Luis Portalatin-Gauthier

When Your Systems Silence Strategic Voices

What if every staff member could contribute their full intellectual capacity to your mission?

Picture this: It's Monday morning strategy meeting. Your newest community organizer has observations that could reshape your entire campaign approach, but struggles to articulate complex ideas in "board-ready" language. Your finance coordinator sees spending patterns that could inform crucial program decisions, but feels intimidated speaking up in discussions dominated by senior staff with decades of advocacy experience.

Meanwhile, your program director is making critical decisions with incomplete information because the people closest to the work—those building relationships daily with community members—don't have accessible pathways to contribute their expertise to organizational strategy.

What if it didn't have to be this way?

What if your technology could help every staff member—regardless of their role, communication style, or hierarchical position—contribute meaningfully to strategic thinking? What if your newest organizer could translate grassroots insights into policy recommendations? What if your finance team could participate as equals in program design conversations?

That's exactly what I've been building for the past 17 years—not as a tech guru, but as someone deeply embedded in movement work who understands that our technical challenges are actually political ones about who gets to think strategically in our organizations.

The Hierarchy Tax on Movement Intelligence

Traditional nonprofit structures extract what I call a "hierarchy tax" on collective intelligence. We organize ourselves as if strategic thinking requires specialized training, advanced degrees, or particular communication styles. But what if the organizer building community relationships has better insights about campaign strategy than the communications director with the MBA?

What if the person processing intake forms sees patterns that could revolutionize program effectiveness? What if the finance coordinator who handles grant reporting daily has transformative ideas about organizational sustainability?

In most organizations, these insights never surface because we've created systems that privilege certain kinds of knowledge presentation over others. We require strategic contributions to come wrapped in specific professional language, formatted as formal recommendations, and delivered through established hierarchical channels.

The result? We waste enormous amounts of collective intelligence while overloading the few people designated as "strategic thinkers." This isn't just inefficient—it contradicts our core values of distributed power and collective wisdom.

Where I'm Coming From: 17 Years Inside Movement Organizations

My journey hasn't followed the typical tech consultant path. I've worked inside social justice organizations at every level—from grassroots collectives juggling C3, C4, and PAC structures to philanthropic intermediaries managing complex grant-making programs and cohort models.

I've been the finance person trying to make QuickBooks speak movement language, the operations director wrestling with disconnected systems, and the development support translating community wisdom into funder metrics. **I've experienced firsthand how our technical systems often concentrate knowledge in ways that contradict our values of distributed power and collective wisdom.**

What makes my approach different is this lived experience at the intersection of movement work and operational systems:

- **Deep financial expertise**: I've designed budget systems that actually make sense to program staff, consolidated accounting for fiscally sponsored projects,

and created scenario planning tools that illuminate choices rather than obscuring them

- **Operational systems knowledge**: I've implemented online portals for tracking grant awards, developed standardized operating procedures that institutionalize collective wisdom, and built dashboards that make complex information accessible to everyone
- **Staff empowerment focus**: I've seen brilliant insights trapped at the wrong hierarchical level and strategic thinking artificially concentrated among leadership while frontline expertise goes untapped

Most importantly, I understand the political dimensions of our technical challenges— how information flows (or doesn't) between teams, which voices get centered in system design, and whether our tools reflect our theories of change.

When I saw how emerging AI technologies could transform these dynamics, I developed an approach that centers movement values and democratizes strategic thinking:

- **Intelligence Amplification**: Every staff member becomes a strategic contributor, regardless of communication style or organizational position
- **Hierarchy Flattening**: Technology that distributes rather than concentrates power within your organization
- **Voice Elevation**: AI that helps translate anyone's insights into language that resonates across departments and hierarchical levels
- **Movement ownership**: Your data stays under your control, never feeding corporate surveillance systems

How We Transform Your Organization Together

AI Readiness & Systems Assessment

Discovering where brilliant ideas get lost in your organization

Starting at $1,500 for grassroots organizations

Every organization I work with begins here – not with technical specifications, but with deep conversations about whose voices are heard in strategic decisions and whose insights never surface. Through collaborative sessions with staff at all levels, I help you understand:

- **Where strategic insights get trapped** in communication barriers, confidence gaps, or hierarchical bottlenecks
- **How your current tools distribute or concentrate power** within your organization and which staff voices are systematically excluded from strategic conversations
- **What specific AI integrations would meaningfully democratize decision-making** and amplify collective intelligence across all organizational levels
- **How to ensure any technology you adopt embodies your values** of distributed power and collective wisdom

You'll receive a detailed roadmap with concrete recommendations for flattening hierarchies through intelligent collaboration, followed by a 60-day check-in to support your initial steps. Most importantly, you'll gain clarity on which technological interventions actually serve your movement goals of empowering every voice.

AI Co-Pilot Implementation: Transforming Every Staff Member into a Strategic Contributor

Intelligence amplification, not intelligence replacement

Sliding scale for grassroots organizations

Imagine your team having intelligent assistants that understand both your mission and your commitment to democratic decision-making. These co-pilots don't replace human judgment—they amplify every staff member's capacity to contribute strategically, regardless of their role or communication style.

Staff Empowerment Co-Pilots

Breaking down the barriers that keep brilliant ideas trapped

Does this sound familiar? Strategic planning season arrives, and the same few voices dominate while program staff, administrative coordinators, and community-facing team members struggle to translate their daily insights into "strategic language." Meanwhile, leadership makes decisions with incomplete information because they lack accessible pathways to hear from the people closest to the work.

A Staff Empowerment Co-Pilot transforms this dynamic by:

- **Voice Amplification**: Helping any staff member translate their expertise into language that resonates across departments and hierarchical levels—turning grassroots observations into strategic analysis
- **Cross-Functional Bridge Building**: Creating pathways for finance staff to contribute to program design, for organizers to shape policy strategy, and for administrative staff to influence organizational development
- **Confidence Building**: Providing AI thinking partners that help staff feel empowered to contribute beyond their traditional roles and participate meaningfully in high-level planning
- **Idea Elevation**: Transforming nascent insights from any organizational level into actionable strategic recommendations that leadership can immediately understand and evaluate

Financial Intelligence Co-Pilots

Democratizing budget power beyond the "money person"

Picture Maria, a finance coordinator who sees opportunities to align grant reporting in ways that could reduce administrative burden while improving impact measurement. Previously, she'd never feel confident speaking up in program planning meetings dominated by senior staff. Now she has an AI thinking partner that helps her articulate insights clearly and contribute as an equal in strategic conversations.

A Financial Intelligence Co-Pilot transforms budget dynamics by:

- **Translating between worlds**: Converting technical financial language into mission-focused terms so everyone can participate meaningfully in budget discussions
- **Democratizing financial knowledge**: Ensuring strategic financial insights reach all organizational levels, not just leadership or designated finance staff
- **Empowering cross-department collaboration**: Enabling program staff to understand budget implications while helping finance team members contribute to program strategy
- **Creating visual scenario models** that show how different decisions would affect various aspects of your work—making complex financial planning accessible to everyone

Knowledge Management Assistants

Preserving and amplifying collective wisdom

How much institutional intelligence walks out the door when staff leave? How many brilliant insights from community interactions never reach strategic planning because they're trapped in individual experiences or scattered across email threads?

A Knowledge Management Assistant builds on your collective wisdom by:

- **Democratizing organizational memory**: Making historical knowledge accessible to staff at all levels, not just those who happened to be present for key decisions
- **Connecting insights across departments**: Helping program observations inform development strategy, community feedback shape policy advocacy, and administrative insights influence operational planning
- **Accelerating strategic onboarding**: Enabling new team members to quickly access relevant context without burdening existing staff or creating knowledge bottlenecks
- **Preserving community relationships**: Ensuring that relationship-building work and community connections remain accessible across staff transitions

Impact Storytelling Engines

Every voice contributing to your organization's narrative

You're collecting insights across different programs and community interactions, but struggle to transform this wealth of information into compelling stories about your impact. Meanwhile, frontline staff have powerful observations about program effectiveness that never reach funders or board members.

An Impact Storytelling Engine amplifies collective intelligence by:

- **Surfacing patterns across programs** that might otherwise remain invisible to any single staff member or department
- **Connecting quantitative metrics to qualitative insights** from community interactions and staff observations at all levels
- **Enabling story contribution from every role**: Helping administrative staff, community organizers, and program assistants contribute meaningfully to impact narratives

- **Creating audience-specific communications** that translate the same organizational impact into language appropriate for community members, funders, and board members

These co-pilots integrate with tools you already use—like QuickBooks, Google Workspace, Airtable, Slack, and CRM systems—so there's no massive new system to learn or maintain. Most importantly, they preserve the human heart of your work while transforming hierarchical communication patterns to redirect everyone's energy toward strategic contribution.

Strategic AI Roadmapping: Organizational Democracy Through Technology

Comprehensive transformation that embodies your values

Sliding scale based on organizational complexity

For organizations ready for comprehensive transformation, I develop multi-year strategies that align technology with your commitment to distributed power and collective intelligence. This includes:

- **Cross-hierarchical visioning workshops** with leadership, staff at all levels, and community members to ensure technology serves everyone's capacity to contribute
- **Democratic decision-making assessment** of how current and potential technology systems distribute or concentrate strategic participation
- **Phased implementation planning** with clear milestones for increasing collective intelligence and flattening organizational hierarchies
- **Funding strategy development** for sustainable technology initiatives that prioritize accessibility and democratic participation
- **Community governance frameworks** to ensure technology remains accountable to collective wisdom rather than individual expertise

Movement-Aligned AI Training: Democratizing Technology Literacy

Building collective capacity for intelligent collaboration

Starting at $2,500 for small teams

Technology should never create new hierarchies within your organization or concentrate expertise among a technical elite. I offer customized training that builds

your entire team's capacity to work effectively with AI tools while maintaining alignment with values of distributed power:

- **Role-specific workshops**: Tailored training for organizers, finance staff, program coordinators, and administrative team members that helps each person leverage AI in ways appropriate to their work
- **Cross-functional collaboration sessions**: Building bridges between departments by showing how AI can help translate insights across different areas of expertise
- **Ethical frameworks for democratic decision-making**: Developing collective approaches to AI use that embody your organizational values of shared power and collective wisdom
- **Internal governance protocols**: Creating systems that keep technology accountable to community rather than concentrating AI expertise among a few individuals

AI Systems Maintenance & Evolution: Growing Collective Intelligence

Technology that evolves with your movement commitments

Starting at $1,200/month for small organizations

Your movement's work evolves constantly as you respond to community needs and changing political conditions. Your technology should evolve with it, continuously expanding opportunities for strategic participation rather than creating new forms of expertise concentration.

My ongoing support ensures your AI systems grow alongside your commitment to collective intelligence:

- **Monthly collective intelligence assessment**: Evaluating how well AI systems are amplifying voices across all organizational levels and identifying new opportunities for strategic contribution
- **Cross-functional use case development**: Helping different departments discover new ways to leverage AI for collaborative decision-making and strategic input
- **Democratic technology governance**: Ensuring that AI systems remain accountable to collective wisdom rather than individual technical expertise
- **Strategic guidance on emerging capabilities**: Helping your organization assess new AI developments according to their potential for democratizing strategic thinking

For Funders and Fiscal Sponsors: Amplifying Collective Impact

If you support multiple organizations, I offer specialized services to democratize access to intelligent technology across your grantee ecosystem:

Cohort Implementation Models

Shared resources, collective learning

Create shared technology infrastructure across your grantee network, allowing smaller organizations to access sophisticated AI tools while learning from each other's approaches to democratic technology use. This model ensures that resource constraints don't determine which organizations can amplify their collective intelligence.

Capacity Building Programs

Movement-wide technology democracy

Develop customized AI training curricula that build long-term technological self-determination for your grantees while ensuring that AI adoption strengthens rather than undermines their commitments to distributed power and collective decision-making.

Technology Justice Assessments

Addressing digital power imbalances

Evaluate how technology investments can address power imbalances within your grantee ecosystem, ensuring that AI access doesn't inadvertently reinforce existing hierarchies between larger and smaller organizations or concentrate technological capacity among elite institutions.

My Commitment to Democratic Technology Access

I believe these tools should be available to all organizations working for justice, particularly those led by and serving communities most affected by technological exclusion:

- **Movement Discount**: Organizations led by and serving Black, Indigenous, and communities of color qualify for a 20% discount on all services—recognizing both historical exclusion from technology access and the particular importance of these communities controlling their own technological development
- **Collective Pricing Models**: Similar organizations can form implementation cohorts to share costs while learning from each other's approaches to democratic technology use
- **Fiscal Sponsorship Partnerships**: I partner with fiscal sponsors to create accessible pathways for grassroots groups to access AI tools without compromising their values or autonomy
- **Technology Justice Scholarships**: A percentage of revenue from larger organizational clients supports reduced-rate services for grassroots organizations working in frontline communities

Let's Explore Collective Intelligence Together

I'd love to schedule a free 30-minute conversation to explore how these approaches might serve your mission of building more democratic, responsive, and collectively intelligent organizations. You'll walk away with at least one concrete idea you can implement to amplify voices and democratize strategic thinking, whether we work together or not.

In solidarity,
Luis Portalatin-Gauthier

"The future of movement work isn't about replacing human wisdom with algorithms— it's about creating thoughtful partnerships between people and intelligent tools that amplify every voice, democratize strategic thinking, and embody our deepest values of collective power and shared decision-making."