

# HARNESSING THE POWER OF PHILANTHROPY TO BUILD A BETTER TOMORROW



**ACTIVER  
ACCÉLÉRER  
ACCENTUER**  
PHILANTHROPIE



**ACTIVATE  
ACCELERATE  
ACCENTUATE**  
PHILANTHROPY

## In conversation with Senator Ratna Omidvar (Plenary)

### **Main takeaways:**

- There are multiple opportunities for PFC to mobilize its members to advance the charitable sector:
  - Modernizing charity law, incorporating equity in governance, increasing data collection, adapting new technologies to advance funding work/impact;
- Governance equity is a challenge for the sector but, Senator Omidvar is hopeful that changes will be seen in a matter of years;
- Foundations are keen to support legislative changes; private foundations have an opportunity to lead on these changes within the sector.

### **General theme + supporting evidence + calls to action:**

- We need to normalize the emerging practices and increased relevance of nonprofits in the national discussion now and beyond the pandemic;
- We need to take charge and modernize our own governance structure since the Government is lagging behind;
- We need more data to make better evidence-based decisions and embrace technology to help advance our common missions;
- 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.
- PFC should convene funders in adopting new/better technologies to help advance similar Foundations' missions;
- Amendment of non-qualified donee in the legislative changes to charity law.
- PFC to launch a committee to learn how to build trust in grantees to do the work.

### **Important findings or interesting facts:**

- Senator Omidvar was a refugee and evolved to become an activist starting from her early work for a charity;
- WE charity has impacted Canadian's trust in donating to charities and reduced donation activity and total dollars.

**Examples of cross-sector collaboration:**

- PFC as a collective voice for funders to support legislative changes recommended by Senator Omidvar (e.g.; Letters to local MPs).

**Participant reflections:**

- Senator Omidvar believes charity law allows non-profits to have the capacity to support citizen movements (e.g.; Black Lives Matter).

**Memorable quotes from presenters:**

- “We have taken advantage of charities for far too long”
- “Philanthropy is a part of society and therefore it too suffers from expressions of systemic racism” - Stephen Huddart
- “Private foundations are incredibly important in our society, but they do occupy a position of privilege. The question for them is: do you want to be part of the status quo or part of the disruption?”

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**Anti-Racism at The Heart of the COVID-19 Response: Tools and Approaches For Foundations (Workshop) - Hawa Mire, HYM Consulting**

**Main takeaways:**

- “*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*”: while discussions of race are often uncomfortable, this discomfort is not equal to the lived trauma experienced by individuals faced with racism;
- Ask yourself: what is the impact or consequence of any action, policy or behavior for Black, racialized, and Indigenous people?;
- Justice work is a lifelong commitment;
- 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.

**General theme + supporting evidence + calls to action:**

- 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 defense mechanism to criticism. Look at how we can use the places where we do have agency to help the cause.

### **Important findings or interesting facts:**

- We often get caught up in interpersonal interactions, but the main focus is the structural environment we live in. We can't have conversations about race in the same way anymore. Two important questions to ask ourselves: Where do you hold power? Where do you feel powerless?
- The staircase of oppression: personal interactions assign values to people which lead to prejudice towards a specific group. Prejudice, in turn, becomes discrimination which then becomes institutionalized and generalized through what we call oppression.

### **Participant Reflections :**

- *"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."*

### **Memorable Quotes from Presenter:**

- *"To break solidarity is to break rank"*
- *"We can see it with Black Lives Matter. Groups mobilizing can have an impact on systemic change"*

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## **Philanthropy and COVID-19: The Urgency of Promoting Diversity, Equity, and Inclusion From The Inside Out (Panel)**

### **Main takeaways:**

- To be a good ally is to practice active listening and to educate oneself. Put the onus on yourself to learn and unlearn.
- 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.

### **General theme + supporting evidence + calls to action:**

- 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?
- 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.

- For small foundations that want to start their DEI journey, the first step is to be surrounded with people who do not look like you, people from various socio-economic and geographic backgrounds. “Surround yourself with difference.”

**Important findings or interesting facts:**

- 60% of Canadians want the Government of Canada to be more active in combating racism. There is a ‘prise de conscience’ among Canadians.

**Examples of cross-sector collaboration:**

- The [Federal] Government should lead by example - changing policies & institutions and centering the voices of equity-seeking communities in these discussions. At the Federal Anti-racism Secretariat, “you have not only an ally but a friend.”

**Participant Reflections:**

- “It is hard to work through some of this, but I’ll embrace anything that works for positive change!”

**Memorable Quotes from Presenters:**

“Without anti-racism, there can be no equity”

“Pluralism is an active engagement with difference.”