**KEY INSIGHTS & RECOMMENDED PRACTICES, A SUMMARY TABLE**

| Use Expansive Definitions and Approaches | • Solicit meaningful input.  
|                                            | • Value lived experience.  
|                                            | • Use holistic definitions.  
|                                            | • Rely on existing principles and frameworks.  |
| Take A Holistic Approach to Funding       | • Meet communities where they are.  
|                                            | • Create cross- or multi-issue funds.  
|                                            | • Provide flexible, unrestricted multi-year grants.  
|                                            | • Fund grassroots initiatives.  |
| Be Open to Communities’ Definitions of Geographic Boundaries | • Do not rely on conventional political definitions of geography.  
|                                            | • Be prepared for difficult discussions, and be flexible, open and sensitive.  
|                                            | • Be mindful of challenges in defining geographic focuses, especially for participants working cross-regionally.  
|                                            | • Transparently share the definitions you use.  |
| Explore Trust-Based Participatory Philanthropy | • Recognize value and deepen understanding of participatory and trust-based approaches.  
|                                            | • Consider trade-offs carefully. Compensate those you consult with and share back results.  
|                                            | • Experiment and be prepared for challenges.  |
| Aim for Radical Hospitality and Inclusion | • Devote resources to facilitation.  
|                                            | • Welcome participants as their full selves, and foster relationships that go deeper than the work.  
|                                            | • Use different approaches and methods to engage participants, and consider Disability Justice and Language Justice.  
|                                            | • Design a schedule and commitments that will work for participants.  
|                                            | • Navigate power dynamics and hierarchies carefully.  
|                                            | • Ask yourself who is not participating and why.  
|                                            | • Ensure access needs are met.  
|                                            | • Track who is contributing in group spaces, and adjust approaches if needed.  |
### Increase Participation In Each Phase of Work
- Incorporate the process and ethos of participation beyond your grantmaking.
- Consider how decision-making power is moving towards stakeholders in meaningful ways.
- Be intentional about how much power each group of stakeholders holds during each phase and share this with all.

### Embrace Interconnectedness (Including Conflicts of Interest)
- Encourage overlapping roles at different stages, and proactively manage any potential conflicts of interest that might arise.
- Seek out participants with lived expertise — this is an asset rather than a liability.
- Share conflicts of interest early and manage with transparency.
- Destigmatize conflicts of interest.

### Identify and Shift Administrative Risks and Burdens
- Conduct risk analysis to determine how to shift risk from grantees to the funding institution.
- Involve administrative staff from the beginning on the foundation side.
- Ensure you know the limits of what your foundation can do.
- Document administrative hurdles to reduce them next time.
- Set realistic expectations with potential grantees about what is required for funding.

### See Beyond the 501(c)(3)
- Fund beyond 501(c)(3)s, including individuals, tribes, informal groups, and for-profit entities. Seek support and guidance, externally if needed, about what the risks actually are.
- Consider needs that different entities seeking funding will have in grantmaking.
- Don’t assume shared language and understanding of financial and legal terminology.