



KEY INSIGHTS & RECOMMENDED PRACTICES, A SUMMARY TABLE

<p>Use Expansive Definitions and Approaches</p>	<ul style="list-style-type: none"> • Solicit meaningful input. • Value lived experience. • Use holistic definitions. • Rely on existing principles and frameworks.
<p>Take A Holistic Approach to Funding</p>	<ul style="list-style-type: none"> • Meet communities where they are. • Create cross- or multi-issue funds. • Provide flexible, unrestricted multi-year grants. • Fund grassroots initiatives.
<p>Be Open to Communities' Definitions of Geographic Boundaries</p>	<ul style="list-style-type: none"> • 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.
<p>Explore Trust-Based Participatory Philanthropy</p>	<ul style="list-style-type: none"> • 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.
<p>Aim for Radical Hospitality and Inclusion</p>	<ul style="list-style-type: none"> • 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.



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<p>Increase Participation In Each Phase of Work</p>	<ul style="list-style-type: none"> • 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.
<p>Embrace Interconnectedness (Including Conflicts of Interest)</p>	<ul style="list-style-type: none"> • 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.
<p>Identify and Shift Administrative Risks and Burdens</p>	<ul style="list-style-type: none"> • 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.
<p>See Beyond the 501(c)(3)</p>	<ul style="list-style-type: none"> • 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.