Rethinking Giving:
A Workbook for Decolonizing Child and Youth Philanthropy

Annex 3: Self-Assessment Questions to accompany the Framework

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A note to the reader:

Welcome to Rethinking Giving, a workbook for decolonizing child and youth philanthropy. This space intends to provide a safe, non-judgmental space for personal reflection. The purpose of this journey is to foster self-awareness and promote positive change. It's not about judging yourself or others, but rather about creating a compassionate, brave, and non-judgmental space for self-reflection and growth.

This workbook is composed of three interrelated components:

1. Self-assessment questions
2. Activities for implementation
3. Resource guide

Through a series of engaging questions, activities, and resources, this workbook invites actors across philanthropy to explore the complexities of decolonizing philanthropy and to develop strategies for more just and inclusive philanthropic practices. While you can engage with these tools independently, you can always reach out to DA Global to help you navigate your decolonizing journey.

This is just a starting point, and we envision building out this resource overtime. Please reach out to us with any recommended questions, activities, or resources to include.

About the Self-Assessment Questions

Designed to ignite introspection, challenge assumptions, and inspire action, these thought-provoking questions serve as a catalyst for individuals and organizations to critically examine and reshape their philanthropic practices through a decolonial lens. The questions are organized thematically to explore different areas that must be addressed to decolonize philanthropic and grantmaking practices. Each theme highlights a specific aspect of your work in the philanthropic organization. These questions are versatile - they can be used individually or in teams with your colleagues, partners, leadership, and/or board.

About the activities for implementation

This workbook section offers a rich collection of thought-provoking activities designed to foster critical reflection and dialogue. The activities are diverse and interactive, encompassing a range of themes. Each activity has been crafted to facilitate deep introspection, promote humility, and generate meaningful conversations that foster collective learning and action. They are intended to help you and your organization explore colonial legacies, challenge power imbalances, and cultivate more equitable relationships.

About the resource guide

Discover a compilation of articles, research papers, webinars, guides, and tools to help deepen your understanding of colonial dynamics within philanthropy and explore strategies for transformative change. Spanning diverse disciplines and perspectives, this curated collection provides critical insights, thought-provoking analyses, and innovative frameworks that challenge traditional philanthropic practices and envision a more equitable and just future.

Ideas for using these resources:

- Engage with the questions and activities individually or with a peer, using the workbook as a self-reflection journal to document your journey.
- Use the list of resources to embark on a personal journey of learning and self-education, addressing these questions in professional development goals.
- Incorporate the questions, resources, and/or series of activities into team meetings or a team retreat.
- Build a board meeting and/or retreat around these questions, activities, and/or resources.
- Incorporate these resources into professional development initiatives or training programs.
- Use these tools to help shape organizational goals, strategies, and initiatives for meaningful impact.
- Engage with these tools with peers in a working group, study group, or discussion forum.

Keep in mind while using this workbook:

The goal is to use this workbook as a springboard for transformative action, moving beyond knowledge acquisition towards concrete steps that challenge systemic inequalities, center lived expertise, and foster authentic power sharing within philanthropy. As you embark on this journey, remember that:

- Unlearning deeply ingrained patterns takes time. Stay committed when it gets hard and remember to be patient with yourself and the process.
- Approach the following questions with an open mind, ready to confront uncomfortable truths and consider alternative viewpoints. Embrace the fact that no one has all the answers.
- Challenging deeply ingrained beliefs and attitudes can be difficult and may bring up uncomfortable emotions. Be kind and patient with yourself as you explore these reflections.
- Transformational change, both personal and institutional, takes courage and heart. Be bold in the process, but don't forget to be compassionate towards yourself.

Before you start we ask you to reflect on the following questions:

1. Are you open to exploring your own biases and assumptions as part of this reflective journey?
2. Are you willing to approach this process with humility, acknowledging that there may be blind spots you are not yet aware of?
3. Are you ready to lean into discomfort and embrace it as an opportunity for self-reflection and transformation?

Yes? Alright, then! Let's go!

Workbook Part 1

Reflection questions on
Individual Attitudes, Beliefs, and Positionality

Think of yourself as a significant piece in a complex 5000-piece puzzle that is your philanthropic organization! **Without using your job title or job description, write about how you "fit" in this puzzle and make it complete?**

Reflect on your journey into philanthropy. What were the initial assumptions and beliefs you held about philanthropy when you embarked on this path? **How have your perspectives evolved and changed over time?**

Consider your position within a philanthropic organization based in the Global North. **Reflect on the powers, privileges, or benefits you may have in comparison to your counterparts and partners in the Global South.** Provide examples that highlight these dynamics, if applicable.

Colonial philanthropy upholds and reinforces the idea that Global North solutions, ways of working, measures of success, and culture are better than those in the Global South. **How do your own beliefs or values reinforce or contradict this power dynamic? How do your actions reinforce or defy this power dynamic?**

To what extent does your role within the organization involve supporting the initiatives of partner organizations? **How do you actively engage with partners, both directly and indirectly, to carry out your work?**

Reflecting on your current engagement, do you believe it provides sufficient opportunities for gaining a deep understanding of the partners' work and the contexts in which they operate?

In what ways could your engagement be enhanced to **better address and advocate for the priorities and concerns of partner organizations?**

Reflection questions on
Power Dynamics in Philanthropy

Imagine colonial philanthropy as a large, impenetrable fortress that is holding space for a few and keeping out the rest.

What are the forces/systems of power and privilege that are keeping this fortress intact?

What kind of people/institutions are within the fortress? What helps them stay there? How does the fortress add value to (or take away value from) their existence?

What kind of people/institutions are on the outside? What kinds of barriers are keeping them there?

What mindsets, tools, knowledge and other resources would you need to start chipping away at the fortress?

Reflection questions on
Partner Engagement

Describe the process employed by your philanthropy to identify and select new partner organizations to collaborate with.

What considerations and factors are taken into account when selecting regions and countries and partner organizations? How do you ensure that the selection criteria are inclusive of marginalized groups? How can you actively involve diverse stakeholders and communities in shaping these criteria to ensure their perspectives are valued and represented?

Describe how your philanthropy first engages local partner organizations.

What is the objective of your first engagement and how might that be perceived by local partners?

What platforms and methods does your philanthropy currently utilize to engage with potential partners? How effective have these approaches been in reaching grassroots organizations? How can you improve or innovate these methods to address the specific barriers of access that grassroots organizations may face?

How do you want the local partner to feel during your first engagement? What can you do to ensure this?

Describe the application or proposal process for local partners. Outline the processes and requirements that are in place for potential partners to apply and for your organization to assess and select them. What types of documentation, forms, or requests for proposals (RFPs) are utilized? How can you streamline or simplify these processes to reduce administrative burdens and make them more inclusive and accessible to grassroots organizations, particularly those led by children and young people?

Reflecting on past experiences, what lessons have been learned regarding barriers of access for grassroots organizations? What additional resources, guidance, or support can be provided to assist them in navigating the application and selection process?

What is the current profile of organizations that your philanthropy engages with as partners? What kinds of organizations tend to elicit trust and "make the cut"?

What process does your philanthropy follow to initiate partner organizations into your larger grantee community? Does your organization clearly articulate its role and approach (solidarity, accompaniment, learning partner, solely as funder, etc) to the partner?

According to you, does your organization view "trust" as a foundational element in your donor-grantee relationships? If yes, how do staff establish and maintain this trust with partner organizations?

What strategies can your organization employ to foster increased trust and open communication with partner organizations? What specific actions does your organization need to take to build trust and create a safe space for grantees to communicate their needs, aspirations, and concerns (examples include: flexible funding, minimizing burdensome reporting requirements, and honoring their expertise and local knowledge)?

Reflection questions on
Community Engagement

What are the aspirations and priorities of the community/ies that your philanthropy aims to serve? How are these identified?

How can you establish **meaningful and consistent** avenues for listening to and engaging with communities?

Who is currently being listened to and taken seriously? **Whose viewpoints and aspirations are being given priority?**

Who holds the authority to determine the geographic and programmatic priorities of the children and youth sector? To what extent do these priorities align with the lived realities of children and families globally?

Do you actively involve **families and caregivers** as experts in program designs?

Do you actively involve **children and youth and national youth and child rights activists** as experts in shaping your social change strategies and program designs?

In what ways can you transform your funding practices to foster a **shift in power and actively involve families, children, youth, and their communities** in decision-making processes?

Reflection questions on
Power dynamics within the organization

Sharing and shifting power

Who is holding the power and resources within our organization? And why? How is this power manifested within your organization or wider sector?

Have we clearly articulated our roles as an external funder and partner? What assumptions and beliefs about the roles of external actors are embedded in the way we work with local grantees and partners?

How do our existing organizational structures and processes **support or hinder** the implementation of decolonial approaches and values by staff and the Board?

Who holds power and resources within our organization and the wider sector, and how is it manifested? What strategies and levers are available to us for shifting power and promoting equity?

What mechanisms of shifting and sharing power are available to us? **How can we activate the levers to shift power?**

What are the implications of embarking on a journey to shift power and decolonize our relationships with other funders and entities that contribute financial and other resources to our efforts? **How might this impact both our funding practices and the ways in which we are funded?**

Power and strategy

What role do our partner communities have in shaping funding priorities and strategy development for our youth and children portfolio?

In what specific ways can we incorporate decolonized philanthropy approaches within our current organizational strategy? How can we identify the appropriate areas and methods for embedding these values?

How can we ensure a **shared understanding of decolonization** within our organization's strategy and its integration into the work of all staff members?

What actions and commitments are required from our institution and teams to actively practice decolonized approaches in grantmaking, partnering, and power sharing?

How can we shift our funding strategies to prioritize community self-determination and local agency, ensuring that our resources are truly empowering rather than perpetuating dependency?

Reflection questions on

Accountability, monitoring, evaluation and learning

How have our funding models potentially contributed to harm for children, young people, families, and communities?

How do we anticipate and mitigate unintended negative consequences of our funding on local actors, considering potential risks to youth activists, communal tensions, and hindrance to social movements' goals?

How do we actively engage and listen to grantees, youth, local activists, and marginalized groups to gather their input and expertise in shaping our strategies, programs, and evaluations?

What is the purpose of reporting in our foundation? **Do our current reporting requirements support our goals and our partner's learning and strategic priorities?**

How well are we measuring our own effectiveness in supporting long-term systemic change and our contributions to equitable and decolonial partnerships?

In what ways do we involve families, communities, children, and young people in assessing the relevance, quality, and equity of our grantmaking and programs, and in sharing power and authority in decision-making processes?

How can we reevaluate and redefine our assessment criteria to recognize and value different forms of knowledge, expertise, and community strengths, challenging the dominant frameworks that may perpetuate elitism and inequality?

How do we prioritize simplicity, accessibility, intersectionality, and decolonization in our systems, processes, and expectations, to better serve our stakeholders and enhance accountability?

Reflection questions on
Grantmaking / resource allocation practice

Under what circumstances does our foundation provide general support grants? To what extent do we consider our partners' organizational priorities when deciding on the type of funding?

Aside from grants, **have we explored alternative financial tools** and their potential to better meet the needs of our partners?

How can we **allocate our resources to invest in people, networks, and movements**, rather than solely focusing on projects?

If there are **legal or financial barriers** preventing us from using alternative financial tools to support local organizations and movements, how can we overcome them?

Do we have a strategy in place to support local organizations in becoming more self-reliant and less dependent on external grant funding? If not, how can we improve our long-term investment in their sustainability?

Reflection questions on
Organizational values, culture, and norms

What is the role of my grant portfolio and my foundation in shifting the core values, ideas, and norms in the philanthropic landscape? How can we use our influence, resources, and partnerships to actively challenge the existing power structures and promote decolonized approaches in the broader field of philanthropy?

How can we center values of **humility, transparency, accountability, and active listening** in our interactions with partner organizations and communities?

How could the introduction of a decolonized–philanthropy approach in your work help strengthen your programs overall? For example, would it bring you closer to the communities you support, give you more confidence in the decisions made, ensure greater local uptake?

How aligned are decolonized–philanthropy approaches to practice in your institution? Where is the alignment strongest? Weakest? Why is that? What concrete steps can we take to bridge the gaps and foster a more coherent and consistent implementation of decolonized approaches throughout our organization?

Think of a decolonized philanthropy as a large, boundless garden that you have been welcomed to nurture.

Who are the people already here? Who are the people and institutions who need to be invited? What thoughts, beliefs, and behaviors do you need to leave behind to enter the garden?

What kind of values, culture and practices are you hoping to find here? What kinds of relationships and collaborations blossom here?

How are resources shared and allocated? How are decisions made?

As you walk through this garden, what sights do you see? What new perspectives, insights, ideas and transformative experiences do you encounter?

What is keeping this garden alive and thriving? What mindsets, tools, knowledge, and other resources would be necessary for its sustenance? What do you need to learn or unlearn to nurture the garden?

How do you want to contribute to this garden's reach? What seeds do you wish to plant here? How do you want to invite others to plant the seeds for new transformative ideas and movements?

How would a decolonized philanthropy model manifest in practice? What would the power dynamics, decision-making processes, and resource allocation within our organization and the broader philanthropic sector look like in this world?

Activities for further reflection and discussion

Set aside dedicated time to engage with the framework model of "colonial philanthropy" and reflect on your thoughts and emotions. Do you resonate with or have you witnessed any of the behaviors, actions, or impacts outlined in the framework? How does this understanding shape your commitment to addressing and dismantling colonial legacies within the philanthropic sector? **Reflect on your insights and write down your reflections in the space provided below:**

Reflecting on Colonial Legacies in Philanthropy

Take a moment to reflect on your thoughts and emotions as you review the behaviors, actions, and impacts outlined within the framework.

Consider whether these norms and practices resonate personally, within your own philanthropic work or the broader sector.

Explore how this understanding of colonial legacies within philanthropy shapes your personal commitment to addressing and dismantling these dynamics.

What tools, resources and support do you need to integrate decolonizing approaches in your philanthropic work? What kind of challenges or barriers will you face in accessing this support?

A quick round of Tabboo!

Take a minute to brainstorm and list at least 10 words or phrases that come to your mind when thinking of the communities your philanthropic institution supports in the Global South.

Words you cannot use (Tabboo!):
- Empowered
- Grassroots
- Beneficiaries
- Underserved
- Marginalized
- Resilient

Take a minute to reflect on the words you have chosen:
- Are the words you are using predominantly positive or negative in nature?
- Do the words imply a power dynamic between you and the community?
- What do these words reveal about your perception of the community?
- What do these words indicate about your perception of your relationship with those communities?
- Reflect on why you hold these perceptions. Are they based on assumptions about the community rather than truth or personal experience?
- Are there different words you would like to associate with the community to describe an equitable and respectful relationship? How would you like them to change?
- Reflect on the necessary changes in your own behavior and organizational practices to align with these desired words.

Debrief: *This activity is meant to highlight the importance of language in shaping our perception and relationships with partner communities. Certain words have been designated as "taboo" to encourage readers to think beyond commonly used terms and explore different perspectives and descriptions. The activity promotes self-awareness and critical examination of language used to characterize communities, which can lead to a deeper understanding of power dynamics and potential biases. By consciously choosing words that foster respect, equity, and empowerment, and by aligning our behaviors with these words, we can strive for more meaningful and transformative engagements that address the priorities and concerns of our partner organizations.*

Shifting power

Reflect upon the relationship between your philanthropy and partner organization. Complete the following exercise to closely map existing power dynamics and opportunities for change.

Section 1: Identify the key stakeholders in the grantee-philanthropy relationship. This includes individuals and organizations involved in different aspects of the relationship.
List them below:

1. [Partner Organization]
2. [Philanthropy]
3. [Other relevant stakeholders]

Section 2: Create a **visual representation of the stakeholders and their relationships**. Use a diagram or chart to map the power dynamics between them. Consider the following questions:

1. Who holds decision-making power?
2. Who controls resources?
3. Who has influence and authority?

Draw a diagram or chart to depict the power relationships among the identified stakeholders.

Section 3: Examine the relationships between stakeholders and identify any power imbalances or disparities. Consider factors such as financial resources, knowledge and expertise, networks and connections, social capital, and access to decision-making processes.

Answer the following questions:

1. What power imbalances do you observe?
2. How do these power imbalances impact decision-making and resource allocation?
3. Are there any marginalized voices that are not adequately represented in the power dynamics?

Section 4: Reflect on the power dynamics that emerge from the analysis. Answer the following questions:

1. How do power dynamics influence the grantee-philanthropy relationship?
2. What are the potential implications of these power dynamics on the partner organization?
3. How do power dynamics impact equity, transparency, and collaboration between the partner organization and the philanthropy?

Section 5: Identify **mechanisms and strategies for shifting power** to create a more equitable relationship. Answer the following questions:

1. How can power be shared more equitably between philanthropy and grantee organizations? What are some of the easier entry points you can identify?
2. What steps can be taken to promote inclusive decision-making and resource allocation? What are some of the more urgent areas you need to advocate for?
3. How can marginalized voices be more actively engaged and represented? What kinds of voices and perspectives are currently missing among your stakeholders?

Section 6: Based on the insights gained from this activity, **develop action steps** to address power imbalances and promote more equitable relationships. Answer the following questions:

1. What specific actions can you take to address power imbalances?
2. How can you implement policy changes or capacity-building efforts to promote equitable relationships?
3. What steps can you take to actively engage and amplify the voices of marginalized communities?

Take the time to reflect on your answers and develop a plan of action to address power dynamics and foster more equitable relationships with your grantee organizations.

Who's an "expert" anyway?!

1. Take a moment to reflect on the notion of expertise within your global North philanthropy and how it may be influenced by colonial thinking. This activity will help you critically examine who you consider experts on the issues you work on and whose knowledge is prioritized.

2. Begin by writing down the areas or issues your philanthropy focuses on. These can be specific topics, sectors, or themes related to your philanthropic work.

3. Reflect on the following questions and write down your responses:

   - Who do you typically consider as experts in the areas you work on? Identify specific individuals, organizations, or institutions that come to mind.

   - What criteria or qualifications do you use to determine expertise? Consider the factors that contribute to someone being recognized as an expert in your field. Reflect on whether these criteria are influenced by colonial or hierarchical thinking.

   - Whose knowledge and perspectives do you trust and prioritize? Reflect on whose voices and experiences you value the most in shaping your philanthropic strategies and decision-making processes.

   - Are there any voices or knowledge systems that have been historically marginalized or excluded within your philanthropic work? Consider whether certain perspectives or sources of knowledge have been undervalued or overlooked due to power dynamics and colonial thinking.

   - How might colonial thinking impact the recognition and inclusion of local knowledge and expertise? Reflect on how colonial legacies and power imbalances may shape your understanding of expertise and influence your decision-making processes.

   - Do our participatory approaches prioritize the inclusion of a diverse range of local organizations in our knowledge generation processes?

   - Do we proactively and consistently seek out engagements with local and national experts from the global south to build our capacity and knowledge on the issues they work on? Do we compensate such experts in parity with experts from the global north for their skills, knowledge and time?

   - Do we support South to South learning and capacity exchanges between our partners?

   Space for written reflection on the next page...

4.   Take a step back and critically analyze your responses. Consider any patterns or biases that emerge from your reflections. Reflect on how colonial thinking may have influenced your perception of expertise and knowledge.

5.   Identify specific actions or changes that can be made to challenge and decolonize the notion of expertise within your philanthropic work. Consider ways to amplify marginalized voices, recognize local knowledge systems, and create more inclusive decision-making processes.

6.   Reflect on the potential impact of recognizing diverse forms of expertise. Consider how broadening your understanding of expertise can lead to more equitable and effective philanthropic practices.

7.   Write a summary of your reflections, highlighting the key insights gained and the actionable steps you plan to take to challenge and decolonize your thinking around expertise within your philanthropic work.

Any additional reflections you'd like to capture?

Workbook Part 3

Resource Guide

Key articles, research papers, podcasts, tools and guidance materials to support continued **reflection, planning, and implementation**.

International **Children's Rights** and **Decolonizing International Development** and **Humanitarian Aid** Resources

Reconstructing Children's Rights Institute
Published by CPC Learning Network, 2021-2022
An online institute about dismantling racism, neo-colonialism, and patriarchy in humanitarian and development efforts to protect children and support families. Includes series of six pre-recorded conversations, briefing papers, and final analysis report.
- Introductory Video
- #1 Confronting Colonialism, Racism and Patriarchy in International Relations, Development and the Humanitarian Aid Industries: Briefing Paper #1, Trailer #1, Full Conversation #1.
- #2 Confronting Colonialism, Racism and Patriarchy in Child Welfare and Child Rights Programming: Briefing Paper #2, Trailer #2, Conversation #2.
- #3 Confronting Colonialism, Racism and Patriarchy in Funding: Briefing Paper #3, Trailer #3, Conversation #3.
- #4 Our Stories, Our Faces, Our Voices: Who Tells Our Story?: Briefing Paper #4, Trailer #4, Conversation #4.
- #5 Confronting Paternalism, Neo-Colonialism, and Racism in the Design and Implementation of Child and Family Programs in Humanitarian and Development Settings: Briefing Paper #5, Trailer #5, Conversation #5.
- #6 How Can Diversity, Equity, and Inclusion be Understood and Applied in Humanitarian and Development Organizations?: Briefing Paper #6 and Conversation #6.
- Final Analysis Report: Report summarizing the six conversations focusing on problems and solutions.

Reconstructing Children's Rights Institute Master Resource List
Published by CPC Learning Network, December 2021.
Fifteen-page list of resources by academics, researchers, practitioners, journalists, podcasters, and activists critically examining colonialism, racism and patriarchy in international development and the humanitarian aid industry, including the international child rights field. Sections include: (a) International Development, Humanitarian Aid and International Relations Industries; (b) Funding Architecture; (c) International Child Protection and Child Rights; and (d) Storytelling and Visual Arts.

Catherine Love, "**Maori Perspectives on Collaboration and Colonization in Contemporary Aotearoa / New Zealand Child and Family Welfare Policies and Practices**." In Freymond, N., Cameron, G., eds. 2006. **Towards Positive Systems of Child and Family Welfare: International Comparisons of Child Protection, Family Service, and Community Caring Systems**. University of Toronto Press: Toronto. 235-268 (2006)

Jessica K. Taft (October 10, 2017), "**Continually Redefining Protagonismo: The Peruvian Movement of Working Children and Political Change, 1976-2015**" Latin America Perspectives Volume 46: Issue 5 pp 90-110.

Best Interests: How Child Welfare Serves as a Tool of White Supremacy
Published by Political Research Associates, 26 November 2019
Foundational article outlining the historical trajectory of how child welfare services and policies in the United States serves as a tool of white supremacy and furthering inequities in the U.S.

Learning from Protection Systems Mapping and Analysis in West Africa: Research and Policy Implications
Published by Global Policy, 2013
Paper critiquing international child protection sector's systems work and transplanting of external models to the West Africa context, rather than adopting long-term processes to design systems that are culturally appropriate and operational within the boundaries of available and planned resources.

Pulling Back the Curtain: What do Non-Funders Think are the Key Challenges, Needs, Gaps and Opportunities in Supporting Children and Young People Facing Adversity.
Published by Elevate Children Funders Group, 2019
Mapping of emerging trends, gaps and opportunities across the children and youth in adversity field, with direct input from non-funders. It is a rare opportunity for non-funders to honestly and anonymously share with funders their candid feedback of what is working and not working.

Children's Rights Work Often Fails to Address Racism and other Root Causes. A New Fund Aims to Change That.
Published by Perspectives by Tides, March 9, 2021.
Perspective post outlining how the international children's rights field has failed to address racism and ways forward.

Building Our Feminist Hub
Published by Purposeful 2022
Resource describing Purposeful's journey of making the organization a truly feminist organization and rooted in principles of shifting power.

Ramatu Bangura, "Children's Rights Work Often Fails to Address Racism and other Root Causes. A New Fund Aims to Change That." Perspectives by Tides, March 9, 2021.

Taking a historical perspective on the decolonization of aid
Published by The Broker, May 2021
Article taking a historical perspective on the historical roots of colonialism in international humanitarian aid and ways forward to decolonize aid.

SSIR. How collective impact efforts can more proactively put equity at the center of the work.

Youth **Participatory** Grantmaking

Weaving a Collective Tapestry: A Funders Toolkit for Child and Youth Participation
Published by Elevate Children Funders Group, 2022.
Co-created by young leaders offers support and guidance on the substantive "how-to" of child and youth participation – tailored specifically to funders.

Shifting the Field: Philanthropy's Role in Strengthening Child and Youth-Led Community Rooted Groups
Published by Elevate Children Funders Group, 2021
Study mapping current practices in philanthropic support for children and youth led work at the community level and provides strategic advise to donors on how to strengthen their funding modalities through participatory approached.

IDS Rejuvenate Project.
Living online archive which serves as a resource hub for projects and practitioners working at the intersection between child/youth-led work and social change work.

FRIDA, Resourcing Connections: Reflections on feminist Participatory Grantmaking practice
Published by FRIDA, 2023.
Report reflects on FRIDA's participatory grantmaking from 2015-2021, successes, misalignments, failures, and how FRIDA will move forward with this collective knowledge to transform its grantmaking practices.

What's Possible! an Experimental Learning Institute and $1million pooled fund, led by CRIF and WeTrust Fund. What's Possible will enable a cohort of donors to learn directly from participatory youth-driven grantmaking processes and plan while funding participatory youth-driven grantmaking.

Trust-Based Philanthropy

Evolving Trust-Based Philanthropy for Racial Justice, SSIR 2022
A set of recommendations regarding power-shifting and justice focused practices of endowing grantees. Adapted from an earlier version of EndowNow: A Game-Changing Strategy for Investing in Racial Justice."

Making The Case: Foundation Leaders On The Importance Of Multiyear General Operating Support. Center for Effective Philanthropy.

Resources from Trust-Based Philanthropy Project

A Trust-Based Framework for Learning and Evaluation in Philanthropy: This webinar addresses the most frequently asked question from funders who are curious about trust-based philanthropy: "What does it look like to measure impact in trust-based philanthropy?"

Trust-Based Philanthropy in 4D: This guide is intended for grantmaking practitioners who are ready to live into their values to cultivate trust-based philanthropy holistically, across the four dimensions of this work: culture, structures, leadership, and grantmaking practices.

Trust-Based Philanthropy Self-Reflection Tool: This self-reflection tool is designed to help funders at various stages of the trust-based journey examine how trust shows up across your organization, and identify areas that may need more inquiry, refinement, or deepening.

The 6 Grantmaking Practices of Trust-Based Philanthropy: This guide offers insights and practical recommendations on shifting from traditional to trust-based grantmaking.

Trust-Based Philanthropy Resources from the Alliance Magazine

Reforming International Development Series

How to make your grantmaking diverse, equitable, and inclusive

A funder's journey

How unrestricted should funding be?

Are time-limited projects outdated?

Uprooting Racism in Grantmaking, Alliance Magazine (2021)

Actionable Tools & Guides

Social Justice Philanthropy Resources from Justice Funders:

Justice Funders. Choir Book: A Framework for Social Justice Philanthropy: A guide to support you and your philanthropic organization in aligning your grantmaking practice with social justice values. It defines core values, individual competencies and actions that support values-aligned practice to create a comprehensive framework for effective social justice philanthropy.

Justice Funders: Grantmaking practices self-assessment: This self-assessment worksheet was adapted from Justice Funders' "Harmony Initiative" and the Choir Book: A Framework for Social Justice Philanthropy. It covers areas such as Strategy Development, Outreach and Application, Due Diligence, Making the Case, Award and Implementation, Evaluation and Learning.

Justice Funders. Resonance: A Framework for Philanthropic Transformation: A guide to support you and your philanthropic organizations in accelerating a Just Transition by reducing extractive practices and increasing regenerative practices.

Racial Equity Tools Glossary
Published by Racial Equity Tools

Anti-racism and decolonising: A framework for organizations.
Published by Bond, 2023.
After working with the Bond People of Colour working group, and multiple Black people and people of color working across the UK charity sector in various roles and organizations, the framework identified that for deep-rooted systemic change, the issue of tackling and dismantling racism is a priority in our sector and within our organizations this work must not solely sit with HR teams or with the CEO of an organization. This framework maps out how racism cuts across all areas of our organizations and shows the necessity of an anti-racist and holistic approach to decolonising our organizations to create a fairer, more equitable and racially just sector.

A self-assessment tool for foundations on participatory practices
By Diana Samarasan and Katy Love, Alliance Magazine (April 2023)
A self-assessment mechanism for grantmakers to gauge where they currently fall in terms of participatory practices across all their areas of work and operations, and where they want to go. The tool will serve as a basis for internal dialogue and goal setting or action planning. This tool considers the levels of participation across the 'functional' areas of a foundation (e.g. governance, communications, evaluation, grantmaking, etc).

Racial Equity Toolkit: A Reflection and Resource Guide for Collective Impact Backbone Staff and Partners.
Published by Collective Impact Forum, 2023.
The toolkit is designed to support backbone staff and partners to operationalize racial equity throughout their collective impact work. Through a mix of personal reflection exercises, conversations, and activities, this toolkit will help teams explore how centering racial equity can advance their strategies, build understanding, strengthen relationships, and support in reaching their collective goals.

From Promises to 10 Radical Actions.
Published by Radical Flexibility Fund.
These actions are based on the pillars of the Radical Fund's mission: using funding tools that are more flexible, more inclusive and more sustainable than grants; deciding on the allocation of resources in participatory ways with a focus on innovative technologies; supporting communities to create their own priorities and define for themselves the impact of their work; and encouraging funders to be accountable to the communities they serve.

Localizing Development: Our Process to Select Language.
Published by Global Development Incubator, 2021
This post is part of a series of articles where we will explore the landscape, challenges, and potential solutions to support localizing development. We will also be exploring bright spots, and creative ways our colleagues are moving development and international relief closer to the communities they impact.

Racial Equity Tools on Language Justice

TedTalk: Jamila Lyiscott: 3 ways to speak English

Accountability Manifesto: Accountability matters, but donors are not the appropriate keepers of it.
Resource developed by Kimberly McClain, Co-Director for the Americas at Global Fund for Children (GFC). More about GFC's Commitment to Change here.

Practices to Fund Real Change Resources
An online toolkit offering an array of practices that can help combat the nonprofit starvation cycle without advocating for the adoption of one uniform solution for the whole field.

Power Shifting Checklist
Published by Restless Development.
This checklist was developed to ensure the work that Restless Development does continues to shift power and in doing so creates a world where youth power can thrive.

Healing Solidarity. A collective of feminist and anti-racist development and philanthropy practitioners who organize regular online conferences, facilitate an online community of practice, affinity groups and anti-racist practice groups for white people working in international development.

Framework **Case Studies** Resources

Elma Philanthropies
Elma Community Partner Grants in 13 African countries

Children's Rights Violence Prevention Fund (CRVP):
- Case Studies: Youth and Capacity Development Program, Adolescents Girl's Power Program, Bold Girls, Bringing Hope During the Pandemic
- Manuals: The Little Life of Mine and Parenting

Children's Rights Violence Prevention Fund (CRIF):
- Learning Brief. Decolonize! vol. 1, no. 1
- Learning Brief, Seeking Safety, vol. 2., no. 1

Resource Generations "Journey of Wealth" Curriculum

Transformative Philanthropy: Giving With Trust
Dreilinden Foundation's journey to become a social justice philanthropist rooted in trust.
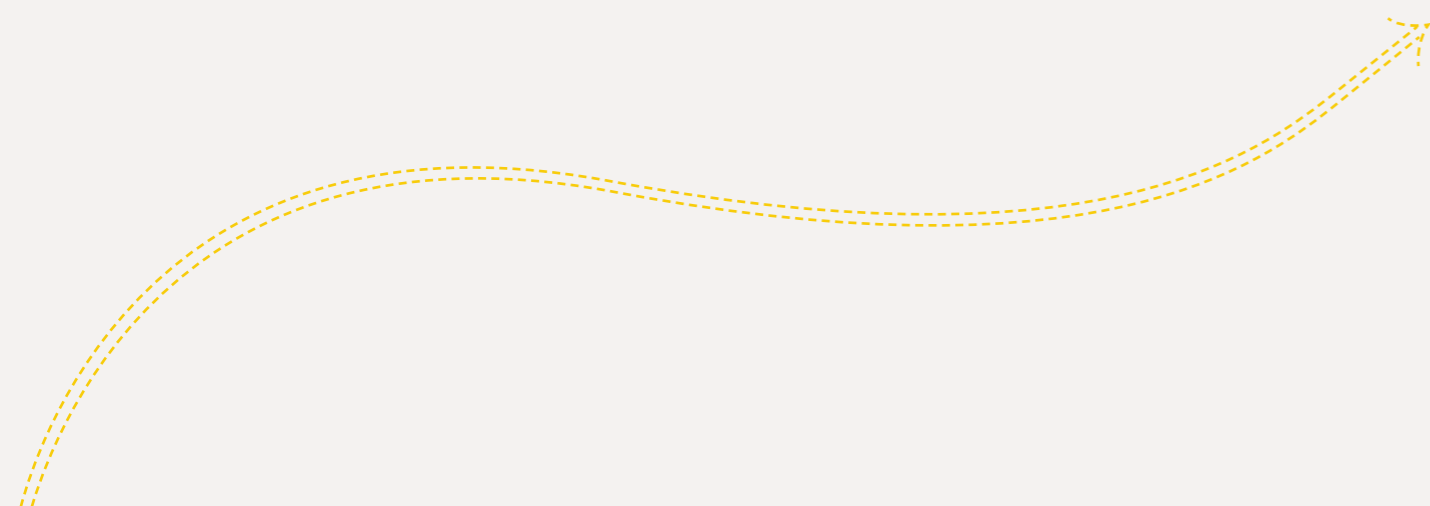
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Framework to Decolonize Child and Youth Philanthropy

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