what they do. And that is proof that there are plenty of people out there to talk to. And if you can't think of anyone who's a person of color to speak or, you know, be a part of something that that is a you problem, because you don't know those people, you don't have those ties to the

community. You don't run in the right circles in order to recruit those folks. So, yeah, just want to just want to highlight that that like it is entirely possible. You just got to commit to it.

Monique Curry-Mims 37:01

Yeah, take that. Take that step and keep stepping.

Valerie Johnson 37:04

Yessssss.

Monique Curry-Mims 37:05

disrupt your practice. That is our end of the year holiday wish, new year goal for you to take that step. And keep stepping. Because not only will your practice get better, but I promise you, your community will get better as well.

Valerie Johnson 37:22

100%

Monique Curry-Mims 37:24

Wow. Well, thank you for joining us.

Valerie Johnson 37:28

Yes! it's been two whole years.

Monique Curry-Mims 37:31

Thank you guys for listening. We really appreciate this. And if you didn't know now, you know, this has been beyond philanthropy. Happy New Year, guys.

Valerie Johnson 37:39

Happy New Year!