



Emerging Practitioners
in Philanthropy

Re/volution

2021 EPIP CONFERENCE REPORT



From June 7-11, EPIP members and supporters gathered for our first ever virtual conference. Celebrating our 20th anniversary, R/evolution was designed to foster content and connection in the virtual space.

R/evolution

Conference At a Glance:

318

**Attendees
from 190
organizations**

25

**Alumni
track
attendees**

64

Speakers

After over a year of virtual programming, R/evolution centered healing, celebration, intersectional racial equity, and radical imagination to meet our members where they are and to help rekindle their spirits and commitments to a more just and inclusive philanthropic sector.

DEMO GRAPHICS

Revolution

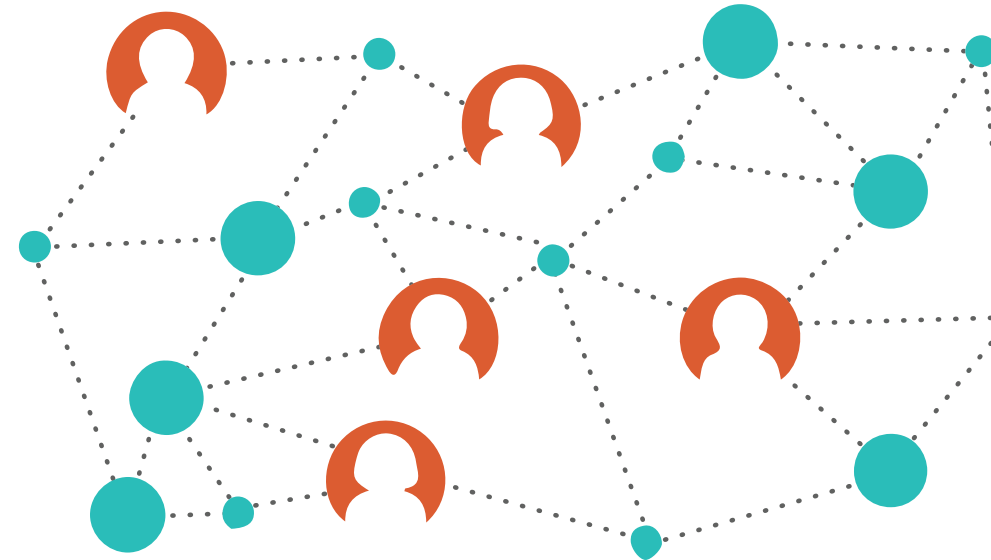
80% live or work near an EPIP chapter

79% are current EPIP members

164 new networking connections made between attendees

26.3%
LGBTQ+

9.3%
have a
disability



70%
POC

71%
Cis-gender
women

7.1%
Gender
minorities

21% work at PSOs

22% get less than \$500 a year in professional development support

45% work at a foundation

67% less than 5 years in the sector

78% early or mid-career



WE PRIORITIZED

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LOOKING BACK: What have we learned in the last 20 years of EPIP's history and what can that teach us about the present moment in philanthropy?

CARE AND WELL-BEING: What will it take to sustain ourselves in this prolonged moment of uncertainty and how can we better serve the communities with whom we work?

IMAGINING NEW FUTURES: How can we use our imaginations to build new philanthropic futures, and new ways of working, so that the next 20 years of EPIP continue to evolve to build a truly just and sustainable world.

WE DID SO THROUGH

8 BREAKOUT SESSIONS

We opted for fewer sessions to prioritize quality.

3 PLENARIES

Our plenaries were co-created by our volunteer planning committee and our speakers.

5 HEALING SESSIONS

Our largest offering of healing sessions yet! In response to member requests and the events of the last year, we added 2 new sessions for AAPI attendees and for Caregivers.

6 REGIONAL NETWORKING SESSIONS

Led by planning committee members, these were a great chance for people to meet even where there aren't current chapters.

20TH ANNIVERSARY DANCE PARTY

Led by our board chair, Tony Simmons, aka DJ Tony Tantrum!

3 COMMUNITIES OF PRACTICE

We debuted two new communities of practice at the conference for EPIP members.

3 PRE-RECORDED MICRO-SESSIONS

First time ever including these 20-minute micro-talks.

20 SCHOLARSHIP RECIPIENTS (PARTIAL AND FULL)

Including 1 person utilizing our new Access Code to help offset user-end accessibility costs.

BEST ATTENDED SESSIONS:

Seeding Change and Transformation: Embracing your Role for Internal Organizational Change

This session was led by 4 emerging practitioners about how to leverage your role to make internal org changes

Building Back Better: Investing in Equitable Systems Change

In this moment of transformation, how can philanthropy make changes to build more equitable systems

Black Feminist Philanthropic Leadership for Emerging Philanthropic Professionals

Led by three Black philanthropic women leaders, this roundtable allowed for honest reflection and ideas for how to bring Black Feminist principles to philanthropic organizations.

WHAT ATTENDEES ARE SAYING

WHEN ASKED "HOW WOULD YOU DESCRIBE THE QUALITY AND CONTENT OF THE CONFERENCE OVERALL?" SURVEY RESPONDENTS SAID:

47.1% - EXCELLENT
41.2% - ABOVE AVERAGE

88% SAID THEY ARE LEAVING THE CONFERENCE WITH ACTIONS TO TAKE TO ADVANCE RACIAL EQUITY IN THEIR LIVES OR WORK.

76% LEARNED A NEW SKILL, KNOWLEDGE OR PERSPECTIVE THAT WILL IMPACT THEIR WORK.

94% SAID THEY HOPE TO ATTEND EPIP EVENTS IN THE FUTURE.

94% SAID THEY WOULD RECOMMEND THE CONFERENCE TO THEIR PEERS!

WHEN ASKED TO DESCRIBE THE CONFERENCE, SOME OF THE MOST-HEARD WORDS:
HEALING, INTERESTING, INFORMATIVE, INCLUSIVE, REFRESHING, RELEVANT, AND FUN.

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GENERAL COMMENTS & REQUESTS FOR FUTURE

“THERE SHOULD BE WAYS FOR PEOPLE TO NETWORK BASED ON SIMILAR PHILANTHROPIC ROLES, IDEALLY IN PERSON FOR THESE FOLKS TO NETWORK AND BUILD PEERS THAT SHARE SIMILAR RESPONSIBILITIES.”

“I REALLY ENJOYED THE HEALING SPACE AND BEING ABLE TO CONNECT WITH OTHER BIPOC LEADERS.”

“I LEFT THE CONFERENCE THINKING ABOUT WHERE FOUNDATIONS ARE GOING IN TERMS OF EMERGING LEADER SUPPORT AND DEVELOPMENT.”

“I WOULD'VE LIKED MORE NETWORKING TIME IN BREAKOUT SESSIONS TO MAKE MEANINGFUL CONNECTIONS.”

“SOME SESSIONS WERE VERY SMALL AND INTIMATE. I DIDN'T FEEL READY TO PARTICIPATE IN SOME WAYS THE FACILITATORS EXPECTED.”

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THE EVOLUTION OF PHILANTHROPY

EPIP celebrated our 20th anniversary throughout the conference, inviting alumni to join us to reconnect and reflect, and leaving it all on the virtual dance floor at our 20th-anniversary *dance party*. We also looked at what we've learned from the philanthropy's past, beginning with opening plenary session **Philanthropy Reimagined: 20 Years of Changemaking**, a conversation examining and challenging the role of the sector featuring Tony Simmons (ABFE, EPIP Board Chair), Sandy Nathan (Humanity United), Dana Arviso (United:Ed), and Jonathan Jayes-Green (Marguerite Casey Foundation).

"We need to create more on-ramps for people with lived experience to enter philanthropy, not just as staff, but also as trustees and board members."

-Tony Simmons

"Change has to happen at the top and with momentum at the bottom."

-Sandy Nathan

"Philanthropy has a role to play in the fight for power in this country."

-Jonathan Jayes-Green

These themes - of examining and understanding philanthropy in order to see how it can grow and change - continued throughout the conference, from the preview of *Philanthropology*, EPIP's new curriculum that teaches the history, role, and potential of philanthropy through a social justice lens, to breakout sessions and micro-sessions that reflected on the role of evaluation in philanthropy, shared what the sector can learn from movement work in *disability justice* and *Black feminist leadership*, and redefined the concept of the "bad grant."

WORDS OF WISDOM:

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"Black feminism asks us to see people in our fullness."

- Ramatu Bangura
(Children's Rights Innovation Fund)

CARE & COMMUNITY

Our second plenary, **Collective Loss, Collective Care: What We Need From Our Institutions**, a conversation between our own **Storme Gray** (EPIP), **Beatrice Lors-Rousseau** (Open Society Foundations), **Keri Gray** (Keri Gray Group), and **Katie Carter** (Pride Foundation), centered the conference in the commitment to healing justice that has been a hallmark of recent conferences. Their conversation touched on all aspects of what care means within philanthropic workplaces and the sector as a whole, including both what institutions can do to promote care and how emerging leaders can help bring care to their work and the organizations their institutions fund.

"Most of the structures that we deal with in philanthropy are of our own making."
- *Katie Carter*

"Collective care is so critical, but we haven't always been given the tools to know what that looks like."
- *Storme Gray*

"Care is not about taking space away from other things. It's about allowing more space to exist."
- *Keri Gray*

Care and healing were prioritized throughout the conference, starting with the group nap that followed the Collective Loss, Collective Care panel. The conference also featured a group yoga session, affinity group healing spaces, including new spaces this year for caregivers and for AAPI participants, sessions on *incorporating healing justice within leadership development*, resetting your *relationships and self-care within a virtual world*, self-advocacy lessons *learned from movement spaces*, and a magic show that closed the conference with a moment of joy.

We also cared for each other, both in the healing spaces and in connection sessions throughout the conference, many hosted by EPIP's *CHANGE Philanthropy* partners. Being in community with each other is so important, to this conference and to our work, and we are proud to have used this regenerative and restorative space to launch two new *communities of practice* that will join our longstanding People of Color network - one for emerging women leaders of color and one for white allies.

THE REVOLUTION TO COME

“Whenever we try to imagine a world without war, without violence, without prisons, without capitalism, we are engaging in speculative fiction. All organizing is science fiction. Organizers and activists dedicate their lives to creating and envision another world, or many other worlds. ... Art and culture themselves are time-traveling, planes of existence where the past, present, and future shift seamlessly in and out. And for those of us with collective trauma, we must understand that each of us is already science fiction. ... Our ancestors dreamed us up and then bent reality to create us.”

- Walidah Imarisha, “Octavia's Brood: Science Fiction Stories from Social Movements”

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R/evolution's closing plenary, **A World Without Philanthropy: Imagining Liberation**, brought together **H.D. Hunter** (Storyteller & Community Organizer), **Maria Cherry Rengel** (Foundation for Louisiana), **Kiyomi Fujikawa** (Third Wave Fund), **Derecka Purnell** (Lawyer, Organizer, and Author), and **Demian DinéYazhi** (Transdisciplinary Artist & Curator) to help envision the liberated world we'd like to co-create. We lift up the work that these innovative artists, abolitionists, funders, and creative minds have created thus far (click their names for samples of their artwork) and the quote that Kiyomi used to open the panel:

Throughout the conference, we all spent some time imagining the revolutionary future of philanthropy and determining what might be needed to move us there, with sessions that explored how to *build back better in the wake of the pandemic* and use this moment to bring about systems change, how to *seed change and transformation* from within philanthropic organizations, and how to *physically craft liberation through libation*. We also worked towards our own transformation with a formal *accessibility statement* and a commitment to continue to incorporate accessibility in all our programming.

THANK YOU TO OUR INCREDIBLE CONFERENCE COMMITTEE



This committee was our most-engaged to date, guiding our work on program selection, networking and connection, plenary content, accessibility and inclusion, and fundraising (scholarships and sponsorships). We couldn't have done it without this team of volunteers!

Aisha Fletcher,
W.K. Kellogg Foundation

Anjali Shah,
Robert Wood Johnson Foundation

Ashlinn Masland-Sarani,
Lancaster County Community
Foundation

Beatrice Lors-Rousseau,
Open Society Foundations

Cameron Barnes,
Taproot Foundation

Caryn Sweeney,
Knoll Court Associates

Claire Callahan,
Stupski Foundation

Claudia Leung,
Just Beginnings Collaborative

Ebony English,
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Elizabeth Guthrie,
PEAK Grantmaking

Isabel Sousa,
Edward W. Hazen Foundation

Joselin Cisneros,
The Kresge Foundation

Kalle Eko,
MacArthur Foundation

Kyndall Osibodu,
Grantmakers for Girls of Color

Laura Horwitz,
Generate Health

Leah Austin,
Schott Foundation for Public Education

Madelyn Schorr,
Exponent Philanthropy

Mares Asfaha,
Philanthropy Northwest

Mary Coleman,
Voqal

Morgan Dawson,
EPIP Seattle Chapter

Rakiba Kibria,
Common Future

Robert Medina,
Sobrato Philanthropies

Robyn Trem,
Cleveland Clinic

Samaad Wes Keys,
Bill and Melinda Gates Foundation

Samantha Hackney,
TCC Group

Sonequa White,
Blue Cross NC Foundation

Sonja Uwimana,
Conrad N. Hilton Foundation

Tory Martin, Dorothy A. Johnson Center for
Philanthropy

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