

S2 E10

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SPEAKERS

Monique Curry-Mims, Valerie Johnson

Valerie Johnson 00:00

I need to invite you Good morning. We're here at National Philanthropy Day. And we are getting set up to livestream.

Monique Curry-Mims 00:19

So this is their first time doing this. So bear so bear with us, we're figuring it out and making sure it all it all is working. Yeah, we're gonna make sure we go live on LinkedIn. I mean, it's supposed to be connected to LinkedIn. So I just want to make sure that it's actually. Oh, it says we're live right now

Valerie Johnson 00:44

Oh, cool. Yay. We're live.

Monique Curry-Mims 00:46

We're live. Good morning. We are here in the crystal tea room. I think this is the bridal suite.

Valerie Johnson 00:52

This is the bridal suite.

Monique Curry-Mims 00:53

I've never been in here. I've been to weddings here. But I've never been in the bridal suite yet.

Valerie Johnson 00:56

So if you get married here, this is where you get set up.

Monique Curry-Mims 00:59

This is a really nice room.

Valerie Johnson 01:00

Yea it is.

Monique Curry-Mims 01:01

And thank you to AFP. GPC, Greater Philadelphia chapter for allowing us to be here and be in this lovely room as well. They, we were like, Hey, crazy idea. Can we go live from national philanthropy day because we're all about philanthropy. And they're like, ah, I'm like, look, we just need a room, give us a room. And they're like, yeah, we can figure it out. And they gave us this amazing room. So here we are.

Valerie Johnson 01:24

So here we are.

Monique Curry-Mims 01:25

And we missed you last month. We did explain that. It was it was a combination of technical difficulties... I was sick, technical difficulties.

Valerie Johnson 01:33

And, you know, life. But we're back.

Monique Curry-Mims 01:36

We're back. We're back. So last, what was supposed to be last month?

Valerie Johnson 01:41

We were talking with Brandyn Campbell, who is a DEI communications consultant.

Monique Curry-Mims 01:47

Right, right. Right. Right.

Valerie Johnson 01:48

She was so good.

Monique Curry-Mims 01:50

We need to bring her back. We're definitely going to bring her back. Yeah, no, I am currently in this like, crazy space. So I am part of an organization. And not like a nonprofit that, not a client, but just like me as Monique my being. And so I was invited to participate in a MLK day meeting. Because prior, I had done MLK Day events for this organization. And I stopped because it was a very off process. And it wasn't even MLK Day, it was actually Thanksgiving Day. This tradition that usually goes along with Thanksgiving at this organization. So I was trying to maintain those principles. I put together a plan people like oh my gosh, that's amazing. And then some people decided to take part of my plan and run with it themselves. But then they couldn't figure out how exactly to finally execute it. So you just throw it back in my lap and the last hour and I was like, Are you guys kidding me? Like, one, you didn't even implemented correctly. You just did your own thing. But now I've got to figure out like I'm not working with you guys anymore. Like you guys are very extractive, very rude. So I was like after this MLK Day, I'm done with you guys, right. So they invited me to talk about MLK Day this year to talk about what it had been things like that.

Valerie Johnson 03:18

That's a positive step.

Monique Curry-Mims 03:20

So let's say there's a room of 10 people, right? Remember 10? People MLK Day, it is myself who is the former MLK Day person, the new black person who's the new MLK Day person, and eight people that are not of color. Right. And, you know, we're talking about so I bring up the fact that it's been removed, right? Like everybody wants to be centered around like, oh, we want to celebrate MLK Day, we want to do something. And I was like, I gotta be honest. What's the point? Like you just guys this through this one day event? There's no education. There's nothing. Also you guys got a lot of issues in this organization. There's some racial issues here. There's some micro and macro aggressive issues here. Like you guys got a lot of fixing to do. So like, what's your point in doing this?

Valerie Johnson 04:15

The point. also, I'm enjoying the faces that I'm making here because I feel like I'm just here for the faces. The point is performative philanthropy, that is the point is if you're not doing something for MLK Day and you're a nonprofit, you're doing MLK Day wrong. That's kind of like the generally accepted thing.

Monique Curry-Mims 04:33

You know, what would be great that you go just participate in somebody else's MLK Day that's doing it right. So I say all that. So we're having this conversation. So I'm like, What's the goal? Right? Like, what's the purpose of this? They brought in a consultant, which I'm also like, flabbergasted about because they asked me to do all these other random things for like, Hey, can you come in and sit on this panel? Can you come in and do this? And then when they hired a consultant, they did not even talk to me. Neither here nor there. So you hire the laptop

Valerie Johnson 04:35

Why talk to a consultant? You hire them and they just do their thing, you don't have to talk to them.

Monique Curry-Mims 05:09

Right. But they hired another consultant. Okay. That's my point. So this consultant as part of this meeting, and she just takes over the meeting starts talking about, well, you know, there's not enough time. And

Valerie Johnson 05:23

So is this the other black woman?

Monique Curry-Mims 05:25

No.

Valerie Johnson 05:25

Okay. All right.

Monique Curry-Mims 05:26

No, so I'm not there in a consultant capacity, right, I'm there as a caring person that has expertise. So they bring me in when they have different searches and different disputes. Can you sit on this panel, can you come talk to us, can you meet with us, I have just met with whatever. Right.

Valerie Johnson 05:42

Right.

Monique Curry-Mims 05:44

And I'm just sitting there, like, you're part of the problem lady, and I'm not saying this, because I'm not that person. But in my head, I'm just like, WTF like, what is going on? Like, you've got two black women here who have experience doing actual events that are educational, and not extractive and not just stupid, just because. And yeah,

Valerie Johnson 06:10

She's the expert.

Monique Curry-Mims 06:11

She is the expert. And then, you know, when I work with other organizations, you know, we take months of planning, first of all, if you're not already tapped it, right? Like, if you don't already have connections, if you don't already know, some things that could be done, then yeah, it's gonna take you forever, because you're an outsider, of any of the issues, trying to do something that is relevant and relative and wants to be, but I'm just like, it's, I've got PhD scholars that I can really call right now and say, Hey, can you come do this? Because you don't have this connections, you're like, Oh, this will take six months to plan. And it only said by now everybody has their MLK day plan. I'm like, that's not even true. Everybody right now is focused on Giving Tuesday at end of the year.

Valerie Johnson 07:07

Haven't even thought about MLK Day.

Monique Curry-Mims 07:08

We're starting to have conversations about MLK Day, but they have not finished planning them yet, unless they're Girard College, which is an every year thing, right?

Valerie Johnson 07:16

That's a whole other thing.

Monique Curry-Mims 07:16

It's a whole other thing. So it's kind of like who are your other clients. Like you're perpetuating the issue.

Valerie Johnson 07:26

100%

Monique Curry-Mims 07:26

100% I'm sorry, I'm not. Today we are talking about...

Valerie Johnson 07:31

Monique came in hot today.

Monique Curry-Mims 07:32

Oh, that's not even the beginning part of it. Because we're going to get in to this open letter about the fundraising Bill of Rights. We're here to really talk about collectivity and collective action, and how we need to be part of a solution. And not just think we have this solution, whether it's for fundraising, whether it's program design, like in this space of philanthropy, and also on my soapbox, philanthropy is a sector, people. It is a sector.

Valerie Johnson 08:03

Oh, my God, wait.

Monique Curry-Mims 08:03

Stop just thinking philanthropy means foundations and funders. It is a sector. It's the it's the community. It's the nonprofits. It's the foundations. I'm sorry, I've had a lot of real crazy conversations within the last seven days that just have primed me for right now.

Valerie Johnson 08:19

So here, I was on tiktok last night, because I was thinking that we need to get into that space, but that's

Monique Curry-Mims 08:26

Oh, yeah.

Valerie Johnson 08:27

we're having a planning lunch next week. We're gonna figure that out. But I was on Tik Tok last night. Looking into like, philanthropy. Okay, I literally went to hashtag philanthropy and was like, what's going on with philanthropy on tiktok? Apparently, part of Rush week for sororities is called philanthropy day.

Monique Curry-Mims 08:46

Interesting.

Valerie Johnson 08:47

So I was lost. I couldn't even find the real philanthropy posts, because all I could find was sorority girl Tiktok. And I'm so, like...

Monique Curry-Mims 08:53

Are they doing like givebacks or something like they're fundraising for someone?

Valerie Johnson 08:58

To be honest, I was very confused, because most of the videos were how to get people to attend your philanthropy and what I'm wearing to philanthropy.

Monique Curry-Mims 09:06

why, wait, is philanthropy an event?

Valerie Johnson 09:09

I think so?

Monique Curry-Mims 09:11

Oh, we got to start.

Valerie Johnson 09:12

We got to figure that out.

Monique Curry-Mims 09:15

We've got to figure that out. That's not cute or fair.

Valerie Johnson 09:18

So anyway. Yeah, I was very confused. So when we talk about the definition of philanthropy, apparently it means vastly, vastly different things

Monique Curry-Mims 09:26

Philanthropy means, literally means for the love of mankind. Philanthropy day is a day, and they've made it into an event around the day, but it's not like we're coming. We're not at philanthropy, We're live from philanthropy day

Valerie Johnson 09:42

national philanthropy day

Monique Curry-Mims 09:43

National philanthropy day, and it's actually

Valerie Johnson 09:45

it was two days ago

Monique Curry-Mims 09:46

it was two days ago, the actual thing, but this is the national philanthropy day, like an awards Like that's the event. Yeah, not philanthropy.

Valerie Johnson 09:53

Yea Correct. And you also had a series of events this week for PHLanthropy week.

Monique Curry-Mims 10:02

Yes, I did. So in, in the beginning of the year, we put out a survey to our followers, the past attendees of philanthropy week. And we asked them the top five issues that were impacting Philadelphia, it was education, homelessness or housing, workforce development, public safety, and philanthropy. So each day, we had a key event that focused on one of those topics. We have some really great events, most of them are on Zoom. This is our philanthropy day event, oh, philanthropy day event, look at that. This is our event that's focused on philanthropy.

Valerie Johnson 10:51

And it's the last day of philanthropy week.

Monique Curry-Mims 10:53

It's the last day. So what we want you guys engage with us, we're going live because we want to actually interact and talk with you guys. But so yesterday's event was interesting. It was a fireside chat around public safety. And there were some interesting people who were speakers, there was a gentleman from SEPTA who was talking about their scope program. Don't ask me what scope means right now, it is an acronym for something.

Valerie Johnson 11:24

Everything's an acronym.

Monique Curry-Mims 11:26

It is. Everybody had an acronym for something that they were doing. Which sounded like a really awesome program, where they're really trying to engage around vulnerable populations, because they know that the issues that are happening on our public transportation system, it's not just he kept saying, like, I don't want to say homeless, and I'm like, No, you shouldn't, you should say people that are unhoused, but that's a whole other thing. But he's like, you know, there's people with mental health issues. There's people with, you know, trauma there.

Valerie Johnson 11:55

He didn't say it like that, though. I know he didn't. People with mental illness was probably what he said.

Monique Curry-Mims 12:00

No, because that's the thing. I mean, there were like, there were like five to six different things he listed.

Valerie Johnson 12:07

And he said that in a respectful way, except for people experiencing homelessness, or..?

Monique Curry-Mims 12:11

Yea, then he just said homelessness.

Valerie Johnson 12:14

Okay, alright.

Monique Curry-Mims 12:14

So as an issue, not as a person, but as an issue that that is impacting public safety, especially on public transit. And they actually want some international award for if he was even like, hey, when they announced that we won, we were like, hey, like, if you go on our systems, like there's still issues there. We just have a platform that we're utilizing, or a structure that we're utilizing to implement to be able to pivot that was his key word, to pivot around different issues. So you know, Mike O'Bryan, who's like my fake husband, and my favorite person, he was there

Valerie Johnson 12:32

We love Mike!

Monique Curry-Mims 12:46

We love Mike. You know, the Office of Violence Prevention was there. So there were some like key people in the room. What bothered me was that there were no community people in the room. And the only young people that were in the room were fellows of Mike O'Bryan that he brought, that they were the only, they even asked, so they're under like, q&a that Mike went to them first, in one of the one of the young gentlemen said, How many people in this room are under the age of 25. And the only people that raise their hand, work work for them, right? Everyone else was like, huh, right. So we really have to think about community involvement, . Like, we cannot keep defining solutions without the people who it impacts being in the room, because you don't know there was the chief of police for SEPTA the that conversation was very like..

Valerie Johnson 13:49

I bet it was.

Monique Curry-Mims 13:52

but you know, the issue and they talk about like gun violence, like, oh, you know, I've been on the force for I forget how many years but he was like, No, I remember the gun violence issue in 93, which was acceptable in my mind. I'm like, What is gun violence ever acceptable?

Valerie Johnson 14:08

Never.

Monique Curry-Mims 14:08

But he said it was more mafia related. And I was like...

Valerie Johnson 14:11

So it's acceptable because it's white people.

Monique Curry-Mims 14:16

And then he was short of saying black on black crime. He was like, There's black people dying and black people are pulling the trigger. So we have an issue in the black community. And I'm like, black officer, he was black too.

Valerie Johnson 14:30

Just because you don't say black on black crime doesn't mean that you were saying that in different words.

Monique Curry-Mims 14:34

so then, you know, my hand was straight up first the q&a and I was like, How is this like, not coming to me first, but then once the young people so I appreciate it that they came to me that's fair, but I'm just kind of like stop. Like, Have you ever talked to a person to understand why they why they pull the trigger? Why they have a gun. And I gave three clear examples of things that are happening one, I spoke to a young person who said I want it for safety. You Hmm, is there a B student in school doesn't get in trouble, but he's scared. Right?

Valerie Johnson 14:35

My teenager is scared too.

Monique Curry-Mims 14:36

so he has it for safety. You know, other people like I gotta eat, right? I'm robbing, I'm doing whatever because I need to eat. Right. And there was a gentleman there like we need to teach these kids how to how to work the system how to navigate the system. I'm like, sir, the system is not the need.

Valerie Johnson 15:24

The system's broken

Monique Curry-Mims 15:25

It's broken. And it's not made to be navigated, especially by minors, you know, right. And if you don't have a caring adult that is at home, that is allowing you or helping you, how are you going to navigate anything? I don't think that we're thinking about anything systemically.

Valerie Johnson 15:44

Well, so we did a presentation on homelessness and housing earlier in the week. And navigating the system was one of the problems we were having, too. So we had one slide that is old now. But it was a what to do if you were an adult male experiencing homelessness in Philadelphia.

Monique Curry-Mims 16:01

It was crazy. I was confused, twists and turns.

Valerie Johnson 16:06

And, like it's a go here, if it's between this time and this time, but if it's not, then you have to go to this place. Those two places are very far away from each other. on different lines of public transportation,

Monique Curry-Mims 16:16

many people do you, how many clients do you know have watches?

Valerie Johnson 16:21

Not many, how many have cell phones? Not many.

Monique Curry-Mims 16:24

See? No, I just I just need to know where to go to get help. If I don't even know the time of day it is. I barely know what time of day it is half the time. I barely know what day it is half the time.

Valerie Johnson 16:35

So let's say you like ask for money from people on the train in order to get yourself to where you need to go. So you get where you're going. You finally get there. It's 3:45pm it's taken you all day to get enough money to navigate the subway system to figure out where you're going. You get there. And they're like, sorry, but you had to be here by three. So now you have to go to this place in order to get a bed tonight. Like can you imagine how futile that must seem? And like how... that's why people end up living unsheltered instead of going into shelters.

Monique Curry-Mims 17:04

I mean, this system drains the hope out of people.

Valerie Johnson 17:07

It does, it really does.

Monique Curry-Mims 17:09

So, you know there was there was another incident where a young woman wanted to go back to school, she wanted to go to school, she wanted to get a job. She was a young mom, right? And her kid needs to go somewhere so that she can be better, right? She wants to get services for childcare. And he told her Oh, well, you get the job first. She's like, but how do I get the job?

Valerie Johnson 17:35

Was I supposed to take the kids in an interview?

Monique Curry-Mims 17:38

Like, I don't understand how that's a thing. Like there's, I just feel like it's just and then on top of it. So I will say right. So on top of it. You know, those are government systems that are systemic and issues. But we have nonprofits that are doing the work. And what I've always said is that we need to advocate or at least just talk to our elected officials. So last year, PCCD, which is a Pennsylvania crime and something something where they put out an RFP for a violence prevention grant.

Valerie Johnson 18:17

Yes, in Philadelphia.

Monique Curry-Mims 18:19

In Philadelphia, well in Pennsylvania, and I worked with a client wrote a great proposal, really thoughtful budget around the things that our community needs to actually combat poverty, which is one of the causes of crime, right? Like gun violence is a symptom of other things. Right? So we're like, yeah, you know, they need attire for interviews. They need utility assistance when they're getting ready to be shut off, and they need some things, right. So they awarded the grant and then said, we don't cover anything

in your budget. And we're like, Okay, so let's talk through this, right. You won't cover rent, but if we don't have a space to conduct the safe programming, how do we do anything? Rents considered overhead, so we're not going to do it? Okay. We're like, Well, what about the supportive Services, right, the things that people need, that often drive them to commit crimes, right? Yes. Whether stealing whatever? Yeah. Oh, well, can you tell us exactly how many suits and what sizes? Can you tell us? How much how much the rent will be? And how many people are gonna need it? I'm like, I can't tell you how many people are going to be behind on their rent over the next 32 months, because that's how long the grant was for. I can't tell you that. I can estimate, but I can't tell you how many suits and the sizes like between the people in this call? We don't know because they cannot hold you to it right.

Valerie Johnson 19:47

What are they saying? like, are they saying like, so we so if you tell us 25 People need rent, then we're going to give you exactly rent for 25. What if we get 30 people who need rent?

Monique Curry-Mims 19:53

Exactly. And I said well, what happens if it changes? Oh, you have to submit a revised budget and I'm just like, going through that with the state, you know how crazy those things are. So I was like, Do you cover salary? So like yes, they cover salaries. So Senator Hughes, you know, he's the appropriations chair, he fought very hard to put a lot of money into this issue. Because the other thing was, the Max was 225,000, over 32 months, I was like, You guys aren't even covering our rent, like,

Valerie Johnson 20:26

that'll be one. That'll be one staff position.

Monique Curry-Mims 20:29

That wasn't even one full stack position, right. So we say, okay, so you had so you know, we've been talking about these issues. So when Senator Hughes got this big push of money behind gun violence prevention in the state, he held a forum of community members, mainly consisting of grantees that were denied or approved. And we told that story. And I was like, You guys just got done saying, how many summertime events got canceled? Right? A lot of our politicians do these little street fairs and give back things. They were canceled because of crime. So if you guys can't even hold your events outside, what makes you think we should be holding our events outside? We need to have a safe space, right? And they're like, Oh, that's a good point. I'm like, but you didn't believe that point last year when we argued about our budget for three weeks, it's like three weeks to get our budget finally approved. And so the new one comes out. And I'm just like, Ah, let me ask. So I was like, hey, q&a time, right? Hey, like, you guys know, it's not safe, we provide a safe space, it is a necessity in order to do this work. So like, yes, rent and support is literally all the things that I complain, need it to be covered, are now covered. And that's because I spoke up.

Valerie Johnson 21:49

Yeah. And so if you want something that you can speak up about larger, didn't realize this, but during our presentation on homelessness, our advocacy director was like, did you know that we spend more than the next nine countries on military budget? Yeah, nine countries all added together does not equal our military spending. So if we took two and a half percent of that, we could end homelessness in

America. That's it, you take two and a half percent of our military budget, homelessness in America could be addressed. So talk to your senators, talk to your state representatives like this is a solvable problem. All it takes is talking like Monique did advocating for what your community needs. And what our community needs is a tiny, tiny, tiny sliver of \$800 billion. Homelessness could go away.

Monique Curry-Mims 22:05

I mean, not only that, how many abandoned buildings are there.

Valerie Johnson 22:49

So many. especially in Philly, like, that is infuriating that we have such a large stock of like empty, abandoned buildings, empty lots. And we have also 5000 people on any given night experiencing homelessness, like why can't we put some money into those buildings, and have some where they can go, that's not a 30 bed, Bunk dorm room, where you have to show up at a certain time, you have to leave at a certain time, you have to navigate this wild system. There's no lockers, there's no safe space for you to keep your stuff.

Monique Curry-Mims 23:24

It was crazy to me when he explained that if, if one of the workers didn't like you, you can be kicked out just because somebody didn't like you. Oh, you got to add it to with me, you're gone. Like one one arbitrary person can decide that. Or if you don't make it back in time.

Valerie Johnson 23:42

You come in at 501, and you have to be there at 5, you're out.

Monique Curry-Mims 23:44

And your stuff is gone, they're not even allowing you to get your stuff like, again, like we are all of our systems are just perpetuating. And they're not. Not what and how much money do those shelters get?

Valerie Johnson 23:58

Right.

Monique Curry-Mims 23:58

It just perpetuates the issue.

Valerie Johnson 24:00

So collective action is coming together. I think education is also important. So doing things like the events that we had this week with philanthropy week about what the issues are, what the easy advocacy things are is super, super, super important. So I love that you did that. I wish more people attended the events, but they're recorded.

Monique Curry-Mims 24:20

they are recorded. So they will be live next week. So we'll make sure you see those links.

Valerie Johnson 24:24

so the other collective action plan members talked about today. I'm sorry. I'm really excited to talk about it. So I want to get into it. So we said a couple of months here a couple months ago, maybe last season on the podcast. We were like fundraiser Bill of Rights. Like there's a donor Bill of Rights. There should be a fundraiser Bill of Rights. Somebody should do that. You heard it here. First. We literally said those words. You heard it here first. We were wrong. It was already happening. And we just didn't know. So you didn't hear it here. First. We just want to be clear that two black women fundraisers in Chicago were already building a fundraiser's bill of rights and had presented it in 2021 at AFP icon. So for AFP International. No, it was an advancing philanthropy. It was shared by AFP International. Yeah, we'll go that way. So they wrote an article it was in advancing philanthropy, which is the magazine of afp international in 2021. So happened a while back, we missed it. But that's okay. Because it was fantastic. I did go back and look at it later. And I was like, Oh, my God, yes, this is exactly what we were thinking. So you may have noticed that AFP international this year announced that they were going to be writing their own fundraisers Bill of Rights. It happens shortly after we released our episode. And we were like, the universe is listening to us. This is great.

Monique Curry-Mims 25:43

So much so that I reached out to Mike directly, because I'm on the Government Relations Committee and said, Hey, I would like to be part of this.

Valerie Johnson 25:52

Did you ever hear back from him?

Monique Curry-Mims 25:53

No. Well, he reached back and said, thanks for letting us know, we'll be in touch. And I've never heard anything else.

Valerie Johnson 26:03

So along those lines, the AFP Chicago chapter recently released an open letter to AFP International. Because AFP International has now released a fundraisers Bill of Rights, that is largely based on the work done by the two black women fundraisers in Chicago, without crediting them, without involving them in the process, without inviting them to participate in the process, just that work was taken and released by AFP International. So AFP, Chicago wrote an open letter to say, Hey, give credit where credit is due. And this was not great. And I don't know, did you see Mike's, I wouldn't call it apology. But did you see Mike's response?

Monique Curry-Mims 26:50

No. And I gotta say, I wasn't looking for the response. Because, you know, I felt like I did see a response. But I didn't read it. Because I was just like, I'm tired of like, apologies, like not even in my household. Do I accept sorry, like, I want changed behavior, right? Like, don't apologize, let's just move forward and make sure it doesn't happen again. And when it happens again, like, come on now. Because when you can say sorry till you're blue in your face, but also like, how extractive Have you always been? Just because you got called out one time like, I'm sorry, but it's just like,

Valerie Johnson 27:24

so it wasn't actually an I'm sorry, it was a wires got crossed. And there was confusion. And he had the balls to. So Mike, is the head of afp international? I feel like we should clarify that. But he had the balls to say like, there was an open call for participation.

Monique Curry-Mims 27:44

Wait, I don't need to be openly calling for something that I've already created. That you're stealing from!

Valerie Johnson 27:50

That pissed me off. So yeah, so I would have let the like, I don't love saying our wires got crossed. And there was a miscommunication. But I would have let that slide. If he didn't then add like there was an open invitation to all members to participate in this process. Because it felt very blamey.

Monique Curry-Mims 28:06

I just got a we'll be in touch, I didn't even get a here's an open call fill out this link. Right. So like, and you know, and I own I was digging around, I think I did see that link, that link is buried in the middle of some kind of like, like overview of like what this committee was supposed to be about,

Valerie Johnson 28:28

right. So this is just indicative of how black women are treated constantly, constantly, even this black woman sitting right here who volunteered to help with this project who was ignored, but also what collective action looks like. Because AFP Chicago's chapter is not solely made up of black women fundraisers but they came together. And they wrote an open letter and very clearly advocated for their members who did this work and for AFP International to apologize and to credit them for that work. So the apologizing hasn't quite happened. The crediting for the work has also to my knowledge not happened. But collective action brought this to the attention of the 1000s and 1000s of AFP members across the country and internationally. Who didn't know because we didn't know that they were working, that a fundraisers Bill of Rights was already created. And once we found out we would have 100% thrown our weight behind those women who did it, as opposed to giving AFP international credit and saying, Wow, good for you. You're finally doing this.

Monique Curry-Mims 29:33

Right. What should have happened was, there's already one created, let's do a peer review. Right? Is this is this good the way it is? Should we improve upon this? Are there things that need to be added and go from there, they wanted to put a committee around that that would have been great

Valerie Johnson 29:50

a committee led by the women who actually

Monique Curry-Mims 29:52

If they wanted to

Valerie Johnson 29:54

Or including them in some way in some way,

Monique Curry-Mims 29:56

acknowledging them, acknowledging the work that they already did. toes, if I'm not mistaken, what was finalized just mirrors what they've already done.

Valerie Johnson 30:05

Yeah, it was basically the same. I mean, I read them both it was, the words might have changed a little bit, but the sentiment was exactly the same. But but those women, they had the opportunity, According to AFP, all they had to do was sign up through the form that was really hard to find. And they could have worked on their own work that they already produced, and then gotten credit for it. All they would have had to do was just ask.

Monique Curry-Mims 30:30

the thoughts in my head right now.

Valerie Johnson 30:32

I'm so glad this is live. So you can see my face that I'm in being incredibly sarcastic when I say that, because that is absolutely not the way that should have gone.

Monique Curry-Mims 30:40

like the thoughts in my head. So I mean, so I don't know, I meant I meant to text you the other day, I got an email from CFRE, which I have not logged into CFRE. And literally, like, six years, right. So at one point, I was going to go for my certification. they email me like Tuesday said, congrats, you qualify for the initial phase. Take the next step. And I'm just like, how do you know? One, how do you know, Two, have you not seen my podcast episode on CFRE? But to be or to not to be, right? But yeah, it's been very, I just find that it's very funny, especially like, we're here today at AFP. GPC, national philanthropy day. But I think that we really need to talk about just our systems period, right? Our organizations that support our professionalism, our organizations, our government organizations that fund the work that we do, like, we really just need to sit down and look at everything collectively, because I feel like, of course, like, I think we all know, nothing is working together

Valerie Johnson 31:52

No. never.

Monique Curry-Mims 31:52

But I also feel like, they're not even in the same stratosphere. And they're all dealing with the same things.

Valerie Johnson 32:00

Yeah, I don't, yeah, collective action is such a like, talk, like we talked about this before. Like, if we could all just come together and figure this out, we could fix it. But there's so many people in the world. And so many issues are going on with the world. And so many like, places you could throw your weight behind and so many things you could get passionate about and really dig into. But it's hard to find your people. And it's also hard to decide, like we so we work in philanthropy, we have our own causes that we care about. Obviously, homelessness is one that's like super important to me. But like how do I like,

how do I decide? like I'm a foster mom, do I want to throw my weight there and really advocate for youth in foster care and like, throw all my energy there. And that means that all the energy gets there and doesn't go towards homelessness and housing or doesn't go towards some of these issues in philanthropy, where like, black women are doing incredible amounts of work for our industry, and then not getting recognized for it. Like, I want to scream from the rooftops that that's not okay. And like, I am not super proud to be a part of this organization today, if this is how we treat black women members. So, how do I, like, I don't even know what I'm saying, but like, how do I decide where to like, put my energy and then like, and then find my people and then really drive for change? Like it's overwhelming. And I think that's why people I know, that's why I don't do as much as I could be doing because I get overwhelmed. Yeah, where do I even start?

Monique Curry-Mims 33:32

I mean, it's a lot. And it's very frustrating. Like, I can't even I can't even tell you, but I think that, you know, we talk about where to throw our weight. But also, it's just so complex. I mean, you even said in other episodes, right? Like, you have clients that are unhoused. But some of them really just have mental health issues, right? Or some of them have some other issue, right, that's going on when we think about our youth and the problems that are facing our communities. You know, it could just be something going on at home, right? If it starts, everybody says it starts at home. But if my single mom can't get a good wage paying job, and she's got to work three jobs in order for us to just have a roof over our heads. Then how does it start at home if there's nobody home because they're trying to work to provide? I really, really have to think about all the pieces to this puzzle, because it's throwing your weight behind one part of it, you know, when they had that whole free college thing, right? And I was like, that's great. This is free college for adults. I'm assuming they have rent to pay. So if we're now in college for free full time, are we working to pay rent if I've got kids, how am I working to feed them? Who's watching them while I'm at school at night while I'm working during the day. where's the subsidy behind it, where's the partnership behind it. And I think that we're not really thinking about all the dots. So we're never fully getting anywhere.

Valerie Johnson 35:11

It's a lot of stemming the holes in the bucket and not stopping the water that's pouring into the bucket. But it's a lot. And I think that's like that is what the nonprofit industry really is, at the end of the day is we are coming up with short term solutions for the symptoms. And we're not addressing the root causes. We are existing, like a my organization supports people experiencing homelessness, like we are solely dealing with the symptoms. That's what we're not dealing with why someone becomes homeless, we are just dealing with people who after they've already experienced homelessness and helping them get back on their feet. So there are continuing to be people who become homeless as a result of the overall issues. But at the end of the day, that's not what we were founded for. We were founded to just make sure that once you already get to that point in your life, you have support services to help you.

Monique Curry-Mims 36:06

Shift it's weird out here. I just feel like so many things just don't mix. No, my mama said common sense ain't common. And I think that's really I think that's really what it is. I think that I mean that and so there was one gentleman last night, who when he started speaking, I was about to be like colonizer. It gets up and he's like, I'm a community development professional. You know, I redevelop property. I'm just

like, okay, so you're gentrifying neighborhoods, you're trying to be nice about it. Got it. But when you actually. So my view of him changed so much. I was just like colonizer. Okay, he's good. He's very, like, I think went into like, I was like, it was just so funny. Because he first he started. He was doing that. Then he was like, you know, I was born and raised at Broad and Lehigh and moved away. I came back. No. And he was like, Well, you know, I stay that way and stay close to them, because it's near a temple hospital, just in case I catch a stray. I almost caught a couple. Are you trying to get sympathy from us right now? Are you trying to prove a point that you're trying to gentrify our neighborhood and you almost got shot? Like, I don't I don't understand what your points to that was.

Valerie Johnson 37:27

His point is he suffered just as much as just as much as black people have.

Monique Curry-Mims 37:31

Okay, got that. But then he made some very valid points. He was like, I'm not pointing fingers. And we're like, you're pointing your finger. Because he was talking about the city. Right? he was made a very valid point around, you know, there were studies that were done, that neighborhoods that have libraries and rec centers have the lowest amounts of violence and things like that. And he was like, but when the city changes their budget, what are the first things to go?

Valerie Johnson 37:57

libraries and rec centers.

Monique Curry-Mims 37:58

libraries and rec centers? Yeah, he was like, then he was like, and then what happens? He's like, it's not that they were saving money. It's what I like to call friends and family plan. And we were like, what? he was like, because they ended up creating these government offices that are been stocked with or employed by friends and family. He was like, Why does the managing directors office have a \$78 million budget when every other department has their own director? What are they? What are they directing? And I was like, oh, then he went down this path, or I was just like,

Valerie Johnson 38:31

can't go with you on that

Monique Curry-Mims 38:32

can't go with you on that path. You're talking about I was like, yeah, it was like conspiracy theorists. I was like, Okay, you lost me, but you had me for a minute. He made some very valid points that we have to look at the budget? right in? I mean, I'm, I don't live in Philly. So I don't have any speak in the New York to race. I'm very interested with Rebecca Rhynhart running

Valerie Johnson 38:42

Me too

Monique Curry-Mims 38:44

Because as the Conptroller, she was on everyone's ass about spending, right and making sure that there was an actual community engagement process around this budget.

Valerie Johnson 39:10

Efficiency was the biggest thing with the budget. And I like, I get that people are concerned about how much she's digging and concerned about what that might look like in a mayoral candidate but I'm like, dig dude,

Monique Curry-Mims 39:21

Dig!

Valerie Johnson 39:21

like, everybody knows the city budget is inflated in positions and that not ever, like people don't do their jobs and just show up.

Monique Curry-Mims 39:28

Can we talk about the police department?

Valerie Johnson 39:30

Exactly!

Monique Curry-Mims 39:31

in this study that they did that the good percent of the police department is administrative jobs that could be done by civilians that are actually being done by police officers, and they say they don't have enough police officers where the street right now

Valerie Johnson 39:45

Because they're all sitting behind desks because they don't want to go out on the street. But that was one of her report. And I just saw on the news this week, they are opening those positions to civilians. So that is a direct result of her digging and paying Attention how the money's being spent and calling attention to it so that there could be collective action.

Monique Curry-Mims 40:04

I think we should be digging. I think that when we look at the issues that our nonprofits are dealing with, we need to dig, we need to understand not just why we are providing whatever services we are to the communities, but like, why are they needed in the first place? Because sometimes it just takes that conversation it just takes that light being shone on something for us to be like, Oh, maybe we do need to put more money in there. Like I said, if I'm telling them, You can't fund the program operating space. Like, I'm not even asking you to fund executive offices. I'm just saying this, among the space here that we hold the programming that these kids feel safe in.

Valerie Johnson 40:05

The community room, this room where we deliver all the services that you do want to pay for.

Monique Curry-Mims 40:08

And now they're doing it right, because we had to, we had to shine a light on and be like, your goal, whatever you're trying to reach, especially with government dollars, and with our dollars, right, because they're just our tax dollars isn't being put back.

Valerie Johnson 41:10

It's technically our money

Monique Curry-Mims 41:11

our money, right? We need to question how it's being spent, whether it's being spent within our nonprofit, or through whatever public services that the government is actually implementing. Like, we really need to take a moment and just think about that and look into that. Because I feel as though especially as fundraisers, our story, our narrative that we tell is missing a piece. And it's always fun to lose the piece. If we don't tell that. And I feel like we're like, oh, well, we don't want to talk about that. Because then maybe the funder might give the money over there. Or you were okay, yes, you are worried about your job, I get that, but how about we worry about these communities, it should be community.

Valerie Johnson 41:53

I think that's a really great place for us to wrap it up. Because we have been talking about you for 40 minutes. It's so exciting

Monique Curry-Mims 41:59

We might have to do all of them.

Valerie Johnson 42:01

I don't hate it.

Monique Curry-Mims 42:03

I have no idea how to save as to put this on the actual podcast. So we might not have another episode. Did not research that.

Valerie Johnson 42:13

Every month we get better. And we got a brand new microphone. We both got them, we're fancy now. We only used one today. But we have two. Yeah, so collective action is important. And we've got some serious examples of how collective action has resulted in change. Maybe not the change that we wanted, when it comes to AFP International. But Mike Geiger, you still have the opportunity to right this wrong.

Monique Curry-Mims 42:37

And maybe we need to have you on our show. Maybe we need to have an honest conversation about the direction of AFP in general. But where philanthropy should be because honestly, I think there needs to be a changing of the guard.

Valerie Johnson 42:52

And initially,

Monique Curry-Mims 42:53

not like Mike's bad, I just mean like, you know,

Valerie Johnson 42:55

he's a good guy.

Monique Curry-Mims 42:56

I just feel like we're still we're still stuck in traditional ways. Yes. And we need to pivot, the way that we are fundraising, the way that we are educating the way that we are really working towards fundraising.

Valerie Johnson 43:07

And our initial support goes behind Rebecca Rhynhart for mayor

Monique Curry-Mims 43:12

well, I'm not, we're not gonna. I don't live in Philly. I'm not going to put that there.

Valerie Johnson 43:17

My initial support based on not even a full slate of candidates yet, but I just like the way

Monique Curry-Mims 43:23

I'll tell you who I wouldn't vote for. Nope, I won't do that. There is one gentleman that I wouldn't vote for.

Valerie Johnson 43:28

We'll talk about it after we get off the live. Anyway, this was fun.

Monique Curry-Mims 43:32

This was fun.

Valerie Johnson 43:33

Yeah. Thanks for chatting with us.

Monique Curry-Mims 43:34

Well, if you didn't know now, you know, this has been beyond philanthropy. Usually we just end it there but we're live so give us a minute. One moment please.