

ELEVATING BIPOC LEADERSHIP IN PHILANTHROPY

Breathe life into a BOLD VISION

DO THE WORK!

Where we're coming from

I was very alone... And that was traumatizing...

Rare to see another Black/Indigenous person

overwhelmingly white spaces...

Taken for granted when people look like you...

Not meant to be here because I'm the only one...

Fellowship Learning

- connecting to others with shared experience
- BUILDING PEER STRENGTH

White people & non-Black POC...

What will you be doing for Black liberation in 6 months from now when the news spotlight is not on Black death?

my life's work & wisdom
my fellowship project

I won't give it to a white organization

Who...

- Will take the credit to look good
- But isn't ready or willing to do the WORK
- &... it's online, if you want to read it!

BIPOC... We know what white supremacy feels like...

- There can be power in naming it...
 - micro-aggressions
 - defensiveness
- Tools:
 - power-mapping my allies
 - How do I work with them?

Who benefits?
WHITE INSTITUTIONS

- hoarding wealth built on stolen land & slavery
- donor tax benefits
- community benefits are a by-product
- White savior complex

Getting in the way...?
White people: how can I use my role to make change

Who could benefit?
by recognizing the most impacted by injustice know what is needed

Just give \$

- participatory grant making
- BIPOC leadership in community

BIPOC ORGS...

- get less \$
- more scrutiny

Hiring...

- Looking for recruits more like (white) me?

Support BIPOC collaboration

- succession planning
- specific outreach
- Hire BIPOC teams

1 BIPOC for diversity quota?

When is **Capacity building** about "how can BIPOC be 'nicer' to white people?" & let's make it about **reciprocal learning**

Let our learning be demonstrated by our **Impact in Community**

measure **WEALTH** by **INDIGENOUS VALUES...**

- Respect
- Responsibility
- Reciprocity

ELEVATING EXPECTATION

CARRY ON THE WORK OF MY ANCESTORS & make space for others to follow...

REDEFINE PHILANTHROPY

UPLIFT the CONTRIBUTIONS & LIVES of BLACK & INDIGENOUS people

- Community building
- Land stewardship
- Youth empowerment

INVEST IN BIPOC...

- Healing**
Cultural connection & spiritual fulfillment
- Labour**
We have been doing this work our whole lives... stop expecting us to subsidize white learning...
- LEARNING**
if I'm not the expert yet... pay me to become one!

WE BELONG

this is being built on the shoulders of my ancestors
I need to be Replenished

STOP treating BLACK, Indigenous & POC people like your personal Google...

seek existing resources by BIPOC...

until all of us have made it... none of us have made it... ROSEMARY BROWN

Speakers: Gerri Nakirigya Lutaaya, MPNL (she) . Daisee Francour (she) . Mohamed Huque (he) . Moderator: Kris Archie (she/they)