WELCOME TO THE PRINCIPLES PROJECT
We will start soon.
In the meantime, please select your interpretation channel

BIENVENIDES
Empezaremos pronto.
Mientras tanto, selecciona tu canal de interpretación

BIENVENU/E
Nous commencerons bientôt.
En attendant, veuillez sélectionner votre canal d'interprétation
* WELCOME

- BIENVENIDES
- BIENVENU/E

HUMAN RIGHTS GRANTMAKING PRINCIPLES
Choose your language: Interpretation channel

1. In your meeting/webinar controls, click Interpretation.

2. Click the language that you would like to hear.

3. (Optional) To hear the interpreted language only, click Mute Original Audio.

1. In your meeting controls, tap the ellipses icon (…).

2. Tap Language Interpretation.

3. Tap the language you would like to hear.

Language Interpretation

Original Audio

- English
- Italian

4. (Optional) Tap the toggle to Mute Original Audio.

5. Click Done.
Before we start:

1. Choose your channel for interpretation

2. Rename yourself: Add in front of your name ALL the languages that you are able to speak, and at the end the pronoun in which you would like to be addressed.

Example:
EN/ESP_Mark Sander_He/Him

Antes de empezar:

1. Selecciona el canal de interpretación.

2. Cambia tu nombre: agrega delante de tu nombre TODOS los idiomas que puedes hablar y, al final, el pronombre en el que te gustaría que se te dirigiera.

Ejemplo:
EN/ESP_Susan Bern_Ella/ella
MUTE YOURSELF

PON TU MICRÓFONO EN SILENCIO

METTEZ VOUS EN SILENCIEUX

LEAVE YOUR VIDEO ON (if possible)

ENCIENDE TU VIDEO (si es posible)

ALLUMEZ VOTRE VIDÉO (si possible)

IT WILL BE RECORDED (Main session)

SERÁ GRABADO (Sesión principal)

IL SERA ENREGISTRÉ (Session principale)
YOUR HOSTING TEAM / ORGANIZADORES / ORGANISATEURS

HOST Laura Grassi EN (She/Her)

TECH Natalia EN (She/her)

Rachel Thomas (she/her)

INTERPR - SP - Miluska (She/Thay & ella/elle)

HOST Raffaella ES-EN (She/Her)

TECH June EN (She/her)

EN Julie Broome (She/her)

*VISUAL Marina ES-EN (She/her)

EN Annie Hillar (She/her)
Compartir y cambiar el poder
Partage et transfert du pouvoir
Centrar el liderazgo de la comunidad
Pilotage par la communauté
Rendición de cuentas
Responsabilité
Equidad
Équité
Adaptabilidad y aprendizaje
Adaptabilité et apprentissage
CHECK IN

HUMAN RIGHTS GRANTMAKING PRINCIPLES
Power Sharing and Shifting Human Rights Grantmaking Principles
COMMUNITY driven
HUMAN RIGHTS GRANTMAKING PRINCIPLES
Power Sharing and Shifting

Human rights grantmaking involves challenging and transforming how power is held and used. Unequal relationships persist that impede our collective work to advance human rights, including between donors and grantees, between the Global North and the Global South and East, and between large well-funded international organizations and small national or local groups and movements. Human rights funders should seek to share and shift power by incorporating power analyses across our work, establishing participatory decision-making processes, and building relationships based on trust and equal footing. Funders can challenge inequitable power structures by resourcing those whose rights are under attack to build and exercise their own power. This should include providing flexible and unrestricted funding so that grantees have the power to set their own priorities and establishing straightforward grant processes which do not place undue burden on grantees. Funders must directly acknowledge and redress power imbalances within our grantmaking processes and across all relationships.

Compartir y Cambiar el Poder

La concesión de apoyos en el área de los derechos humanos cuestiona y transforma cómo se conserva y usa el poder. Relaciones de poder desiguales y persistentes impiden que nuestro trabajo colectivo promueva los derechos humanos, incluso entre donantes y copartes, entre el Norte Global y el Sur Global o el Este Global, y entre grandes organizaciones internacionales bien financiadas y pequeños grupos y movimientos nacionales o locales. Los financiadores de derechos humanos debemos buscar compartir y cambiar el poder, incorporando análisis de poder a través de nuestro trabajo, estableciendo procesos participativos para la toma de decisiones y forjando relaciones basadas en la confianza y la igualdad. Los financiadores podemos retar estructuras desiguales de poder si apoyamos a quienes cuyos derechos están bajo ataque, con el fin de que expandan y ejerzan su propio poder. Esto debe incluir la concesión de apoyos con fondos flexibles y sin restricciones, con el propósito de que las copartes tengan el poder necesario para establecer sus prioridades y procesos de apoyo sencillos que no las sobrecarguen innecesariamente. Los financiadores tenemos que directamente reconocer y rectificar las desigualdades de poder dentro de nuestros procesos de concesión de apoyos y a través de todas las relaciones.
Community Driven

Human rights grantmaking should encompass two distinct elements: a commitment to support community-led groups and a commitment to community-inclusive decision-making processes within our funding institutions. Human rights funders recognize that individuals and communities experiencing injustice should lead in articulating the change they wish to see and the paths taken towards its realization. Impacted communities—and the social movements that represent them—must lead not only because we want to shift power, but because they know better than anyone else about their own needs, contexts, and possibilities for change. Human rights funders should prioritize funding that enables organizations and movements to implement their own visions, strengthen their capacity, and adapt to changing circumstances over the long term. We should make our grantmaking processes more inclusive and participatory by directly engaging impacted communities (with a particular focus on marginalized and excluded groups within those communities) in identifying problems, analyzing structural causes, and determining solutions. We must ensure that this engagement is not extractive, but rather supports the self-determined objectives of these communities and has their full consent.

Centrar el liderazgo de la comunidad

La concesión de apoyos de derechos humanos debe abarcar dos elementos distintivos: un compromiso con apoyar grupos liderados por la comunidad y un compromiso con procesos inclusivos de la comunidad para la toma de decisiones dentro de nuestras instituciones financiadoras. Los financiadores de derechos humanos reconocemos que las individuos y las comunidades que viven la injusticia en carne propia deben dirigir la articulación del cambio que desean ver y los caminos tomados hacia su materialización. Las comunidades impactadas —y los movimientos sociales que las representan— tienen que estar al centro del liderazgo, no solo porque queremos cambiar las relaciones de poder, sino porque conocen mejor que nadie sus propias necesidades, sus contextos y las posibilidades de cambio. Los financiadores de derechos humanos debemos priorizar fondos que permitan que las organizaciones y los movimientos sociales implementen sus propias visiones, fortalezcan sus capacidades y se adapten a circunstancias cambiantes a largo plazo. Debemos hacer que nuestros procesos de concesión de apoyos sean más inclusivos y participativos, con la participación directa de las comunidades impactadas (y un enfoque particular en los grupos marginados y excluidos dentro de estas comunidades) a la hora de identificar problemas, analizar causas estructurales y determinar soluciones. Tenemos que asegurarnos de que esta participación no sea extractiva, sino que apoye los objetivos autodeterminados por estas comunidades y cuenten con su pleno consentimiento.
BREAKOUT ROOM

Have a look at the 2 principles:
- Where else have you seen these principles applied in philanthropy?
- What challenges do funders face in putting them into practice?
  - How have you seen funders overcome these challenges?
  Capture your insights in the shared document (Jamboard)

Echa un vistazo a los 2 principios:
- ¿En qué otros contextos has visto estos principios aplicados en filantropía?
- ¿Qué desafíos enfrentan los donantes al ponerlos en práctica?
  - ¿Cómo ha visto a los donantes superar estos desafíos?
  Captura tus intuiciones en el documento compartido (Jamboard)
BREAK OUT ROOMS AND JAMBOARD

You will be sent to a break out room #NUM to open the jamboard #NUM.
BREAKOUT CONVERSATIONS

- Speak with intention
- Listen with attention
- Make sure everyone has a chance to contribute

- Habla con intención
- Escucha con atención
- Asegúrate de que todos tienen la oportunidad de contribuir

- Parlez avec intention
- Écoutez avec attention
- Assurez-vous que tout le monde a la possibilité de contribuer
THANK YOU ... and see you next time

GRACIAS ... y hasta la próxima

MERCI... et à la prochaine fois

HUMAN RIGHTS GRANTMAKING PRINCIPLES
Welcome! Please check your breakout room number and take notes on the correspondant slide.
¿En qué otros contextos has visto estos principios aplicados en filantropía?
¿Qué desafíos enfrentan los donantes al ponerlos en práctica?
¿Cómo has visto a los donantes superar estos desafíos?

General operating support over project support

- What does power-sharing mean? Even participatory grantmaking can be less about power-sharing, if the people who participate don’t feel empowered. There is a lot of discomfort in ceding power.
- A massive part of this is about creating trust and space for organizations and foundations to grow.
- Transferring power from the usual suspect NGOs to other groups who generally don’t have the power.
- What the actual legal requirements for due diligence etc? One solution could be to publish what actual requirements are, to empower grantees and others to push back.
- The concept of decolonizing wealth is good. There is money, but it is locked up in intermediaries.

We have to have more conversation about the mindset. Some foundations give general operating support, but still give indicators for what they want to see. This is not power-sharing.

- Inequality or power between various geographies, ex East and West Europe. Example of support for Eastern European organizations that work for climate change. This is long-haul work about geographical power-sharing.
- Are there examples for State donors who apply these power-sharing, community building privileges? What elements can be used to transform State grantmaking?
- Feminist leadership within organizations is one solution. Power-sharing and community-based is part of that. Self-management is one such way.
- One of the ways to overcome is to work with groups that are not registered. Dialogue, trust, accepting discomfort.

There are also foundations/families with power who give money or power to governments. This is a barrier.

- Large chunks of government funds go to other governments, this already disempowers civil society.
- Working with foundations to move money to areas where it is needed. Even so, it’s not our money, we still need to raise the money to redistribute it.
¿En qué otros contextos has visto estos principios aplicados en filantropía?
¿Qué desafíos enfrentan los donantes al ponerlos en práctica?
¿Cómo has visto a los donantes superar estos desafíos?


Challenges: getting to know contexts deeply when there is distance.

Contextos inesperados: pandemias, huracanes, cambio de gobiernos. Hay que abrir canales de diálogo. Conocer los factores que afectan a las comunidades

Some groups organized themselves to launch a crowdfunding campaign. Contributed to the campaign with fund's money. Organized webinars with them, for them to explain how they turned into organizations.

Cultural challenges in organizations: unconscious bias.
¿En qué otros contextos has visto estos principios aplicados en filantropía?
¿Qué desafíos enfrentan los donantes al ponerlos en práctica?
¿Cómo has visto a los donantes superar estos desafíos?

Una de las principales dificultades que observamos fue el medio de difusión y cómo llegar a grupos locales que a lo mejor no cuentan con herramientas digitales. También hemos notado que el lenguaje es una de las barreras principales.

Madre tested a youth review process to see if the criteria/priorities retained and the modalities for funding are accessible for their target group. So including grantees also in the design of the funds/calls.

Proposal for a 2 years initiative and then subdivision by topics and then an external consultant is requested to anonymise/uniformise the proposal and then they are voted for by the participants. Then a panel of experts to meet the challenges. Also in the advocacy for and by women bringing the perspective of community women. The challenge is to have that voice be consistent and being heard when the challenges are so many (political oppression).

When to make process of course, the review process to start integrating peer reviewers (how the movement understand the initiative). But besides who makes the final decision, what if the decision makers do not agree about who

Cuando hacer llamadas abiertas o no? Bueno para identificar nuevos actores, pero también nuevos desafíos.
- Where else have you seen these principles applied in philanthropy?
- What challenges do funders face in putting them into practice?
- How have you seen funders overcome those challenges?

- Participatory grantmaking, funders only observers
- Using online platform to facilitate participatory approach
- Have to make sure language is clear and obvious to grantees. Sometimes application processes exclude grantees because they are not clear
- Often only accessing those in capital cities and with English language capacity. How do we access those on the ground? Who decides what’s important?
- Challenges: language barriers of people in the grassroots
- Lan Kelly Chase inspiring example of overcoming challenges: willingness to take risk

- Try to build a community around grantees to involve them
- Rotate who has executive tasks to share power
- Challenge to include those who are not at the table without ample resources to bring them all in.
- Capacity of orgs themselves to fundraise can be a challenge.
- Challenge: hard to reach the people with highest need due to various barriers

- Emergency grant processes as a way to cater better to the needs of grantees (Freedom House experience)
- Need to be close to communities to support them
- Flexibility of funding for those that are intermediary funders; few donors will give money and allow it to be distributed in different ways.
- People are scared of losing own relevance; hard to really shift centre of power in foundation itself.
**BREAK OUT ROOM 5**

- Where else have you seen these principles applied in philanthropy?
- What challenges do funders face in putting them into practice?
- How have you seen funders overcome those challenges?

1. **See these principles in practice: N. Ireland - after the Troubles, to re-establish civil society, voluntary & community sector needed a voice. Foundations worked w/ leaders in N. Ireland**

   Eventually we faded into the background - transitioned ourselves out over a 9-year period. Developed strong relationships - they have to be at center. Very intense, time-consuming, like all good relationships.

   - At Porticus, also introducing participatory practices in MEL

2. **Challenge: At some foundations, those in charge of MEL see this as abandoning impact - need to develop the case.**

   1. Review for Oak - spoke to other donors, came across Frida & Mama Cash. Other donors felt their was a greater impact if you fund participatory initiatives (though not w/ participatory GM process) - children know what’s needed.

   1. Frida: complicated online system to vote. Everyone could see what’s happening in a region - ID the gaps.

   2. Challenge: How do you develop a participatory structure where there isn’t already a movement? Can be part of movement-building work. May be more feasible to focus thematically or geographically.

3. **Participation is an end in itself. What do people themselves consider meaningful change in their lives? But don’t forget need to measure outcomes, impact - which impact? Be ready for the questions.**

   - Talk to applicants - easier than asking them for bld/pitch/concept note

   - For some people, participation *is* an achievement - move away from & reconceptualize traditional metrics of change.
BREAK OUT ROOM 6

- Where else have you seen these principles applied in philanthropy?
- What challenges do funders face in putting them into practice?
- How do grantee-funder partnerships overcome those challenges?

Having a Power balance between organisations.

- Power sharing - understand we are holding the power but find other ways to share. Use it to build not destroy.
- Language as a barrier to working in participatory ways

When thinking of shifting power, we need to understand who we are shifting it to.

- People in the Lead principle. Trusting language and the proximity to beneficiaries
- Take account of language - language barriers are critical to understanding needs and sharing power equally.

Defining ecosystems and where we sit, to support needs appropriately.

- There are power imbalances even within the community that funders must be careful not to exacerbate
- Convening space to understand that we are participants not the drivers. Peer reviewing - mixture of expertise and nationalities to dialogue in the room. People from the community know what the community

Power sharing: Channelling resources equally.
- What challenges do funders face in putting them into practice?

- How have you seen funders overcome those challenges?
BREAK OUT ROOM 8

- Where else have you seen these principles applied in philanthropy?
- What challenges do funders face in putting them into practice?
- How have you seen funders overcome those challenges?

**How can we ensure that the voices of people whose rights are violated are being heard, and not in an extractive way?**

- The agency of the community is critical. This needs to be valued and prioritized.

**Example of being extractive?** (Court case in regards to Indigenous rights, make sure this case is not simply used for media purposes and for personal benefits)

**Make space for their voices**

Supporting grantees to working together to create even more collective agency.

**Make sure they work with the community over a long period of time before you take the case. Needs to be long term conversations before you start the litigation.**

**Also – do not sit in your office and decide litigation needs to happen - it has to be community’s choice.**

**Necessity for robust local independent journalism**
- Where else have you seen these principles applied in philanthropy?
- What challenges do funders face in putting them into practice?
- How have you seen funders overcome those challenges?

**BEGINNING TO SEE**

These principles implemented in a range of philanthropic organizations, from large to small, esp. among human rights funders...

**RANGE OF PARTICIPATORY PROCESSES**

- Not new in philanthropy.
- Includes participatory grant making but also things like flexible grants.

**FROM FORD FOUNDATION TO GLOBAL FUND FOR WOMEN**

- Women First - has changed principles to, for example, co-design application processes, reporting and also to provide long-term flexible funding.

**FSG - COMMUNITY-DRIVEN**

- Funding at grassroots, community-led organizations, multi-year funding.
- Participatory - opening up publicly - challenging with a small staff, staff invite.

**HOW TO MERGE PARTICIPATORY APPROACHES WITH LONG-TERM FUNDING?**

- Challenge = lack of accessibility within grant makers, for persons with disabilities.

**HOW TO DO DUE DILIGENCE WITH GRANTEES IN A PARTICIPATORY WAY?**

- Sheer volume of applicants is a challenge. Makes it into competition rather than movement building.

**FGHR - IS PILOTING A YOUTH-LED PARTICIPATORY DECISION-MAKING GRANTS PROCESS**

- Relationship building is easier with smaller cohort, invite-only, but how to be open, transparent, participatory, esp. with small staff.
BREAK OUT ROOM 10

- Where else have you seen these principles applied in philanthropy?
- What challenges do funders face in putting them into practice?
- How have you seen funders overcome those challenges?

AJWS approach - Human Rights funders funding grassroots across 16 countries across 4 themes. Lots of overlap between approach and documents from Ariadne

Bronner Foundation - community foundations are at the forefront of PGM - were thinking of exploring this. Hard to get the boards on board

Grantees are partners. Try and see ourselves as partner and not dictating the terms.

Lots of listening and learning from grantees - what they want and need, what challenges they face

How do you choose the model of PGM

The driver for PGM - how do you choose which model of PGM do you use

Challenges - when does it go wrong - facilitation around this approach can go a bit tits up

Sarah Green AJWS, Jeremy Moore - Institute for Peace, Sheena Khanna - legal funder, Kris Lin-Bronner - Bronner family Foundation

Good practice

The idea of having the peer review/board from applications - Giving Circles - RSP, Edge Fund

With and For Girls

https://hannahpeters.onmedium.com/

...Love the idea of having peer reviewers apply to be on a grant review panel
BREAK OUT ROOM 11

- Where else have you seen these principles applied in philanthropy?
- What challenges do funders face in putting them into practice?
- How have you seen funders overcome those challenges?

ASTREA

- In the African LGBTI community
  - UHAI in East Africa
  - ISDAO West Africa

SUSTAINING THE BALANCE BETWEEN THE LEVEL OF PARTICIPATION OF THE INVOLVED PARTIES

THE TIME NEEDED TO HAVE PARTICIPATORY GRANTMAKING

REACHING OUT TO THE GRASSROOTS AND THOSE IN HIGHEST NEED FOR SUPPORT

HIRING LOCAL/NATIONAL CONSULTANTS TO IDENTIFY THE MOST URGENT NEEDS AND ISSUES THAT SHOULD BE SUPPORTED OR CONSULTING WITH NATIONAL FOCAL POINTS (WHETHER INDIVIDUALS OR ORGANIZATIONS)

ENABLING THE COMMUNITY TO ASK QUESTIONS AND GET SUPPORT WITHIN THE GRANTMAKING PROCESS

LANGUAGE BARRIERS

CALL FOR GRANTS, RESEARCH, AND COMMUNICATION PRESENTED AND PUBLISHED IN THE LANGUAGES USED IN THE TARGETED REGION
What do I take away from this session? / ¿Qué me llevo nuevo conmigo de esta sesión?

- Inspiring learning from others
- This is a topic of great interest, if not practice
- A lot of work to do!
- We need to move forward with power shifting & embrace the uncertainty of a continuous learning model
- Power-sharing requires deep introspection and comfort with discomfort
- the process turns into/becomes the praxis
- the rich community of those who have already done so much in this direction - and others who want to learn together
- Start the process of change where we are
- Learning about the trade offs between traditional grant making and participatory grant making
What do I take away from this session? / ¿Qué me llevo nuevo conmigo de esta sesión?

- Meeting a fantastic person I'm going to talk further about power sharing 😊
- Update on the discussion about participatory grantmaking. Thanks for your insights
- Totally new way of funding
- Additive processes
- Wonderful to see a global community coming together around these principles.
- Participatory grantmaking means flexibility/accessibility
- Recognising the agency and expertise of communities to make funding decisions. Power shifting also means better funding decision.
- Applying feminist principles to leadership and grantmaking. LOVED THIS!
- Lived experience leadership
What do I take away from this session? / ¿Qué me llevo nuevo conmigo de esta sesión?

- That lots of people are doing this. It's not new and I'm not the first. There is support for those looking for it

- The sense that there is a global shift in philanthropy practice towards working in participatory ways that engage grantees

- Exchanging knowledge and experiences from different regions and countries

- A wonderful community of funders who want to learn to be more inclusive

- We should do these type of exchanges again! It was great, thank you!

- Hearing from others further forward in this long and challenging process

- Participatory grantmaking is a process that enriches both your work and your grantees work

- Lots of opportunities for support as grantee

- Take time and Human resource for participatory grantmaking. No pressure but more quality. This is a super vision!
What do I take away from this session? / ¿Qué me llevo nuevo conmigo de esta sesión?

Continue to develop trust between organisations for better transparency. Consider peer reviewers in grant-making process.