

HARNESSING THE POWER OF PHILANTHROPY TO BUILD A BETTER TOMORROW



**ACTIVER
ACCÉLÉRER
ACCENTUER**
PHILANTHROPIE



**ACTIVATE
ACCELERATE
ACCENTUATE**
PHILANTHROPY

NOVEMBER 17 COVID-19 REVEALERS: RESPONDING TO ANTIRACIST MOVEMENTS

11:30-12:30 PM: In Conversation with Senator Ratna Omidvar (Plenary)

Highlights

Governance equity is a challenge for the sector but the Senator is hopeful that changes will be seen in a couple of years. CRA must amend T3010 to factor in equity (by who and how?); inclusion in governance is fundamental. We could begin gathering key data by completing StatsCan surveys;

There are multiple opportunities for PFC and its members to mobilize its members to advance the charitable sector:

- Modernize charity law, include equity in governance, increase data collection, adapt new technologies to advance funding work/impact;
- Normalize the emerging practices and increased relevance of nonprofits in the national discussion now and beyond the pandemic;
- Foundations are keen to support legislative changes; private foundations have more privilege, hence, there's untapped opportunity for them to lead the changes for the sector;
- Amendment of non-qualified donee in the legislative changes to charity law;
- Launch a committee to learn how to build trust in grantees to do the work.

1:00-3:00 PM: Anti-Racism at the Heart of the COVID-19 Response: Tools and Approaches for Foundations (Workshop)

Quotes from Hawa Y. Mire:

"Anti-racism is a muscle": we need to continually discuss matters of race and racial equity to build and maintain those muscles that allow us to move towards action;

"Racism is trauma; discomfort is not equal to trauma";

"Ask yourself: what is the impact or consequence of "white supremacy" for Black, racialized and Indigenous people?"

- Clear definitions allow us to act concretely. Take time to define what Diversity, Equity and Inclusion mean to you and your organization. This definition will inform the actions you undertake to foster an inclusive environment.

- It is important to first define what power is: "It is the ability to impact and influence situations across diverse and unpredictable contexts with legitimacy." Acknowledge the power you hold. People go back to the position where they don't hold power as a defence mechanism to criticism. Look at how we are using the places where we have agency to help the cause.

Testimonial: "I think Hawa made the right decision to centre the conversation around power, not diversity, equity, and inclusion. It focuses the discussion on structures and less on individuals."

3:30-4:45 PM: Philanthropy and COVID-19: The Urgency of Promoting Diversity, Equity, and Inclusion From the Inside Out (Panel)

- Privilege is a symptom of unequal power distribution and power relationships. An ally should foster open, free, safe and respectful spaces.
- DEI work is a journey; it is a marathon and takes commitment and a lot of work. It is not something that happens overnight.
- We've reached the point where we can look beyond representation; the diversity piece alone often doesn't lead to systemic change.
- Diversity and inclusion are tactics to move towards the goal of equity. Anti-racism is also a tactic. They are required all the time, at the same time.

To engage in this journey:

1. Start from the ground up and develop shared definitions and understandings of DEI. Then think about how to integrate DEI beyond representation; how do you incorporate it into your organization's work and mission?

2. Practice active listening to be a good ally and to educate yourself.

3. Put the onus on yourself to learn and unlearn.

4. For small foundations that want to start their DEI journey, surround yourself with people who do not look like you, people from various socio-economic, and geographic backgrounds.

NOTES