

Strategies for Social Justice

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New Relationships with Communities and Grantee Partners

Change in Relationship from Grantor-Grantee to Partner

- More time spent by staff with nonprofits
- More engagement of the nonprofits in the thinking, planning and assessment of Foundation strategy
- A more interactive process around grantmaking and initiatives
- Deeper capacity-building work with nonprofits, including a fuller understanding and assessment of needs
- Facilitation of access to other financial and human resources
- Convening for problem-solving and lessons learned
- Creating opportunities to support innovation

Advances Social Justice

- Helping people envision a just future
- By Inclusive Practice
- Partnering
- Moving Beyond Grantmaking
- Public Policy and Advocacy Strategies
- Supporting nonprofit capacity to carry out social justice projects
- Building Data and Knowledge Capacity

Limitations of Partner Relationship in Social Justice Context

- Needs to be more Inclusive
- Needs more consistent processes for common needs identification
- Limitations of dollars for large scale social justice issues vs individual nonprofit support
- Getting consensus internally on long term commitment to social justice initiatives
- Perceptions of internal inequities at Foundation

Community/Grantee Partners Relationships

Key Principles

- Help to envision a just future
- Invest long term
- Build capacity
- Be inclusive in your practice
- Create, with the community benchmarks against which to measure progress
- Communicate progress, and lessons learned from the perspective of the community