

SELF-REFLECTION TOOL

Are you creating a harmful power dynamic?

- For each one of these statements, please answer **“Yes”**, **“Trying, but not there yet”**, or **“No”**.
- Give yourself a 2 for every **“Yes”**, a 1 for every **“Trying, but not there yet”**, and a 0 for ever **“No.”**

Part 1. Grantmaking Practice

	Yes	Trying, but not there yet	No
• We give multi-year grants.
• Our grant application process requires less time and effort than the average process.
• We don't have strict deadlines for our funding programs
• Our practices are continually informed by feedback from grantee partners and community members.
• We are transparent with prospective and current grantees about our funding priorities and decisions.
• When reporting, we only request the information we need from grantees, via methods they can easily access.
• We respond to calls and emails from grantees and prospective grantees within 1-3 working days.
• We “keep ourselves honest” by using external partners for evaluation.
• We do the homework and put the onus of due diligence on ourselves rather than the grantees.
• We carefully read everything that grantees send to us.
• We have a streamlined reporting process that does not require grantees to report on every detail of what they did with the grant money.
• We offer our grantee non-financial support such as: facilitating capacity building workshops, providing access to relevant resources, introductions to other funders, et cetera.
• Our grantee applicants are reviewed by staff members and an advisory board that is made up of trusted community members.
• We integrate threat modeling and risk assessment into our funding program design.
• We conduct accessibility and security assessments throughout our grantmaking process.
• We work with the community to co-design a meaningful definition of success rather than fixed, vanity metrics.
• We encourage applicants to submit their applications and proposal in their native languages.
• Our funding platform, including our application form, is available in multiple languages.
TOTAL

Part 2. Leadership

Part 2. Leadership	Yes	Trying, but not there yet	No
• Our board is comprised of people that have their own experience of being an applicant/grantee.
• Our board is guided/shaped by humility, empathy, and vulnerability.
• Our board practices model, honest, and transparent communication.
• Our board creates a climate where all questions and ideas are welcome
• Our board places a high level of trust in our executive leadership and staff’s decision-making.
• Our board’s role is predominantly focused on guiding our big picture strategies and endowment (rather than approving grants or reviewing dockets).
• Our board represents or engages with the perspectives of the communities we seek to serve.
• Our board is open to new possibilities and transformation, even when they are difficult or threatening.
• Our executive staff demonstrates humility, empathy, and vulnerability.
• Our executive staff places a high level of trust in the staff’s decision-making.
• Our executive staff practice open, honest, and transparent communication.
• Our executive staff is not afraid to admit failure and learn from mistakes.
TOTAL

Part 3. Culture

Part 3. Culture	Yes	Trying, but not there yet	No
• We have a culture of seeking and providing honest feedback among staff.
• We block time for dialogue, reflection, and learning among staff on a regular basis.
• We block time for difficult conversations about power, privilege, and equity on a regular basis.
• Our staff understands how the philanthropy sector has historically contributed to and benefited from systemic inequities.
• We are open to new possibilities and transformation, even when they are difficult or have potential risks.
• We acknowledge and respect grantee partners as experts in their work.
• We give grantee partners agency over their projects.
• We have diversity, equity, and inclusion (DEI) policy in place.
• We dedicate time and space for grantee partners to open up to us about their needs and challenges.
• Our approach to evaluation is focused on learning and growth rather than on holding grantee partners accountable to impact metrics.
• We invest in staff training programs on subjects such as diversity, equity, cross-cultural communication, racism, et cetera.

Part 3. Culture

- We seek feedback from grantee partners and community members before instituting policy or practice changes.

Yes	Trying, but not there yet	No
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TOTAL		

Part 4. Values

- Our organization's work is guided by a clearly articulated set of values
- Our values serve as a touchstone for decision-making, especially during times of uncertainty or change.
- Each of our departments references our organization's values in their work (i.e. learning & evaluation, grants management, finance, legal, etc.
- Our grantee partners' perspectives and contributions are essential to our organization's strategy and goals
- We believe sharing power with grantees and community partners makes us more impactful as funders.
- We see ourselves as accountable to our grantee partners.
- Reflection and learning are key to our and our grantee partners' growth and evolution.

Yes	Trying, but not there yet	No
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TOTAL		

Reflection Prompts

- 1) Has there been growth or change around these four areas over the last 6-12 months? What factors contributed to that change (or lack thereof)?
- 2) Did the prompts raise any new questions or insights about your organization as a whole?
- 3) Which of the four areas had higher scores? Which had lower scores?
- 4) Was there anything interesting or unexpected about how your scores turned out? Any areas with less consensus? Any contradictions?
- 5) Of the sections that ranked lower, where can you make some realistic changes or adjustments?
- 6) Of the sections that ranked higher, where can you extend the horizon for your practice?
- 7) What is one specific area that your organization can work on over the next 6-12 months? Who needs to be involved in that process?