

ADAPTING & THRIVING



IN CHANGING ECOSYSTEMS

Grantmakers of Kentucky 2023 Meeting | August 1-2, 2023 | Berea, Kentucky



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Opening Keynote

Kristen Cambell
CEO, PACE





PACE

*Philanthropy for
Active Civic Engagement*

Philanthropy + Democracy: Putting humanity at the heart of society

Grantmakers of Kentucky
Annual Meeting
August 2, 2023



What is PACE?

A philanthropic laboratory for funders seeking to maximize their impact on democracy and civic life

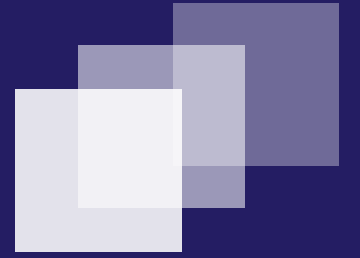
What brings us together?

A shared belief that America will be more healthy, productive, resilient, and successful if democracy is strong, and the office of citizen is treated as central to how democracy functions.



My Charge for Today:

- *What is the role of:*
 - *philanthropy in democracy + civic life*
 - *democracy + civic life in philanthropy*
- *Why it matters.*
- *How philanthropy can engage.*



**Wait... what are you
even talking about?**

Flash Poll:

Which of these descriptions most closely aligns with how you would define “democracy”?

1.A system or structure of government that is "of, by, and for the people"

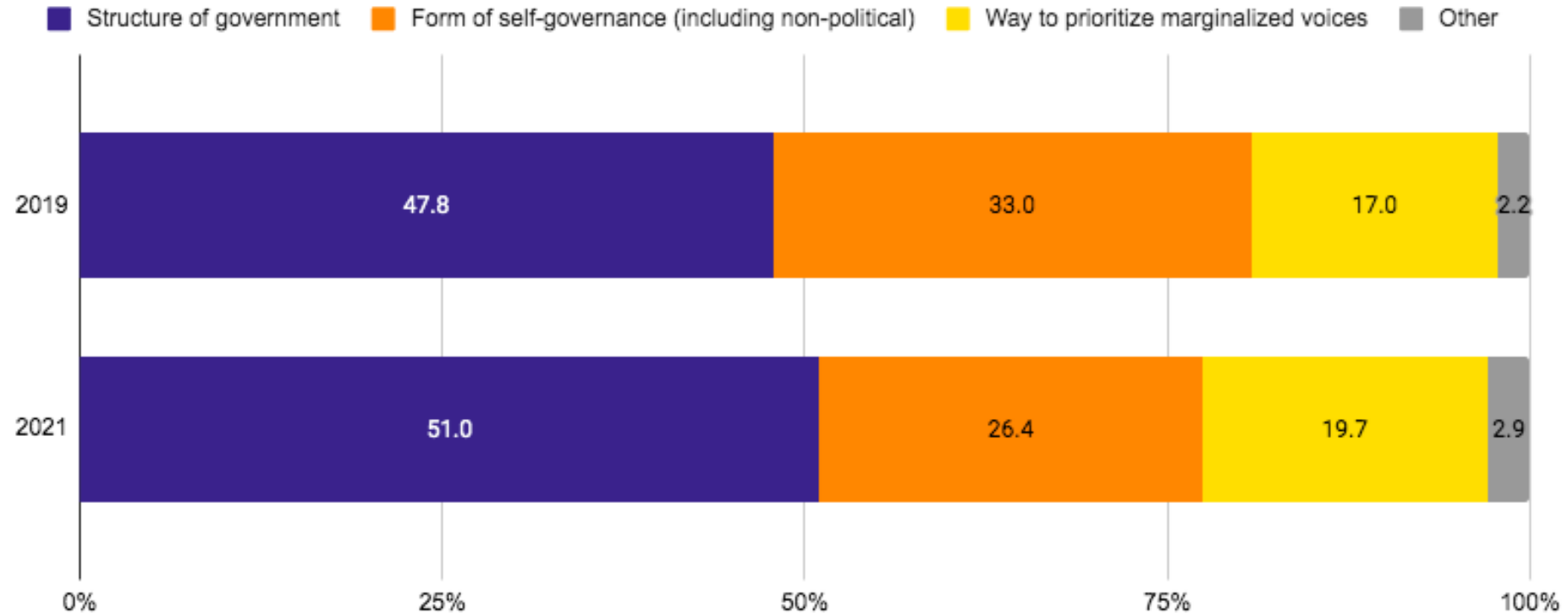
2.An ideal of "self-government", meaning that people have the right and responsibility to have a voice in government decisions as well as other political and non-political activities across society

3.A form of representation in government that ensures the voices of those least likely to have access to political power are prioritized in policies and decisions

4.Other



Which definition most closely aligns with how you understand Democracy?



PACefunders.org/Language



Flash Poll:

Which of these descriptions most closely aligns with how you would define “civic engagement”?

1. Participating in actions that involve government and intend to influence the way government functions (such as voting, attending public meetings, contacting representatives, attending marches or rallies, political involvement)

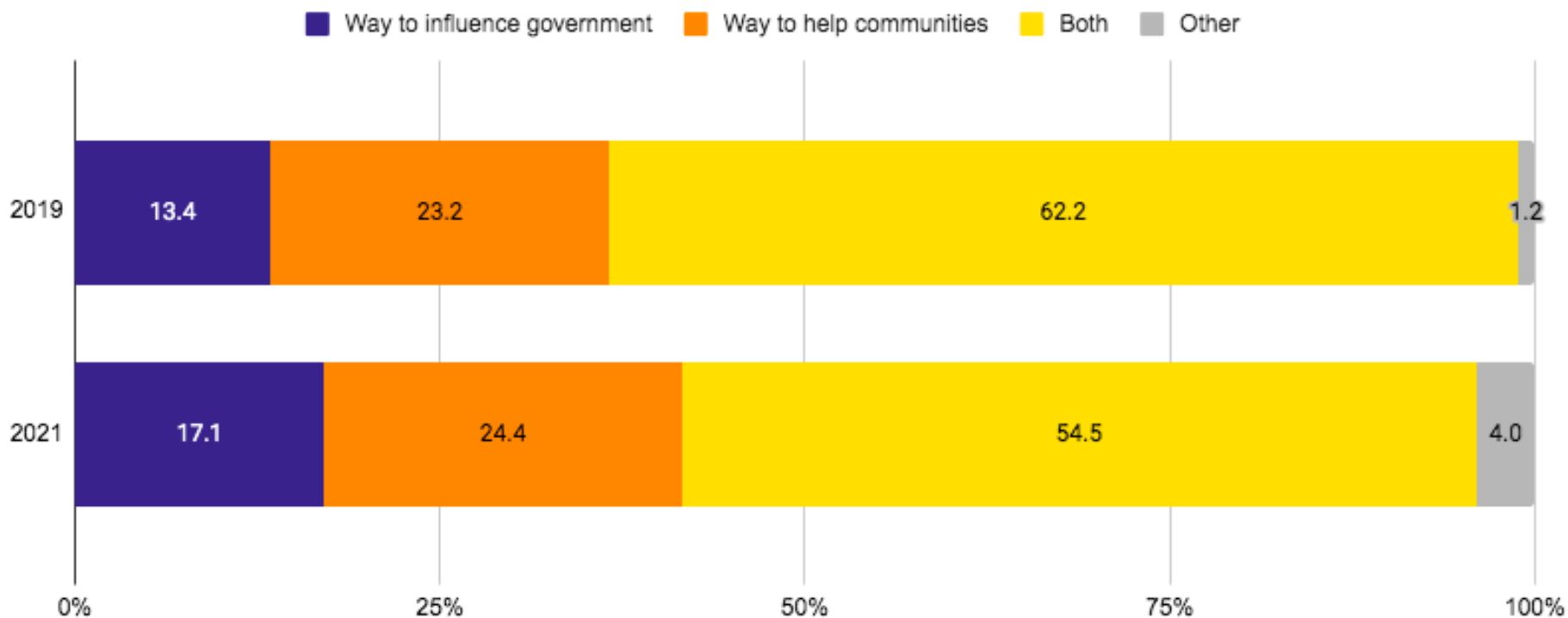
2. Participating in actions that allow people to make their communities better, but may not directly involve government or politics (such as volunteerism and service, helping neighbors, giving to charity, joining community groups)

3. Both (that is, civic engagement is government/political involvement AND also voluntary/charitable associations)

4. Other



Which definition most closely aligns with how you understand Civic Engagement?



PACFunders.org/Language



PACE's Orientation: An Ecosystem Approach

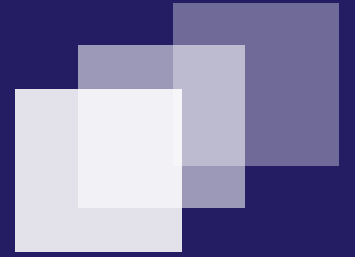
- Democracy

A system of representative government, which includes the legislative, executive, and judicial branches at the federal, state, and local levels, AND a system of self-governance, which includes how citizens choose to interact with each other and their political system through civic engagement.

- Civic engagement

The process of helping people be active participants in their communities, whether geographic, demographic, issue- or identity-based.





Philanthropy's role in democracy (and civic life)

The Power of Voluntary Associations



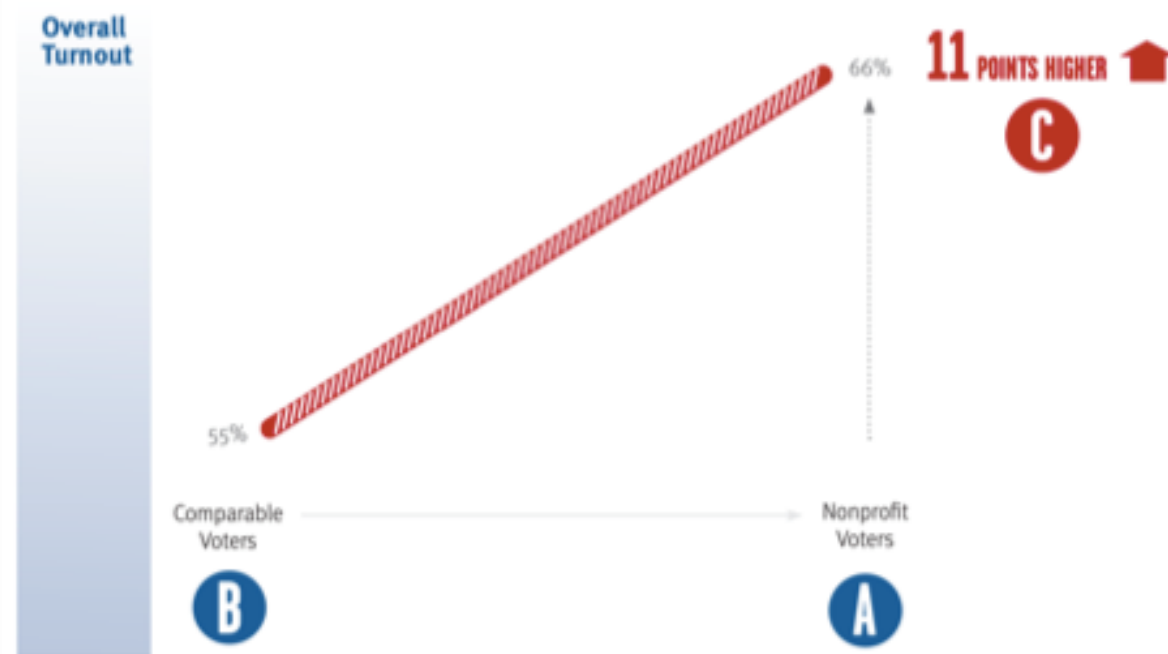
[Alexis de Tocqueville](#): People see how change happens by being part of it.



Democracy > Politics > Partisanship

Nonprofit Voters Turned Out at Rates 11 Percentage Points Higher Than Comparable Voters

Based on demographically-matched registered voters (see box below).



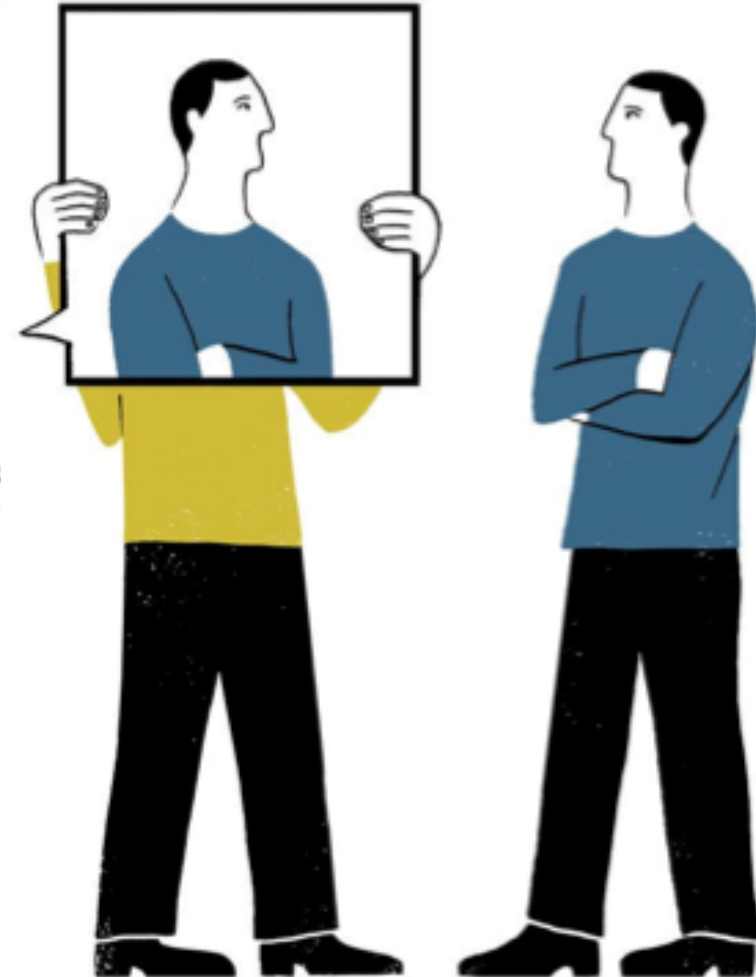
Nonprofit VOTE: The goal of most groups is not to promote democratic participation, it is to win elections. It is up to civil society to ensure the communities we serve and represent are actively participating.

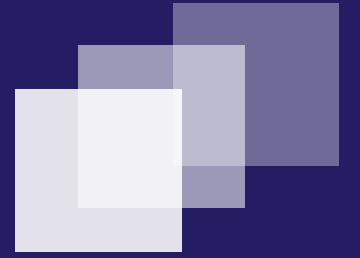


Democracy is Process + Skill; not Outcome

“Many people believe that to [fix something horrible], the end justifies whatever means are necessary. It’s worth remembering that the means are a measure of our character. If we succeed in opening minds, the question is not only whether we’re proud of what we’ve achieved. We should also ask whether we’re proud of how we’ve achieved it.”

-Adam Grant, [NYT](#), 1/31/21





**What's the role of
democracy in
philanthropy?**





What Can This Look Like?

- ***“Citizen-centered” approaches***
empowering people closest to the problems to identify and prioritize solutions
- ***Listen4Good + other feedback systems***
mechanisms to listen and respond to beneficiaries
- ***Participatory grantmaking***
ceding funding decisions to affected communities
- ***Trust-based philanthropy***
principles and practices that share/shift power between funders and nonprofits



Why Does It Matter?



Bulwark Against Authoritarianism



[Freedom House](#): The capacity to solve public problems via civil society is critical to resisting “strongman” leadership tendencies that are a hallmark of authoritarianism.



Supports + Sustains Charitable Work, Up- and Down-stream

- **Systems-Level Investments** create supportive, productive, and engaging environments for all charitable and social work to flourish



- **Individual-Level Investments** secure buy-in and action from people, allowing for sustainability and community ownership



Correlated Outcomes

- Economic:
 - Lower community unemployment
 - Higher individual connection to jobs
- Safety:
 - Lower rates of violence + blight
- Health:
 - Higher personal satisfaction + happiness
 - Physical and mental benefits
 - Lower social isolation + loneliness
- Engagement begets engagement

Sources: National Conference on Citizenship, Corporation for National + Community Service



Civic Culture Matters

Helps communities adapt and thrive because:

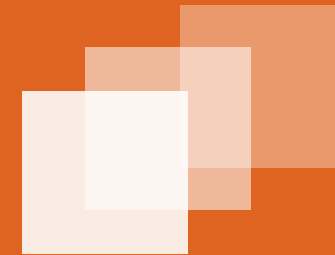
- It operates from abundance; there's enough for everyone
- Creates a greater sense of “we” and shared identity; it's how we live together in diversity
- It ensures problems (and politics) don't become grievances and resentments
- It's how we manage our anxiety about rapid and constant change



A Way to Invest in Civic Culture



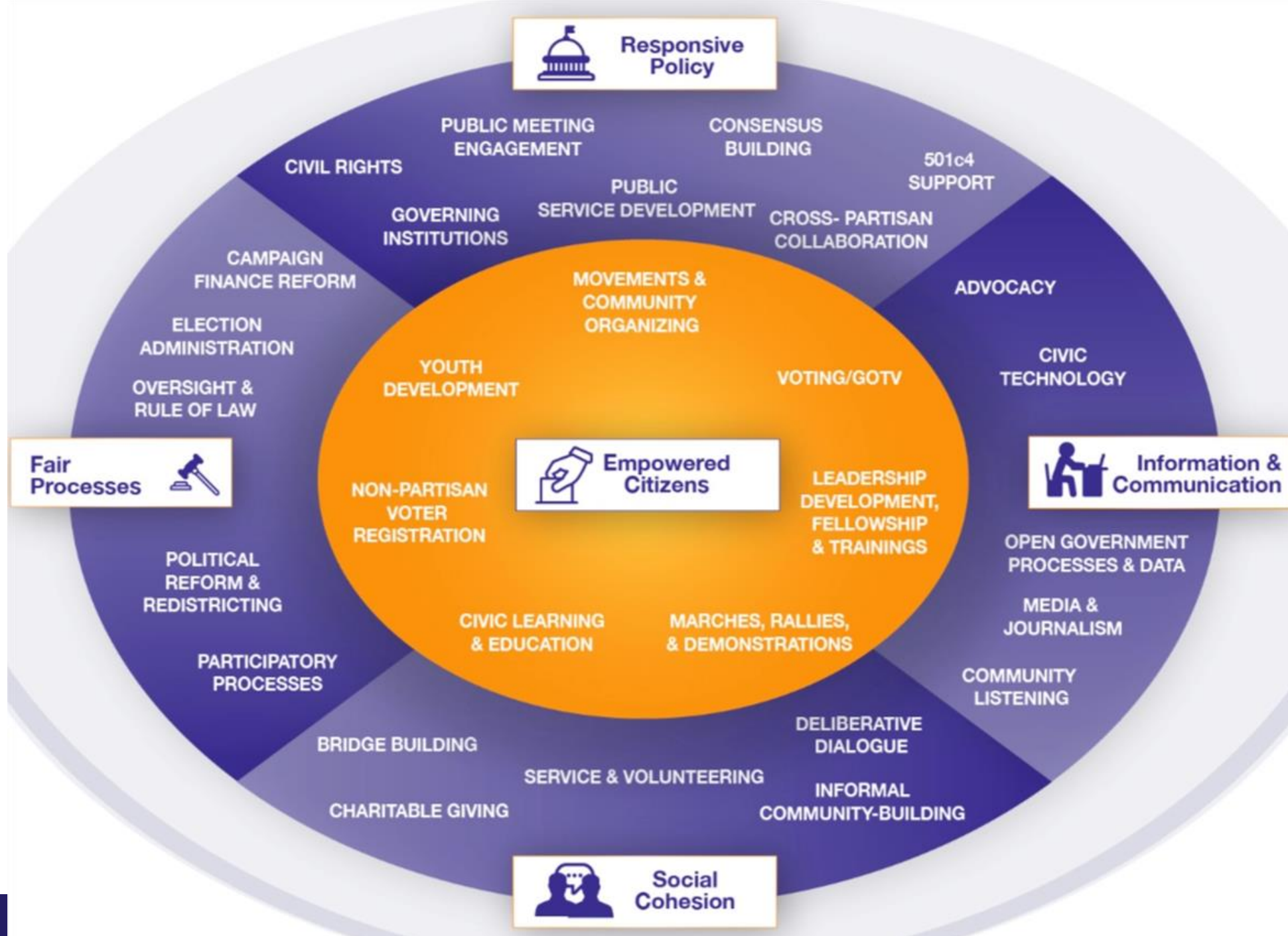
PACEfunders.org/crisis



What Can Investments Look Like?

PACEfunders.org/primer







Toxic polarization is...

the *weaponization of difference* (often along identity lines). This is different than polarization or division.

Common characteristics:

- You are wrong → You are evil
- Your existence is a threat to my existence
- “Us vs. Them”
- “They” are enemies, animals, less than human
- Fuels the animosity and hate that fosters violence (and/or the conditions for violence to seem justified)



Ways Funders Make it Worse

The tendency to:	What it sounds like...
Be overly moralistic	<i>“Funders over-simplify people and issues + can prescribe virtues and morality; there is a lot more complexity and nuance.”</i>
Fall into zero-sum thinking	<i>“We only get funded for ‘one side’ of our work; our funding comes ‘at the extremes.’”</i>
Prioritize ends over means	<i>“Our mandate is success ‘by any means necessary.’”</i>
Group think, purity, rigidity of thought	<i>“Funders over-rely on other funders to decide what problem analysis or approaches are legitimate or valid; our evidence is dismissed.”</i>
Instrumentalize relationships	<i>“Our funders only resource relationship-building as a tactic; we need relationships across difference before we <u>need</u> them.”</i>



Social Cohesion Philanthropy...

An invitation for philanthropy to embrace a “social cohesion mindset” when approaching problem solving—both in what gets funded, and how.





Tools to Support...

- **Funders Guide to Social Cohesion**

orients funders to the different ways civil society actors are thinking about and addressing the problems of affective polarization and eroding social trust

(a companion funder-focused landscape is forthcoming)

- **Social Cohesion Self-Assessment**

helps funders increase self-awareness about the dynamics of toxic polarization within their own work and leadership

- **Applied Learning Experiences**

opportunities for funders to receive peer and tactical support putting SCP principles/practices into action

PACEfunders.org/SCP

Thank You.

Kristen@PACEfunders.org



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The State of Philanthropy in 2023

Dr. Leslie Lenkowsky

Professor of Practice, Paul H.
O'Neill School of Public and
Environmental Affairs

Affiliate Faculty Member, Lilly
Family School of Philanthropy



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Community Listening



Donna Daniels – Executive Director, Brushy Fork Leadership Institute



Jennifer Hancock – President & CEO, Volunteers of America of Mid-States



Dr. Shannon Moody – Chief Policy and Strategy Officer, Kentucky Youth Advocates



Kristin Walker Collins – Chief Operating Officer, Foundation for Appalachian Kentucky (Moderator)

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In partnership with Philanthropy Southeast

The Role of Philanthropy in Addressing Firearm Injury and Death in Kentucky



Jud Hendrix – Louisville Alliance for Sustainable Gun Violence Reduction and Executive Director, Interfaith Paths to Peace



Jessi LaRose – Director of Strategic Initiatives, Missouri Foundation for Health



Anthony Smith – Executive Director, Cities United

Key Findings from the Organizational Social Network Analysis

- **Network** - 308 organizations identified, 46% Response rate to survey (22% standard)
- **Organizational Type** - 20% Faith Based, 19% Social Service, 15% Civil/Comm Dev.
- **Sector** - 70% non-profit, 27% public, 2% private
- **Racial Makeup** - 46% Black, 30% White, 14% Multicultural, 3% Hispanic/Latino
- We measured *connectivity, value, and trust* at *network, subnetwork and individual* levels
 - **Network Connectivity** 2.4% (average 22%, healthy 25%)
- **Areas of Focus/Affinity Groups** - Well balanced, except enforcement (4%)
- **Goals of Network** - #1 Reduction in Racism and Poverty
- **What will encourage collaboration?** - 1# Bring together diverse stakeholders
- **How can a network be helpful?** - #1 Facilitate a city-wide violence prevention campaign
- **Why is there a lack of trust?** - #1 Competition for resources
- **What will build trust?** - 23% Cultivation of personal connections across organizations, 22% Addressing and healing systemic racism and inequality

Opportunities for Ecosystem Improvement from Summit Participants:

The Way We Work Together:

1. Collaboration across the ecosystem - develop cross-function relationships for better effectiveness.
2. Integrate the macro and micro - create opportunities for the broad community to be connected with and involved in the identification and implementation of solutions.
3. Leverage existing resources - many groups acknowledged the passion, expertise and connections within the ecosystem, and desire to create more collective, unified efforts.
4. Communication - desire to share information and awareness of efforts, as well as success stories and learning.

Competition for Resources

5. Diversify the allocation of funding - there was a repeated and strong sentiment that funding is consistently awarded to the same organizations, which heightens competition and decreases trust.
6. Address root causes and focus on prevention - desire to focus on trauma, poverty and lack of resources to decrease violence.

Policy

7. Systemic transformation - groups mentioned the need to address structural racism and to transform the systems and practices that contribute to the conditions for violence.

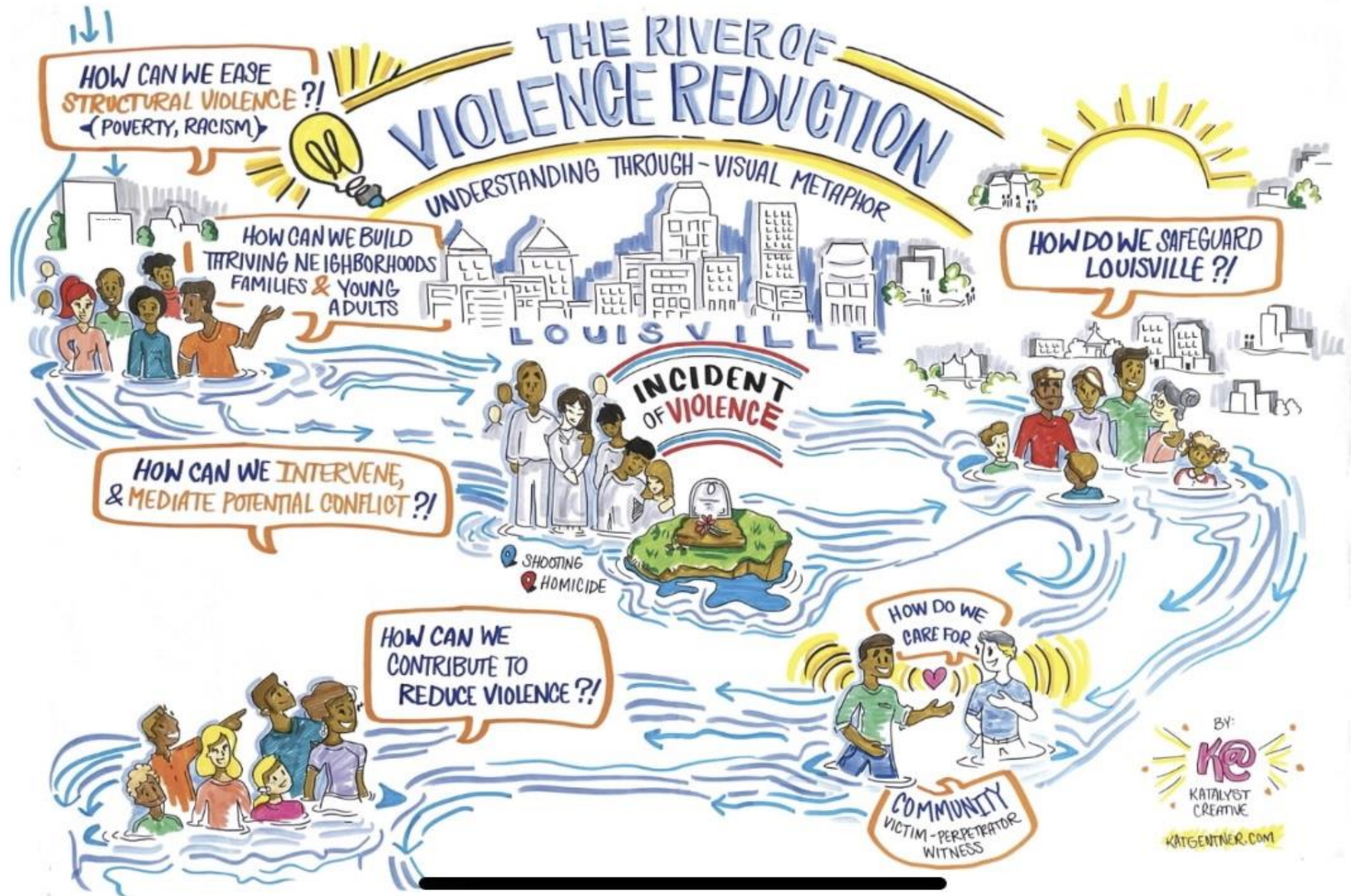
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Prezi – Violence Reduction

<https://prezi.com/view/DaAbXoKYO9sKhPNLXFbq/>







Missouri Foundation
for **Health**

a catalyst for change



Addressing Firearm Injury and Death: Missouri Foundation for Health

Jessi LaRose, Director of Strategic Initiatives

About Us

Mission

To eliminate underlying causes of health inequities, transform systems, and enable individuals and communities to thrive.



Equity



Integrity



Humility



Commitment

Background and Overview

2016: Initial work through MFH's Ferguson and Beyond efforts

- Focused on firearm violence/homicides in St. Louis

2017-mid 2022: (\$10M, 5 years)

- Expanded focus to all types of firearm injury and death across Missouri
- Focused on strengthening the networks to address violence and building a knowledge-base on the impact on MO communities

August 2022-2027: (\$11M, 5 years)

- Building capacity for community-informed data and evidence generation
- Heightened focus on building the field and capacity of FVP advocates

Key Approaches & Activities

- Community-informed Data Generation and Application
 - Missouri Collaborative on Firearm Research (MCFR)
- Advocates' Network and Capacity Building
- Firearm Suicide Prevention efforts
 - Implementation grantees
 - Elevating firearms in state/regional suicide prevention efforts
 - Communication activities

MFH FID Prevention Vision and Principles

Principles driving and guiding our work:

- Systems change
- Health and racial equity
- Centering communities
- Addressing stigma
- Humility, learning, and experimentation

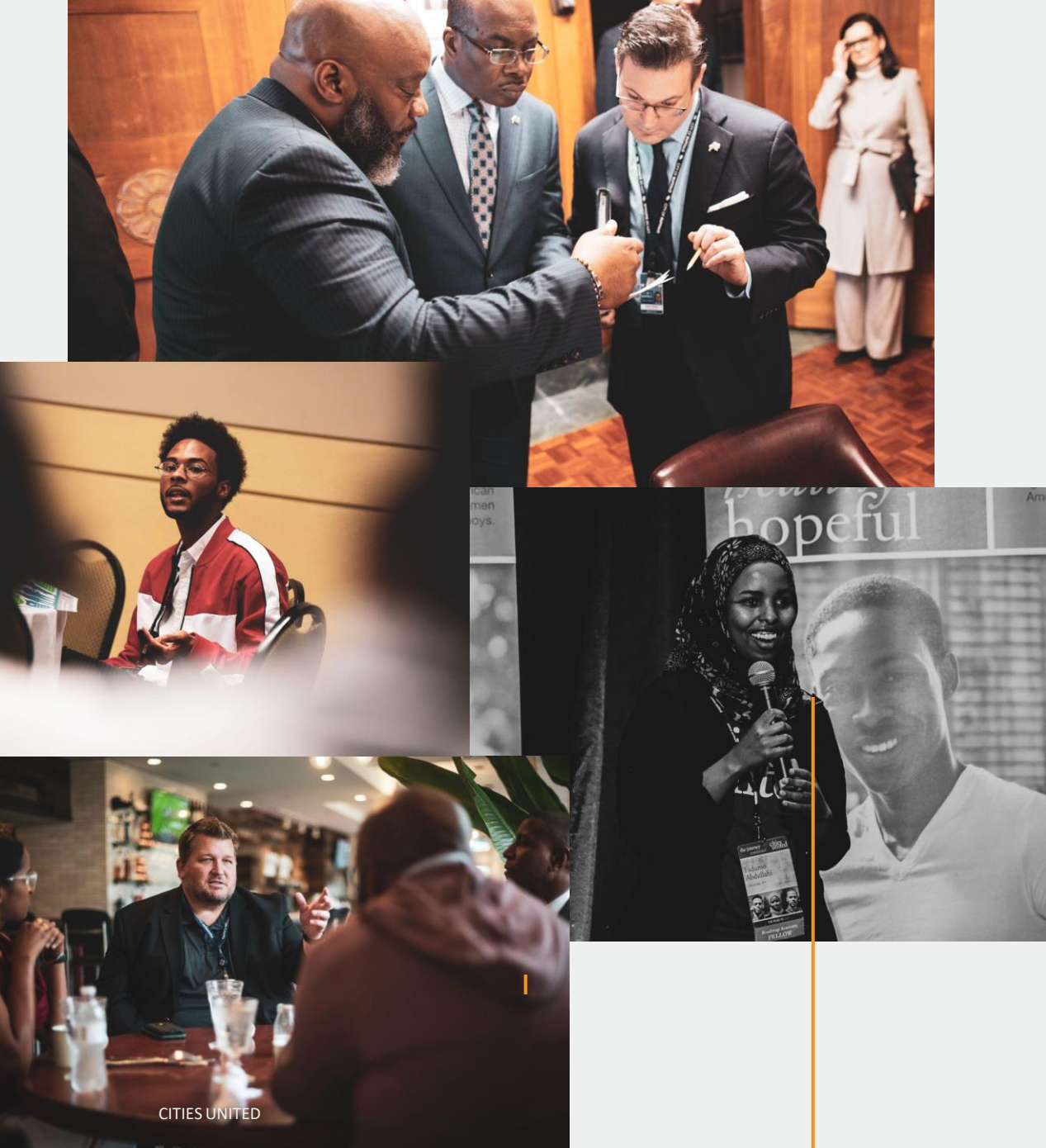


Cross-Sector Collaboration to Enhance Local CVPI
Ecosystem Capacity

Bigger Than Just You and Me



The Cities United Network

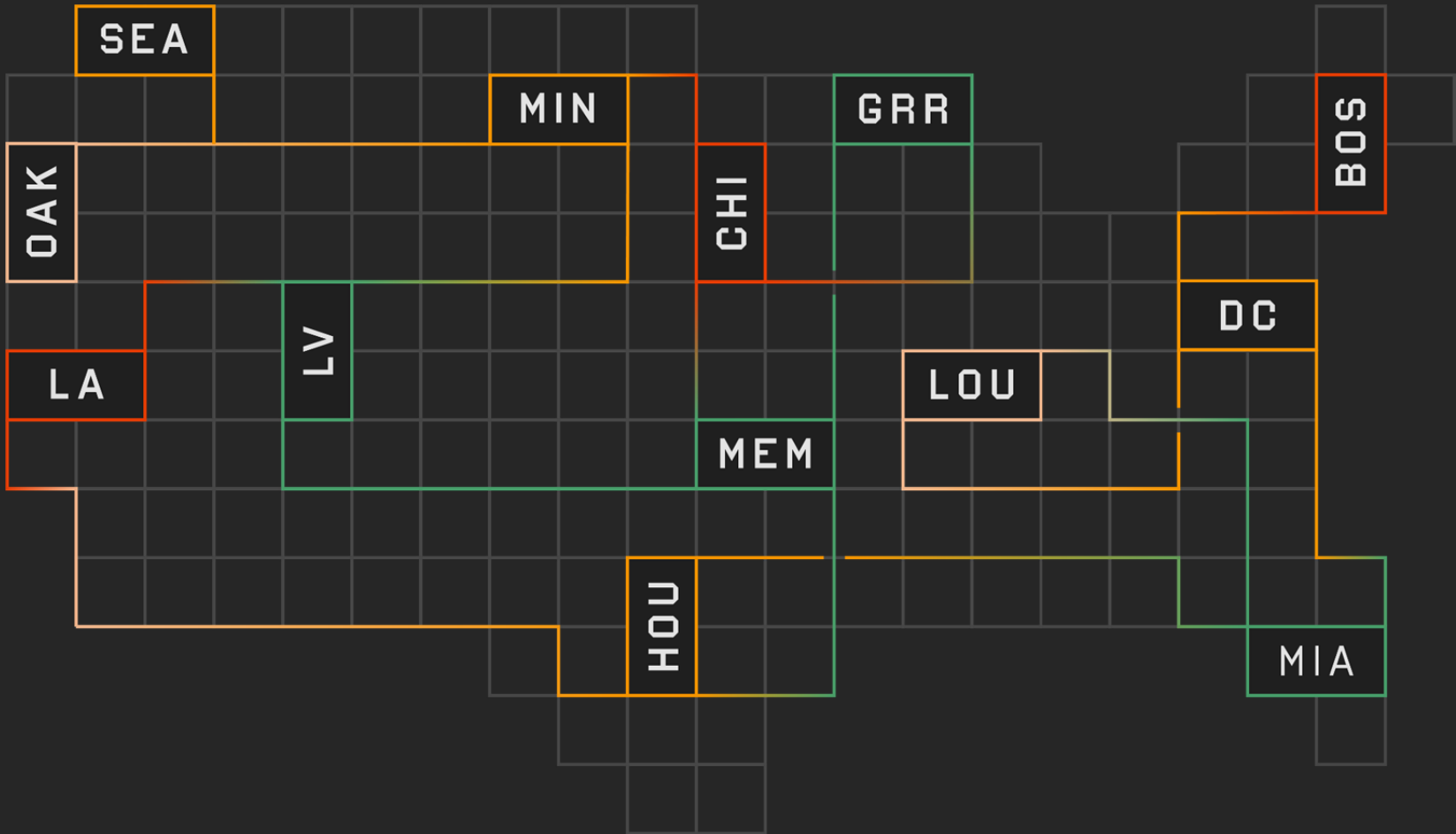


Connected at Every Level

Each partner city relies on a community of people inside and outside of city hall to push progress and stay focused. **Cities United** is committed to working with key stakeholders in cities, including elected and appointed officials, young leaders, community based organizations to **reimagine & redefine** public safety



OUR NETWORK



Our National Network

Each one of our 150+ partner cities is unique in population, party majority, and size of their public safety budget. We work with every city toward their individual vision for a safe, healthy, and hopeful future.



To Build An Ecosystem To Identify, Engage and Support Those Most At Risk



Young, Black males (ages 14 to 24) make up **1% of the U.S. population**, yet they account for 16% of homicide victims.



Homicides are **the leading cause of death** for young Black men and boys aged 14-24.

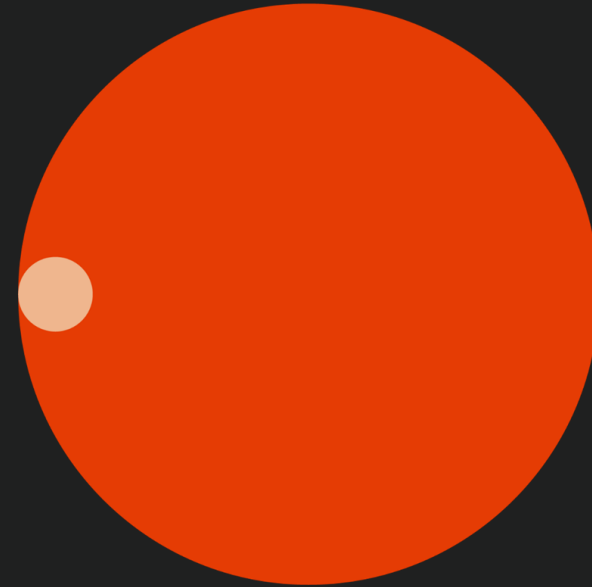
Young Black men and boys are 2.4 times as likely to be homicide victims as Black males older than 25

2.4X



Young Black men and boys are 7.8 times as likely as white males of the same age group to be homicide victims

7.8X



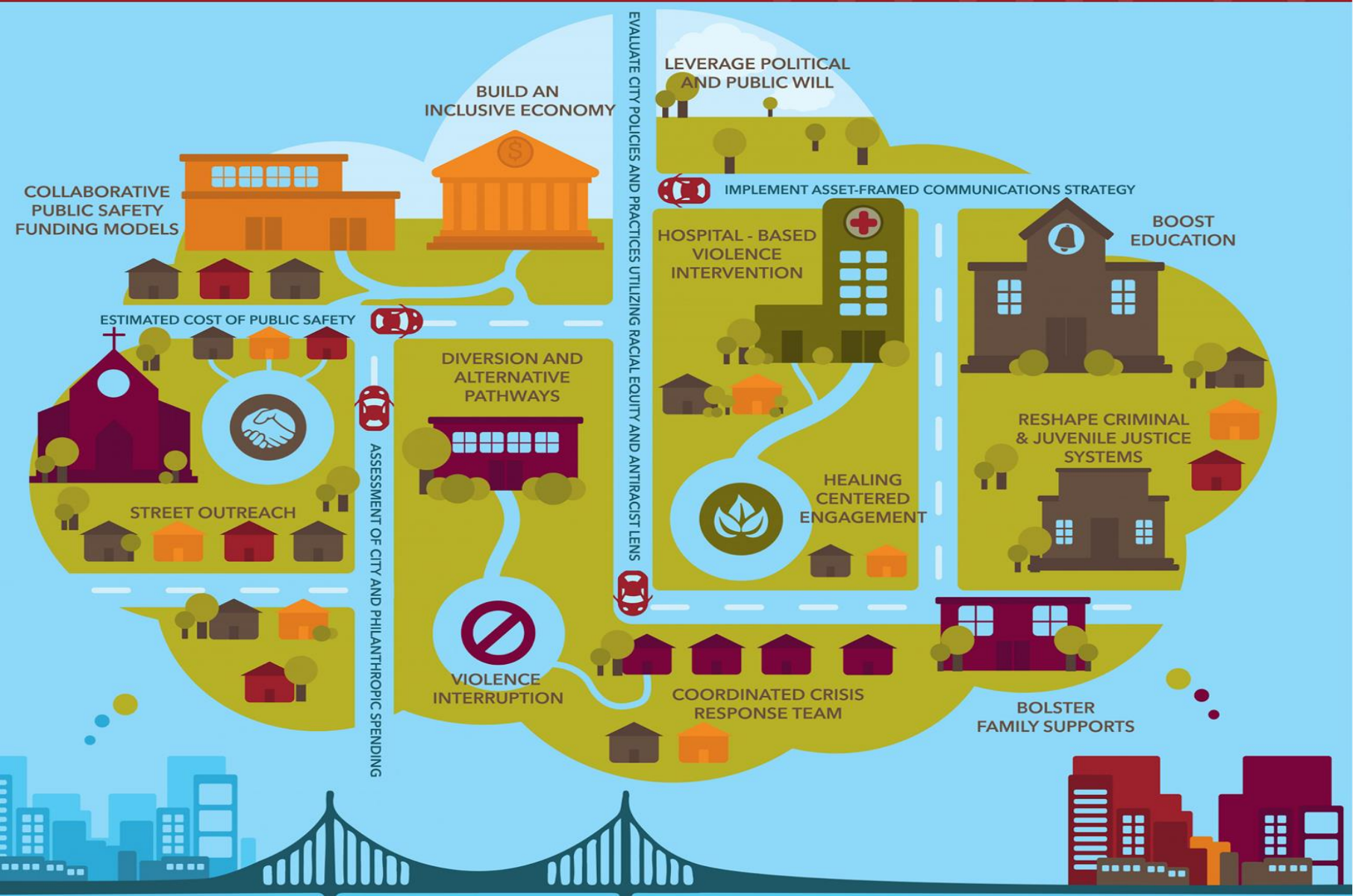
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Building An Ecosystem To Identify, Engage and Support Those Most At Risk



Our Vision For Safe, Healthy & Hopeful Communities



The Solution

Interrupt the cycle of community violence.

Dismantle systems of inequity

Invest in the sustainability of new administrative and operational activities.



Comprehensive Public Safety Planning

Roadmap to Safe, Healthy, and Hopeful Communities





CITY ASSESSING
PEER NETWORK BUILDING
ACTION PLANNING PROCESS
NATIONAL MOVEMENT BUILDING
ONGOING SUPPORT

ACTION PLANNING

PREPARE TO PLAN

Build Political Will to Change

Create a City-Wide Work Group or Local Leadership Team

Engage Leaders in Areas Most Impacted by Violence

Build Partnerships and Relationships

Raise Awareness

Connect City Leaders to National Network

CONSTRUCT A MULTI-YEAR PLAN OF ACTION

Identify and Move Policy Agenda (Organizational, Local, State)

Create Multi-Year Evaluation Plan and Data Plan

Develop Communication Plan

Align and Identify Evidence-Based Activities

Develop Multi-Layered SMART Goals: Education, Employment, Workforce Readiness, Community Engagement, Family Support, and Criminal and Juvenile Justice

Develop Balanced Approach Based on PIER (Prevention, Intervention, Enforcement, Re-Entry) Tactics

Develop an Integrated Response Strategy

CREATE SUSTAINABILITY PLAN

Continuously Engage Philanthropy

Secure Sustainable Funding Streams

Enhance and Grow Organizational Capacity

IMPLEMENT A MULTI-YEAR PLAN OF ACTION

Identify and Secure Goal Owners and Activity Leads

Identify and Match Sustainable Resources

Implement Multi-Year Evaluation Plan and Data Plan

Communicate Successes and Activities

DEVELOP CONTINUOUS IMPROVEMENT & EVALUATION

Annually Review and Update Multi-Year Plan of Action

Implement Community Feedback Mechanisms

Develop Community-Wide Integrated Governance Structure

Roadmap to Safe, Healthy, Hopeful Communities



COMPREHENSIVE PUBLIC SAFETY PLANNING

5 Objectives

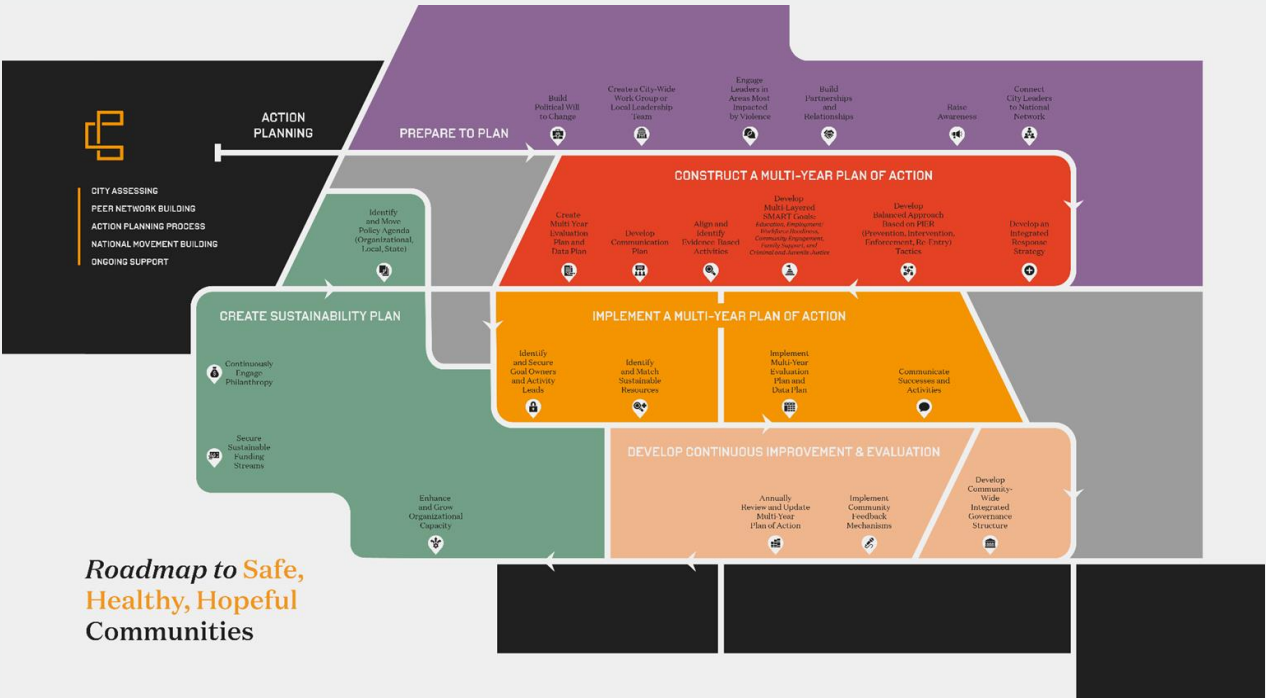
Identify comprehensive public safety strategy gaps and opportunities (Understanding objective)

Organize or reorganize leadership team to address gaps and opportunities (Apply objective)

Categorize and compare the local CVI Ecosystem (Analyze objective)

Prioritize shared goals and strategies (Evaluate objective)

Co-design/Improve city-wide comprehensive public safety strategy with emphasis on a CVI Ecosystem



COMPREHENSIVE PUBLIC SAFETY PLANNING: 6 KEY MILESTONES



1

Tell the story of community violence & the community assets. Elevate risk and protective factors



2

Engage leaders from across multiple sectors to build and leverage political will, develop leadership team and identify community needs



3

Collaboratively, identify common agenda i.e. mission, vision, goals and core activities



4

Draft oversight and accountability measures i.e. governance structure(s), evaluation and communication plan



5

Identify and secure necessary resources to implement plan by leveraging partnerships and strategic relationships



6

Edit, review and prepare for public dissemination





How Philanthropy Is Showing Up

Where We're Seeing Some Impact

Minneapolis Foundation

Fund For Safe Communities

How it Works

Through this fund, we distribute grants for direct service programs, communication, advocacy, and organizing led by community-based organizations. We prioritize efforts that are led and influenced by Black, Indigenous, and people of color, and which are grounded in the needs of diverse Minneapolis neighborhoods.

Prevention

This fund aims to prevent community violence.

Systemic Issues

This fund supports organizations and efforts focused on addressing systemic inequities and reforming the criminal justice system.

Outreach

This fund supports efforts to heal individuals and communities affected by horrific tragedies, including the killing of George Floyd.

Community Foundation
of Louisville

Community Safety and Healing Fund

This fund issues grants to nonprofits working to reduce gun violence. The CSHF fund was established in 2022 to support gun violence intervention, prevention, and advocacy efforts. To date, the fund has disbursed over \$1.5 million to gun violence intervention nonprofits thanks to generous community investors, with a goal to distribute \$1 million annually. The Community Safety and Healing Fund is designed to be a longstanding fund, active for 10 years or longer.



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