

**Fund for Louisville Strategy Design Workgroup
Background, Pre-Read and Agenda**

October 27th, 29th, 30th: 9AM-Noon each day

Daily Structure

Time	Min	Activity	Facilitator/Presenter
9:00-9:10	10	Grounding Activity	Ramona
9:10-9:35	25	Presentation: Information Sharing	Various CFL Staff
9:35 – 9:55	20	Partner/Small Group Discussion	Breakout Rooms with pre-determined host
9:55 – 10:00	5	Break	
10:00 – 10:15	15	Discussion Debrief	Ramona
10:15 -10:40	25	Presentation: Information Sharing	Various CFL Staff
10:40 – 11:00	20	Partner/Small Group Discussion	Breakout Rooms with pre-determined host
11:00 – 11:05	5	Break	
11:05 -11:20	15	Discussion Debrief	Ramona
11:20 – 11:50	30	Consensus Building/Group Work	Ramona
11:50 – 12:00	10	Reflection/Closing Activity	Ramona
Email: Day’s summary & next day overview			
Daily Themes: Each theme provides a cultural reference for the day’s activities and are taken from the Nguzo Saba – a belief system based on seven core principles rooted in African culture. The Nguzo Saba are guiding principles for daily living that are reinforced during the celebration of Kwanzaa. (http://www.officialkwanzaawebsite.org/)			

Agenda

Day 1:



Guiding Questions: How do we work together? Check out FFL strategy and underlying assumptions

Theme: Kujichagulia – Self Determination (demands descendants of African people throughout the diaspora to define, defend, and develop themselves instead of allowing or encouraging others to do this)

Presentation/information sharing #1: Our working definition of co-creation and CFL’s initial response to the concerns/suggestions raised during the workgroup interviews about this process

Chat box question during presentation #1: What is your #1 concern or suggestion?

Breakout room #1 Prompt: *What statements need to be added to the co-creation document to increase your confidence in the process? How do we define success for this workgroup process?*

Presentation/information sharing #2: CFL Board-Approved FFL Grant Strategy; Discuss Underlying Assumptions and Desired Goals

Chat box question during presentation #2: What is your initial reaction to the grant strategy and underlying assumptions?

Breakout room #2 Prompts: *What are your issues or concerns with CFL’s assumptions? What do you see as the direct impact to racial equity, economic equity and racial justice by providing financial and nonfinancial support for systems-level work?*

Day 1 Consensus Building: Confirm the responsibilities and actions of co-creation for this workgroup process; summarize pros/cons/concerns/questions about grant strategy and underlying assumptions. Look ahead to next meeting.

Day 2:

Guiding Questions: 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?

Theme: Ujamaa – Cooperative Economics (a commitment to the practice of shared social wealth and the work necessary to achieve it)



Presentation/information sharing #1: Systems change definition and CFL's underlying assumptions about this focus

Chat box question during presentation #1: What are some examples of systems-level work being advanced by Black-led nonprofits in Louisville?

Breakout room #1 Prompts: What concerns or questions do you have about CFL's motivation/rationale for supporting orgs advancing systems-level changes? How do we support more Black-led and Black-serving nonprofits to undertake systems-level activities?

Presentation/information sharing #2: Options to define Black-led and Black-serving? Characteristics of White Supremacy Culture and its relationship to Perceived Barriers to Funding

Chat box question during presentation #2: Which, if any, of the characteristics of White Supremacy culture have you noticed in your own practices?

Breakout room #2: *How do the perceived barriers fit within the White Supremacy Culture framework? What is a counter action for this barrier that has an equity and liberation focus?*

Day 2 Consensus Building: Definition of systems change for this process . Identify ways to avoid practices rooted in white supremacy culture. Look ahead to next meeting.

Day 3:

Guiding Questions: How do we identify organizations to be considered for the cohort? How and who should select orgs for the cohort? How do we control for conflict of interest in the selection process?

Theme: Ujima – Collective Work and Responsibility (a commitment to active and informed togetherness on matters of common interest)

Presentation/information sharing #1: Examples of participatory grantmaking and for-profit funding strategies to identify organizations.

Chat box question during presentation #1: What are the benefits or challenges of a focus on Black-led and Black-serving organizations for this process?

Breakout room #1: *How do we define Black-led and Black-serving? With equity and liberation as our guide, what specific strategies do we use to identify organizations to be considered for participation in the cohort? What are the characteristics of our focus organizations?*



Presentation/information sharing #2: Examples of participatory grantmaking and for-profit funding strategies to select organizations.

Chat box question during presentation #2: What are effective tools for communicating our progress/process with the community?

Breakout room #2: *With equity and liberation as our guide, what specific strategies do we use to decide who receives funding and other supports? How do these strategies lead to a thriving Black-led and Black-serving nonprofit ecosystem?*

Day 3 Consensus Building: What are our preferences for identifying and selecting organizations for funding and other support? We understand what we've done; what's left to do; and what next steps are.

Acknowledgements

- CFL will work with Black voices participating in the workgroup sessions to develop a co-creation agreement outlining how we intend to work together.
- Our goal is to emerge from three days of meetings with answers to many questions that will inform the design of the approach and selection process for this strategy; after three days, we will not have a fully developed process
- CFL staff members will draft a process using the input from the three days of discussion and share the draft with the work group for further revisions until a consensus is reached on a process leading to more equitable grantmaking.
- Throughout the three hour sessions opportunities for relationship building, reflection, and decompression will be provided
- Through this work, CFL intends to make changes within our organization to provide grantmaking that intentionally addresses systems preventing racial and economic justice. In sharing our work we hope to build trust, inform, and inspire others along the way.

