

# The Power in Philanthropy

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# Power Moves

Your essential philanthropy assessment  
guide for equity and justice



# Equity

**Achieved when you can no longer predict an advantage or disadvantage based on race, ethnicity, gender, gender identity, sexual orientation or ability.**

**@NCRP @SDGrantmakers #SDGCon19  
#PowerMovesEquity**



## Equality



## Equity



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# Power is the ability to change the rules.



- Rashad Robinson  
Executive Director, Color of Change

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# WIELDING POWER


*POWER MOVES INVITES  
YOU TO EXPLORE THREE  
DIMENSIONS OF POWER*



## SHARING POWER

 **BUILDING POWER**  
Supporting systemic change  
by funding civic engagement,  
advocacy and community  
organizing among  
marginalized communities

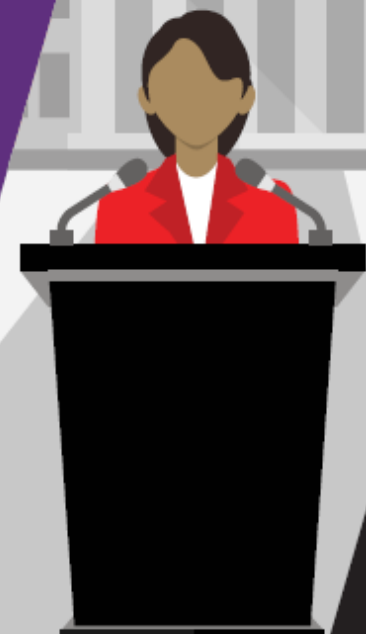
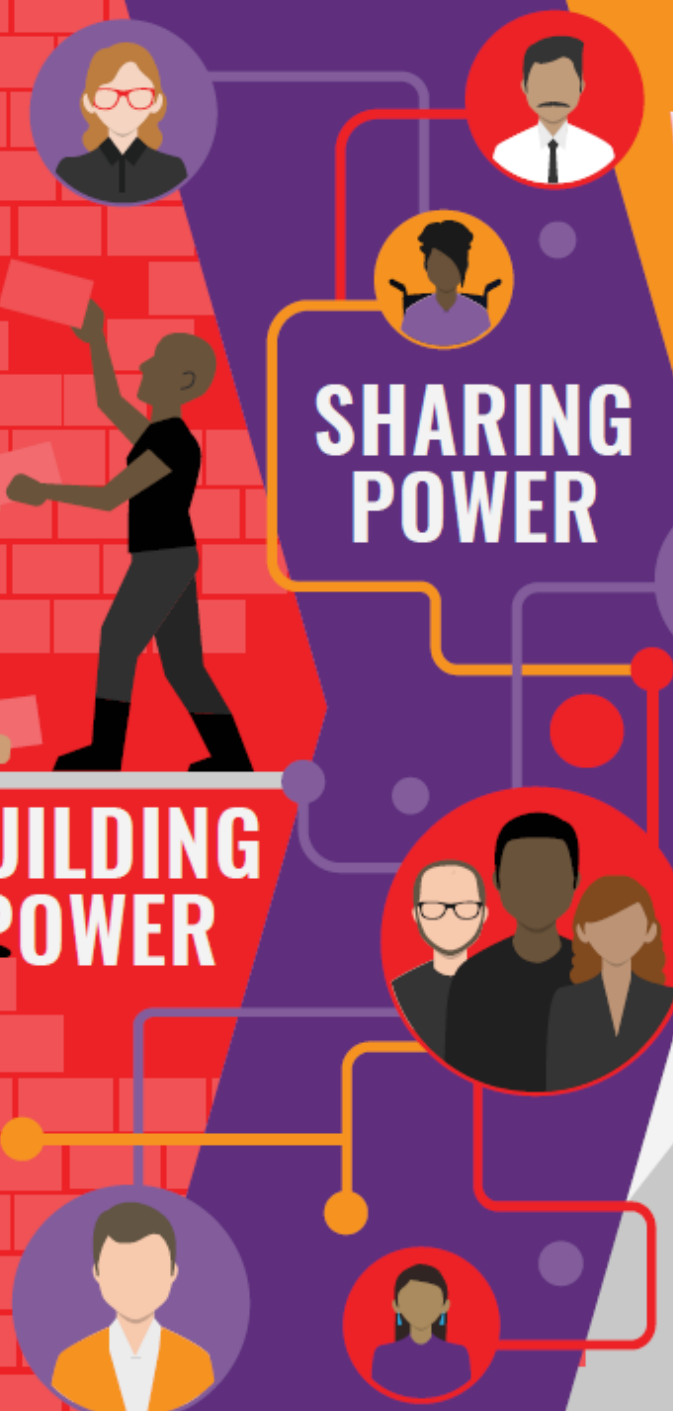
 **SHARING POWER**  
Nurturing transparent, trusting  
relationships and co-creating  
strategies with stakeholders

 **WIELDING POWER**  
Exercising public leadership  
beyond grantmaking to create  
equitable, catalytic change

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Together, these three  
dimensions represent the highest  
aspiration for grantmaking that  
advances equity & justice

## BUILDING POWER





# BUILDING POWER

Supporting systemic change by funding civic engagement, advocacy and community organizing among marginalized communities



# BUILDING POWER



**EQUITY**

**THIS WAY!**

People of all abilities can access grant programs equally.

Evaluation and data systems support equity goals.

Internal decision-making prioritizes lived experience and equity goals.

Grant processes are responsive to social movements and urgent needs.

Board and staff reflect commitment to diversity and inclusion.

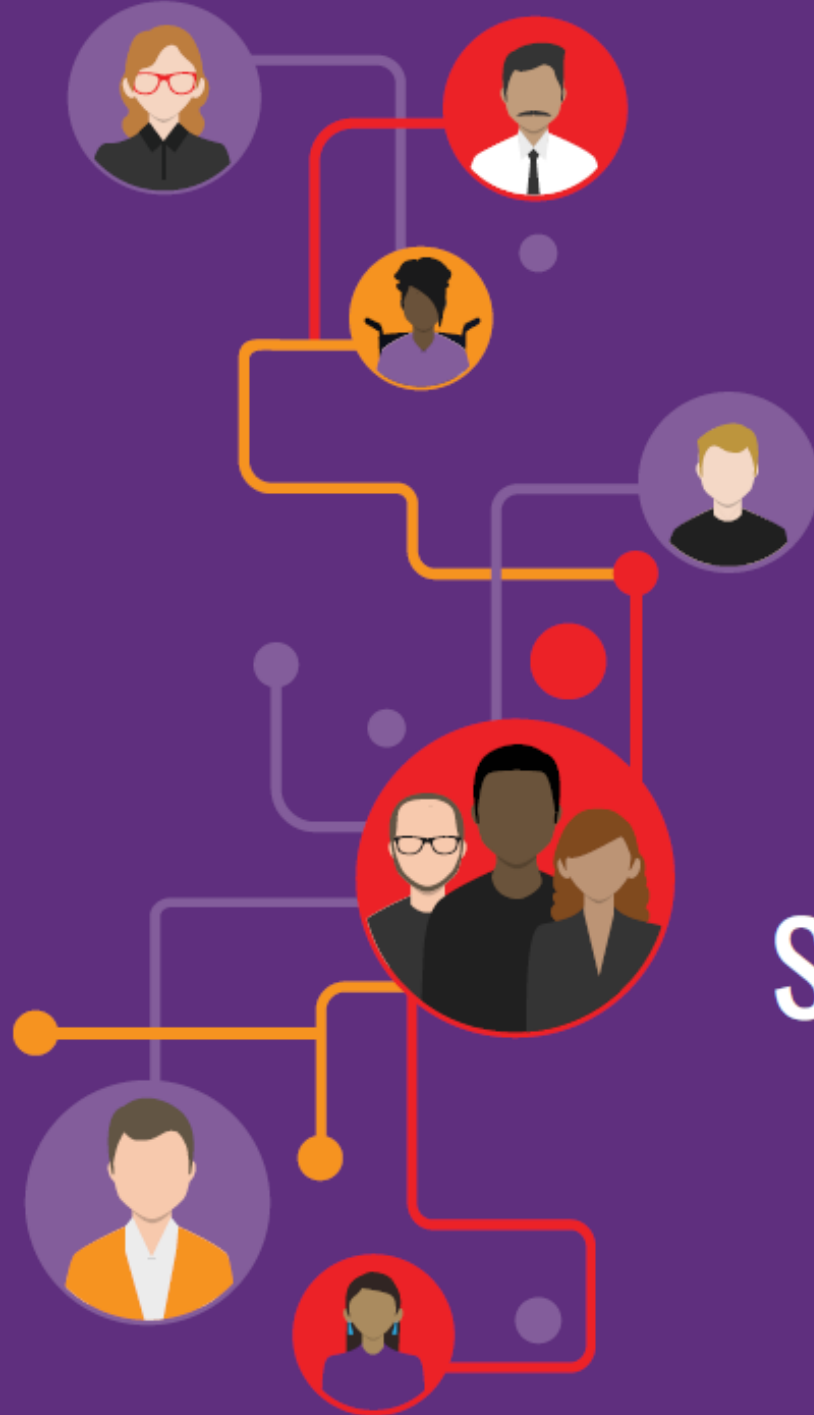
Grantmaking has explicit equity and systems change goals for specific communities.

Creatively funds and builds bridges across issue silos and constituencies.	Grant agreements support advocacy.
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Significantly funds civic engagement, community organizing and advocacy.







# SHARING POWER

Nurturing transparent, trusting relationships and co-creating strategies with stakeholders



# SHARING POWER



## EQUITY THIS WAY!

Streamlines application and reporting requirements.

Application process is accessible to people with disabilities.

Offers responsive, culturally appropriate support beyond the grant.

Deeply engages community, beyond usual suspects.

Offers resources to support access and inclusion of people with disabilities.

Strives for relationships that are equitable and inclusive.

Includes grant partners and other constituents in decision-making.

Solicits consistent feedback from grant partners to inform learning and action.	Communicates openly and transparently.
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Provides flexible grants (core funding, multi-year commitments).



# WIELDING POWER

Exercising public leadership beyond grantmaking to create equitable, catalytic change



# WIELDING POWER

Convenes stakeholders to advance common goals, ensuring accessible locations and materials.

Supports others to lead and convene (good “follower”).

Amplifies voices of marginalized communities.

Collaborates with other sectors of society.

EQUITY  
THIS WAY!

Deploys non-grant financial assets to advance mission.

If a community foundation, creatively engages donor advisers to address equity and other community issues.

Pursues alignment and collaboration with other funders.	Advocates and educates policymakers.
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Uses bully pulpit and reputation to raise issues publicly.



# Thank you!

Download *POWER MOVES* at  
[www.ncrp.org/power-moves](http://www.ncrp.org/power-moves)

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#PowerMovesEquity

