A NEW VISION for Collective Leadership

5 complex issues facing leadership development practice and funding specifically, and foundation practices more generally

1. Typical leadership development and funding perpetuates a singular way of being and doing, and upholds oppressive practices including but not limited to white supremacy, patriarchy, economic oppression, and colonizing approaches.

2. To achieve social, economic, racial, environmental justice and equity, philanthropy will follow the lead of those impacted: See, support, and value leadership as defined by grassroots, community organizations (they follow and flank them with strategies that are not extracted from but co-created, vetted, and approved by grassroots leaders who have actual decision-making power within their institutions).

3. What’s most needed: more flexible funding, with parameters set by grantees based on need.
   a. Grantees should be full partners including determining their own measures of success i.e. unrestricted grants, right-sizing reporting requirements.
   b. Movements take time; philanthropic timelines should reflect community values on change not an organization’s fiscal parameters or a legislative agenda. Etc.
   c. Philanthropic giving must include a significant transfer of resources into the control of institutions where people of color, who are primarily accountable to their communities, have the ultimate decision-making power over where dollars go.

4. More program officers must be equipped with ideas, best practices, language, and case studies to disband practices and policies that promote white supremacy culture in philanthropic giving.

5. Philanthropic foundations should center relationships. They need to cultivate deep and trust-based relationships with the communities they are funding by holding difficult but transformative conversations by regularly collaborating with nonprofit, government, and for-profits in ways that move us forward as a society.