



## Update as of December 29, 2020 Fund for Louisville: Systems Change for Racial Justice

The **Fund for Louisville: Systems Change for Racial Justice** strategy is currently being developed. The planning process began with a call for members of the Black community to join the Community Foundation of Louisville (CFL) in co-creating a new process for distributing grant funding to Black-led and Black Serving nonprofits. We launched a call for nominations from September 10 – October 6, 2020. The result was 46 complete applications which led to 30 invitations to interview for an opportunity to participate in the 15 person Design Workgroup. Twenty-nine members of the Black community were interviewed.

On October 27, 29, and 30, the Design Workgroup engaged in a total of 9 hours of discussion with the CFL staff. Our agenda was designed to gather information regarding these guiding questions:

- How do we (CFL & Design Work group members) together?
- What is the Fund for Louisville strategy and underlying assumptions?
- How do we define “systems change” work for this process and for Louisville?
- What are our priorities for supporting Black-led and Black-serving nonprofits promoting racial and economic justice?
- How do we identify organizations to be considered for the Fund for Louisville cohort?
- How and who should select organizations for the Fund for Louisville cohort?
- How do we control for conflict of interest in the selection process?

The following people participated in the Design Workgroup:

### **Stacy Bailey-Ndiaye**

Nonprofit co-founder and director, with a background in higher education.

### **Leo Braddock**

Nonprofit founder and director, BME Fellow, with hospitality sector background.

### **Haley Brents**

College student with a passion for youth advocacy and education.

### **Patricia Carver**

Professor of business administration with a financial background; a nonprofit board member and volunteer.

### **Nannie Crony**

Nonprofit professional and business owner.



**Eric Hawkins**

Background in supply chain and logistics, with experience reviewing funding proposals for state and corporate foundation funds.

**Ashleigh Hazley**

Academic researcher experienced in curriculum design; a teacher, and a student advisor.

**Johnique Ison**

Nonprofit professional, nonprofit board member and volunteer.

**Angelique Johnson**

Technology start-up founder, business owner and nonprofit board member.

**Tialisha Lumpkin**

Business owner, political policy analyst, community organizer and volunteer.

**Mahogany Mayfield**

Teacher, nonprofit professional, and racial justice advocate.

**Cassandra Webb**

Nonprofit professional, community organizer, and nonprofit board member.

**Shawnte West**

Instructor of policy and a child welfare advocate. Also works with nonprofits on program design and development.

**LaToya Whitlock**

Nonprofit co-founder and director, nonprofit board member, and volunteer.

**Naiyana Williams**

Marketing, public affairs and development professional.

CFL staff entered into this process with pre-conceived ideas that were challenged by the members of the Design Work group. At the conclusion of the 9 hours of engagement with members of the Black community, CFL learned the following:

***There is broad mistrust of CFL and the philanthropy sector.*** It is clear from the perspective of this work group that much of the Black community does not trust CFL's intent – or trust that CFL would really use this group's input to make changes in our organizational processes. A process that seems rushed unintentionally perpetuates mistrust since it increases the difficulty of developing connections and eliciting participation from other members of the Black community.



***There was a difference of opinion in the purpose and scope of the work group.*** Most members of the workgroup understood their focus to be to “fix all of CFL so that it is more responsive to Black-led and Black-serving organizations,” including addressing CFL’s overall grantmaking and relationship history with the Black community, organizational leadership, asset management, donor engagement and donor education. CFL’s intention was to address only the Fund for Louisville grantmaking process.

***Successful co-creation requires more time and resources.*** Co-creation requires partnership with clearly defined responsibilities and identified benefits for all parties. The nine hours provided for the design workgroup discussions did not provide adequate time to establish a co-creation process and address all of the questions related to the Fund for Louisville process. CFL and the workgroup members decided that the group would serve in an advisory capacity and be able to provide additional feedback regarding the Fund for Louisville: Systems Change for Racial Justice strategy. Many members equated their role to that of a consultant. Consequently, they recommended that some form of compensation be provided for their time and expertise to inform CFL’s processes.

The following actions are being taken by CFL staff to continue moving forward with the Fund for Louisville: Systems Change for Racial Justice strategy.

- Analyze hours of design workgroup feedback to identify actions that can be implemented into the FFL application, review, and selection process so it is accessible for more organizations and inclusive of community voice.
- Provide by December 9 a first draft of the FFL: Systems Change for Racial Justice grantmaking strategy (application, review, selection) to members of the design workgroup for feedback and revision.\*
- Develop a detailed list of required future actions from the design workgroup including appropriate compensation for their time and expertise.
- Adjust the FFL: Systems Change for Racial Justice timeline to establish the cohort and issue grants by June 30, 2021.

\* First draft of the FFL: Systems Change for Racial Justice grantmaking strategy was delivered on Dec 16, 2020 to 11 of the 15 workgroup members who were available to review and provide feedback by January 4, 2021.