

Call for Nominations: Fund for Louisville Design Workgroup Results

From September 10 – October 5, 2020, the Community Foundation of Louisville opened a Call for Nominations to form a Design Work Group of 11-15 individuals to co-create CFL’s 2021-2023 Fund for Louisville grant strategy, which is essentially a new process for distributing unrestricted grant dollars to nonprofit organizations led by and serving Black people. CFL reached out to over 120 Black leaders and nonprofit organizations working with Black communities to employ their networks to connect with emerging, established, and under heard Black voices. This document reports the results of the Call for Nominations process.

- 46 complete applications (goal of 30) as of 10/6/2020
- 77 total nominations/recommendations received (as of 10/6/2020)
- 53 total applications received (as of 10/6/2020)
- Thirty people with complete applications were invited to participate in virtual interviews scheduled for Oct 12 – 14, 2020.

Select demographics of people with complete applicants:

| Identifying Information | Generations Represented |
|--|---|
| <ul style="list-style-type: none"> • 29 female identifying • 13 male identifying • 3 LGBTQIA+ identifying • 1 No identity selected | <ul style="list-style-type: none"> • Baby Boomer: Born 1946-1964 • Generation X: Born 1965-1980 • Generation Y or Millennials: Born 1981-1996 • Generation Z or Post-Millennials: Born 1997 - Present |
| Expertise Represented | Skills Represented |
| <ul style="list-style-type: none"> • Civic engagement & political power • Organizing & people power • Policy advocacy & system reform • Economic development & economic power • Research & intellectual power • Communications/narrative & social power • Leadership development & strategic convenings | <ul style="list-style-type: none"> • strong communication • ability to respect different perspectives ability to reach compromise • ability to build consensus • ability to ask meaningful questions • ability to display empathy • active listening to understand • non-traditional problem solving • readily identifies individual and community assets/strengths |
| Educational Attainment | Other Identifying Information |
| <ul style="list-style-type: none"> • Doctorate Degree • Master Degree • Bachelor Degree • High School Diploma | <ul style="list-style-type: none"> • Single Parents • Grassroots organizers • Serial Entrepreneurs • Corporate executives • College professors & administrators • Artists • Ministers • Nonprofit organization leaders |

Note: A complete application included an application and at least one, but no more than 3 nominations/recommendations.





Call for Nominations:

Fund for Louisville Grant Process Design Work Group Focus 2021-2023: Systems Change for Racial Justice

Summary

In March 2020, the Community Foundation of Louisville's (CFL) Board of Directors approved use of the Fund for Louisville for the next three years to address entrenched, growing, and racialized inequality in our community. CFL is forming a Work Group of Black voices to co-create the 2021-2023 Fund for Louisville grant strategy- including eligibility requirements, selection criteria, selection process, desired outcomes and measures of impact. Our goal is to create a strategy that is responsive to the needs of those most impacted by racialized inequality.

Background

The Community Foundation of Louisville's Fund for Louisville is made possible by philanthropists who seek to support their community today and beyond their own lifetimes, and who believe they can do more together than alone. In recent years, a major percentage of these dollars have supported building the capacity of organizations serving Louisville's most under resourced and under invested ZIP codes. This work marked CFL's first step to address funding inequities between nonprofits. This work taught us that more intentional action was needed to address the major local challenge of entrenched, growing, and racialized inequality.

Two local calls to actions, the ***Black L.O.V.E. Philanthropic Project*** and ***[A Path Forward](#)***, amplified and reinforced this lesson. Both of these calls involve the creation of funds to support Black-led social change organizations and movements with the funds being led and controlled by Black people. One of the ***Black L.O.V.E. Philanthropic Project*** objectives is to, "use the lived experience and leadership of Black people to deploy restorative philanthropic capital to the Black community in Louisville."

Prior to the release of these calls for actions, CFL's Board of Directors approved that from 2021-2023, the Fund for Louisville will support a cohort of nonprofit organizations in Louisville/Jefferson County, Kentucky that are working to change systems that result in unequal outcomes. These organizations will receive renewable grant funding over three years, have peer-support opportunities and participate in capacity building

workshops. In alignment with the ***Black L.O.V.E. Philanthropic Project*** and ***A Path Forward***, CFL is being more intentional with our Fund for Louisville strategy by focusing on supporting Black-led and Black-serving nonprofit organizations with the goal of dismantling systems preventing racial and economic equity while constructing new systems promoting justice.

In order to create a strategy that is responsive to the needs of Black communities, the Community Foundation of Louisville (CFL) will listen to and learn from Black voices to co-create this grant strategy – including eligibility requirements, selection criteria, selection process and desired outcomes and measures of impact.

Founded in 1984, CFL strives to be a leader in philanthropy, connecting donors, nonprofits and civic partners to create lasting impact in community so people and place thrive. CFL is Kentucky's largest charitable foundation with more than 1,800 charitable funds. Each fund has its own name and charitable purpose as defined by its donors.

Why is CFL making this shift in focus?

Effectively making lasting change which addresses hundreds of years of systemic racialized inequality requires multiple, coordinated strategies. The Fund for Louisville 2021-2023 Systems Change for Racial Justice is one tool among many others. Through our intentional focus to co-create our current grant strategy with Black voices, we hope to achieve the following:

- Build the decision-making capacity of Black led and Black serving organizations to direct philanthropic capital
- Leverage CFL's equity-focused grantmaking capabilities and relationships to attract funding support
- Work in direct partnership and coordination with efforts such as the ***Black L.O.V.E. Philanthropic Project, A Path Forward***, and yet-to-emerge initiatives to create long-overdue, and much-needed change to achieve racial equity
- Fully participate in an ecosystem of thought and movement leaders committed to learning, information sharing, dialogue, and continuous improvement with the goal of creating equitable and just systems

What is Co-creation?

Co-creation is a term originated in the business sector to describe the process of designers working with customers to develop new products. In a co-creation effort, multiple stakeholders come together to develop new practices that traditionally would have emerged only from a bureaucratic, top-down process (if, indeed, those practices

would have emerged at all).¹ Many social change nonprofit and philanthropic organizations are adapting co-creation practices in their work. Co-creation for social change is a developing practice which can take various forms.

Our working definition of co-creation is:

- Accepting that those most impacted by systems that need changing must drive the change and become full participants in the act of designing and implementing change
- Acknowledging that philanthropy and those it supports are striving for equal status, and each have expertise that can be accessed when needed
- Inviting and equipping people to shape the future of their communities in cooperation with philanthropy, government, private, and nonprofit sectors
- Establishing a mutually beneficial arrangement where all participants gain something of value from the process
- Involving a cycle of exploration and learning that is often unpredictable, challenging, and uncomfortable

Through the co-creation process, we seek to:

- Identify desired outcomes, measures of impact and overarching vision for the new grant process
- Outline key stakeholders, roles and responsibilities, funding priorities, eligibility requirements and selection criteria for Fund for Louisville grant recipients
- Develop a decision making process that aligns with CFL's current by-laws, processes, and federal regulations while identifying recommendations that can correct power imbalances
- Provide transparency and sharing of responsibility and accountability
- Work within a timeline that allows for the issuance of grant funds to organizations led by and serving Black people no later than April 30, 2021

CFL commits to use its financial, social, intellectual and human capital to synthesize ideas, find commonalities, and implement strategies designed through the co-creation process.

Process

CFL invites nominations of individuals who self-identify as Black or African-American to co-create a new process for distributing dollars from the Fund for Louisville. The 2021-2023 Fund for Louisville strategy is to support nonprofit institutions led by and serving Black people, with the goal of dismantling systems preventing racial and economic equity while constructing new systems promoting justice.

This work group will meet three times, on Oct 27, 29, & 30, 2020 from 9:00AM – 12 noon each day. Work group members will be compensated at a rate of \$135 per day.

This amount will be paid either to participant's affiliated organization, the participant directly, or a grant to a nonprofit organization will be issued on the participant's behalf.

We desire a work group of 11-15 members that collectively:

- Are broadly diverse (people, life, professional and/or volunteer experiences)
- Include a mix of known and emerging leaders
- Demonstrate motivation to inform process details
- Have desired knowledge or experience (outlined in the nomination form)
- Demonstrate selflessness, objectivity, and integrity
- Are able to commit to ***all*** meetings

CFL Mission and Impact Staff members will select work group members based on how well the nominee meets the work group requirements as evidenced by the nomination form and nominee's self-description. Nominees strongly meeting the requirements will receive an invitation on Oct 8 or 9, 2020 to participate in a 30 minute interview by Zoom to further discuss their participation in the work group. Interviews will take place Oct 12 – 14, 2020. All individuals nominated will be notified of CFL's decision.

We acknowledge that conflicts of interest will exist, so CFL will engage this group of individuals to determine how to best acknowledge, and control for, conflicts of interest during the first meeting. All who join are asked to declare any conflicts that would compromise the ability to be objective in decision-making. While we welcome members of the community who have ties to our grant work, there may be restrictions on those committee members' ability to vote on or discuss any items that would constitute a conflict of interest.

Request for Nominations

We request nominations for individuals who are able to co-create a new process for distributing dollars from the Fund for Louisville. Individuals may nominate themselves, but must also secure written support from a non-related person.

We are seeking individuals who meet the following requirements:

- Individuals must self-identify as Black or African-American and be age 16 or older.
- Have ***knowledge or experience*** in one or more of the following (inspired by [Black Social Change Funders Network: The Case for Funding Black Social Change](#))²:
 - Civic engagement and political power – Building the political power of the Black community including funding strategies for litigation and defense against legal threats and attacks

- Organizing and people power – Building Black community organizing groups and networks that are essential for fueling change
 - Policy advocacy and system reform – Building capacity to support legislative advocacy to influence, develop and disseminate policy and model legislation, and to assess their impact on the Black community
 - Economic development and economic power – Strengthen and connect leaders and organizations to expand Black business and increase their access to credit and operating capital which can result in better economic opportunities for the Black community
 - Research & intellectual power – Build stronger connections between Black researchers and research organizations to carry out work relevant to the Black experience and needs
 - Communications/narrative & social power – Strengthen media and strategic communications to advance accurate portrayals and images of Black realities including support for Black journalists, social media activism, and the use of the arts to shape accurate Black narratives
 - Leadership development & strategic convenings – Support and expand the leadership pipeline of Black social change leaders across a wide spectrum of issues and concerns, including youth and young adult leaders
- Have one or more of the following **skills**: strong communication; ability to respect different perspectives; ability to reach compromise; ability to build consensus; ability to ask meaningful questions; ability to display empathy; active listening to understand; non-traditional problem solving; readily identifies individual and community assets/strengths
 - Able to offer different **perspectives** in one or more of the following areas: equitable and accessible grant selection processes and selection criteria; assets and needs of Black Louisvillians; experiences of youth; experiences of young adults, age 16-24; health systems; education systems; criminal justice systems; workforce/employment systems; housing systems; other.
 - Able to apply integrity, competence, humility, patience, and diplomacy when navigating difficult conversations and decisions.

How to submit a nomination

A complete nomination includes:

1. Submission of Work Group Member Application
2. Submission of the Nominator/Recommendation Form

Nominations will be accepted via the links below through Oct 5, 2020 at 5:00PM (EST).

Nominations will be reviewed by [CFL Mission & Impact staff members](#) and virtual, 30-minute interviews will be conducted with selected nominees October 12 - 14, 2020.

1. Work Group Member Application

The person who wishes to serve on the work group should [complete this form](#).

Questions are listed here for review before completing/submitting online.

- Name and contact information
- Do you identify as Black or African-American? Yes/No/Maybe
- Are you 16 years of age or older? Yes/No/Maybe
- Why would you like to serve on the Fund For Louisville Grant Process Work Group?
- What is your professional/volunteer experience? (You can upload a resume or list experiences)
- **Demographic Diversity:** The Community Foundation of Louisville is committed to selecting committee members who self-identify as Black or African-American and are broadly representative of our community. To the extent you feel comfortable sharing/disclosing, please describe how you contribute to the diversity of a group, including but not limited to your physical ability, age, education, ethnicity, gender, geography, religion, sexual orientation, socioeconomic status, experiences or other characteristics. (2500 characters or about 300 words maximum)
- **Experience/Perspectives:** Describe how your participation in the Fund For Louisville Grant Process Work Group will benefit other participants. What experiences can you share? What unique skill or knowledge do you bring to the table? (2500 characters or about 300 words maximum)
- **Your expertise:** Select the top 3 areas in which you would consider yourself an expert or highly knowledgeable (checkboxes on the form):
 - Civic engagement and political power – Building the political power of the Black community including funding strategies for litigation and defense against legal threats and attacks
 - Organizing and people power – Building Black community organizing groups and networks that are essential for fueling change
 - Policy advocacy and system reform – Building capacity to support legislative advocacy to influence, develop and disseminate policy and model legislation, and to assess their impact on the Black community
 - Economic development and economic power – Strengthen and connect leaders and organizations to expand Black business and increase their

access to credit and operating capital which can result in better economic opportunities for the Black community

- Research & intellectual power – Build stronger connections between Black researchers and research organizations to carry out work relevant to the Black experience and needs
- Communications/narrative & social power – Strengthen media and strategic communications to advance accurate portrayals and images of Black realities including support for Black journalists, social media activism, and the use of the arts to shape accurate Black narratives
- Leadership development & strategic convenings – Support and expand the leadership pipeline of Black social change leaders across a wide spectrum of issues and concerns, including youth and young adult leaders
- **Your Skills:** From the list provided select your top 3 skill areas for working with a team (checkboxes on the form): strong communication; ability to respect different perspectives; ability to reach compromise; ability to build consensus; ability to ask meaningful questions; ability to display empathy; active listening to understand; non-traditional problem solving; readily identifies individual and community assets/strengths; other
- **Your Perspectives:** From the list provided select your top 3 perspective areas (checkboxes on the form): equitable and accessible grant selection processes and selection criteria; assets and needs of Black Louisvillians; experiences of youth; experiences of young adults, age 16-24; health systems; education systems; criminal justice systems; workforce/employment systems; housing systems; other.
- Work Group members are expected to attend all meetings, which will take place via Zoom/online on Oct 27, 29, & 30, 2020 from 9:00AM – 12 noon. You will need to participate from a laptop or computer with a working camera and sound. Are you able to commit to attending the meetings? Yes/No/Maybe:
- Is there anything else you would like to share with CFL?

2. Nominator/Recommendation Form

A teacher, employer, co-worker, friend, associate, clergyman, or any other unrelated person (over 18 years of age) who knows the nominee well must submit [this form](#) by Oct 5, 2020 at 5:00PM (EST). CFL will review at least one but no more than three recommendations per nominee determined by recommendations with the earliest time stamps.

Questions are listed here for review before completing/submitting online.

- Name and contact information for person providing nomination or recommendation
- Name and contact information for person being nominated/recommended
- Your relationship to the person you are nominating: A teacher, employer, co-worker, friend, associate, clergyman, or other
- **Nominee's Expertise:** Select the top 3 areas in which you believe the nominee is an expert or highly knowledgeable (checkboxes on the form)
 - Civic engagement and political power – Building the political power of the Black community including funding strategies for litigation and defense against legal threats and attacks
 - Organizing and people power – Building Black community organizing groups and networks that are essential for fueling change
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 - Leadership development & strategic convenings – Support and expand the leadership pipeline of Black social change leaders across a wide spectrum of issues and concerns, including youth and young adult leaders
- **Nominee's Skills:** From the list provided select what you think are the nominee's top 3 skill areas for working with a team (checkboxes on the form): strong communication; ability to respect different perspectives; ability to reach compromise; ability to build consensus; ability to ask meaningful questions; ability to display empathy; active listening to understand; non-traditional problem solving; readily identifies individual and community assets/strengths; other
- **Nominee's Perspectives:** From the list provided select what you think are the nominee's top 3 perspective areas (checkboxes on the form): equitable and accessible grant selection processes and selection criteria; assets and needs of Black Louisvillians; experiences of youth; experiences of young adults, age 16-

24; health systems; education systems; criminal justice systems; workforce/employment systems; housing systems; other.

- Please comment on and share examples of this person's ability to apply integrity, competence, humility, patience and/or diplomacy when navigating difficult conversations and decisions.
- Explain how this person's expertise, skills, and perspectives will contribute to the design and implementation of a new process for distributing dollars to nonprofit institutions led by and serving Black people with the goal of dismantling systems preventing racial and economic equity while constructing new systems promoting justice.
- Please share any other thoughts that you have about the nominee

Virtual Interview Questions:

- In your application you identified the knowledge, skills, and perspectives that you can bring to the work group. Please talk more about how you feel you can contribute to the work group, offering examples of previous experience or knowledge, where possible.
- What do you perceive to be the greatest barriers for receiving the support Black led and serving organizations need to continue and to grow their work supporting Black communities?
- What else would you like us to know about you as it relates to working with teams and making difficult decisions?
- What concerns or suggestions, if any, do you have about working with CFL and other Black voices to create a new process for distributing dollars to nonprofit organizations led by and serving Black people?

If you have questions

Please contact Ramona Dallum Lindsey, Senior Program Officer, Community Foundation of Louisville, ramonal@cflouisville.org

References

¹ *Co-Creation in Government*, *Stanford Social Innovation Review*, Spring 2015, https://ssir.org/articles/entry/co_creation_in_government

² *Black Social Change Funders Network: The Case for Funding Black Social Change*, <http://www.blacksocialchange.org/wp-content/uploads/2017/02/BSCFN-Case-Statement.pdf>