

Peterborough Area Fundraiser Network: Dismantling Harmful Best Practices Session 1

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May 3rd, 2022

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Land Acknowledgement

Nothing in the universe ever grew from the outside in.

Richard Wagamese,
1955 – 2017

*Embers, One Ojibway's
Meditations*

Learning Objectives

- Understand assumptions about the best practices in fundraising
- Learn how donor centrality damages relationships and is ineffective
- Explore new ways to fundraise that are anti-oppressive and built on equity and authentic relationships

Brave Space

Together we will create brave space. Because there is no such thing as a “safe space”

We exist in the real world. We all carry scars and we have all caused wounds.

In this space we seek to turn down the volume of the outside world, We amplify voices that fight to be heard elsewhere,

We have the responsibility to examine what we think we know. We will not be perfect.

This space will not be perfect. It will not always be what we wish it to be. But it will be our brave space together, and we will work on it side by side.

Grounding Principles

We have been taught misinformation

We will make mistakes

We respectfully challenge each other

We will experience discomfort

We respect confidentiality

We create space for all voices

Transforming our work

Understand

Understand the system we are working in

Unlearn

Unlearn the harmful 'best practices' in philanthropy and our sector

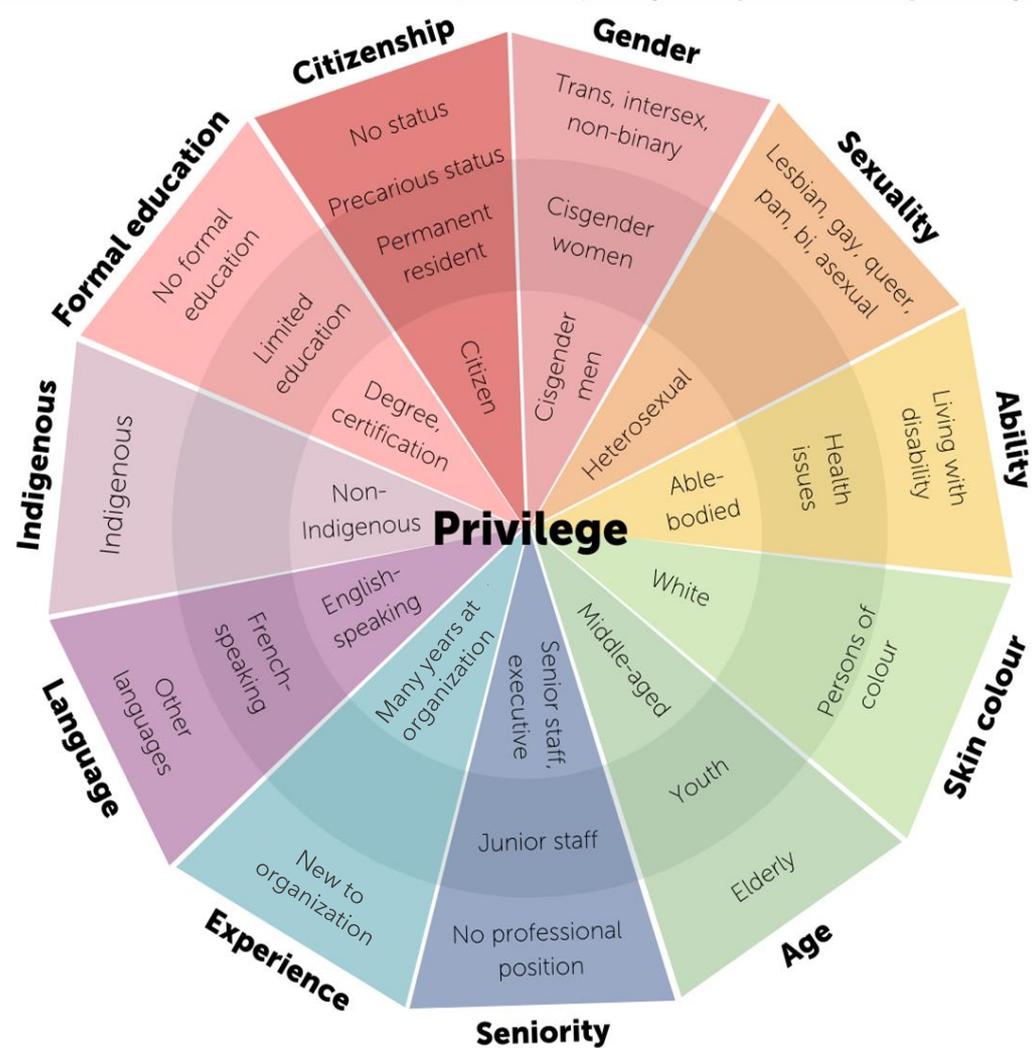
Commit

Make a daily commitment to be actively anti-oppressive in our work

Leveraging social location for power sharing

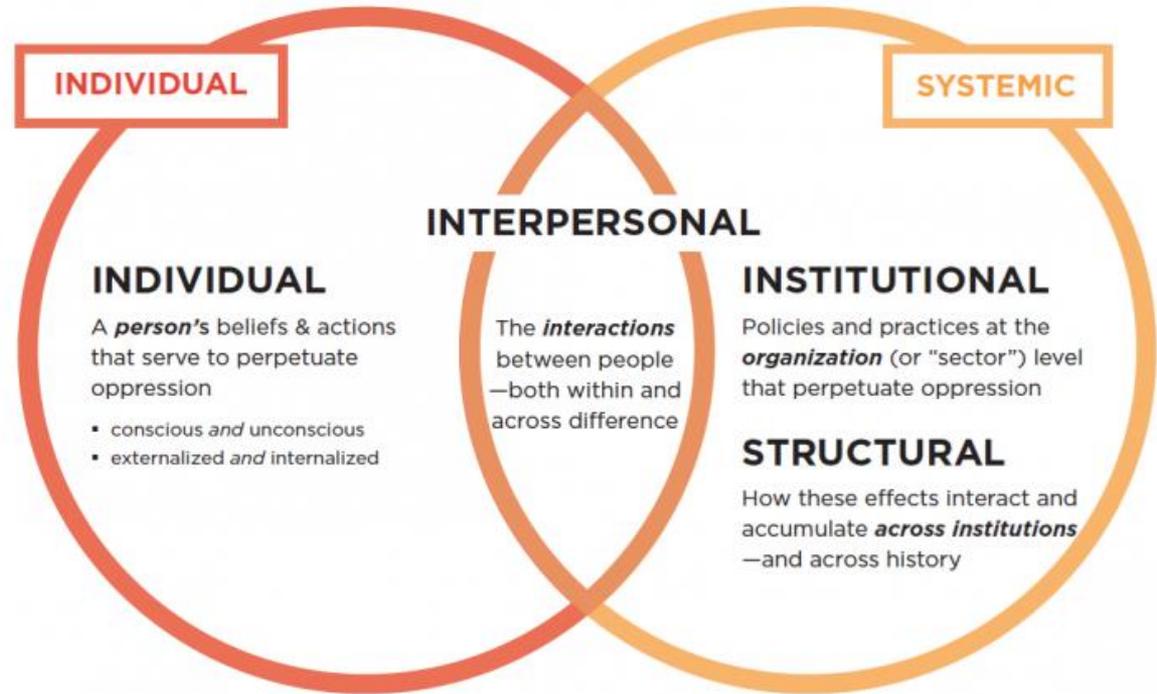
Plot yourself on this wheel.

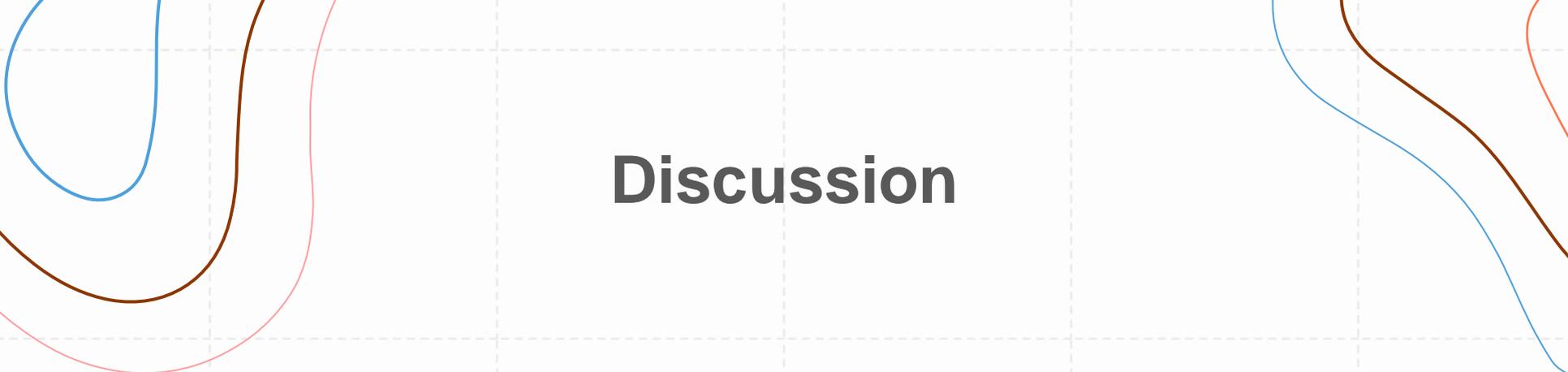
The closer to the center a person is the more structural advantage/privilege they hold.



Systems of Oppression

Ableism
Ageism
Body Shaming
Classism
Colonialism
Homophobia
Islamophobic
Racism
Sanism
Sexism
Transphobia
Xenophobia





Discussion

How does your identity, lived experience and professional experience impact the way you do your work?

What aspects of your identity are most open about and leverage the most in your work?

If you are comfortable sharing, what aspects of your identity do you share less in your work?

Philanthropy is built upon

Stolen land
and labour

Saviourism

Tax
Avoidance

Creating
Change

Good
intentions

Understand

Unlearning Harmful 'Best Practices'

1. Myth of meritocracy
2. The donor is always right
3. We must remain neutral to secure funding
4. Donors belong on a pedestal
5. Beneficiaries need saving

1. Myth of Meritocracy

What is it

- False narrative of individual success
- Dismissal of structural advantages

Why is it harmful

- Upholds status quo of inequity
- Invalidates lived experiences

What can you do

- Remove problematic language
- Develop asset-based lens for beneficiaries

What does change look like

- Change donor recognition plans
- Calling in/out when we see this

2. The Donor is Always Right

What is it

- 'Donor first' at all costs
- No or weak boundaries

Why is it harmful

- Fundraiser burnout
- Mission drift

What can you do

- Audit of problematic relationships
- Expectation setting with donors

What does change look like

- Policies & culture to protect fundraisers
- Walking away from some donors/opportunities

Breakout Discussion

You are in a donor meeting and the conversation at the start turn from general chit chat to the news. The donor shares “I am so tired of the news. It's just one issue after another; protests, mass graves, hate crimes, encampments tear downs. I can't wait for the world to go back to normal.”

Questions

1. What would you do about this?
2. What risks do you have to consider in responding?

Resources and Supports

If your organization is interested in ***custom programs or training*** reach out to us at philanthropyandequityCOP@gmail.com or on Linked In

If you enjoyed this session, consider joining our ***Community of Practice*** to deepen your skills in imagining and implementing more equitable fundraising practices. You will be joining a group hundreds of like-minded folks working through the tough issues at the intersection of philanthropy and equity.

Upcoming Sessions - <https://tinyurl.com/PhilanthropyCoP>

May 17: Creating anti-oppressive fundraising strategies

Jun 2: Hiring & retaining diverse employees

