WELCOME TO THE PRINCIPLES PROJECT

We will start soon.
In the meantime, please select
your interpretation channel

BIENVENIDES

Empezaremos pronto.
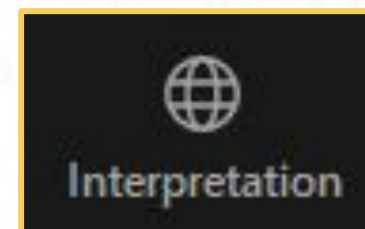Mientras tanto, selecciona
tu canal de interpretación

Interpretation

BIENVENU/E

Nous commencerons bientôt.
En attendant, veuillez sélectionner
votre canal d'interprétation

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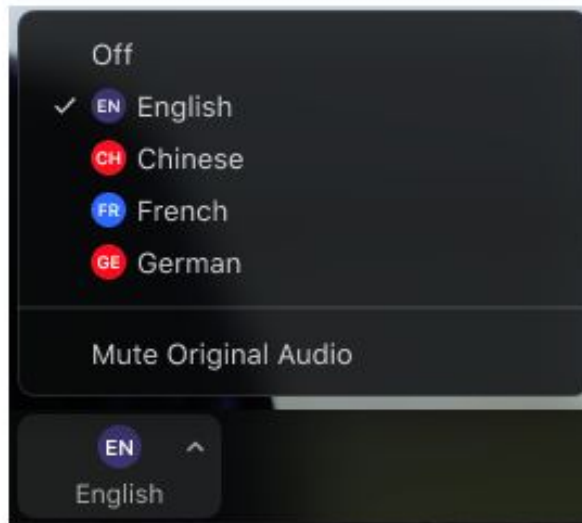philanthropy advancing
women's human rights
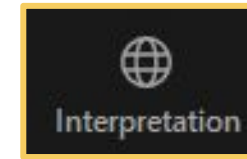
Choose your language:
Interpretation channel

Windows | macOS

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

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

Off

✓ EN English

CH Chinese

FR French

GE German

Mute Original Audio

EN ^
English

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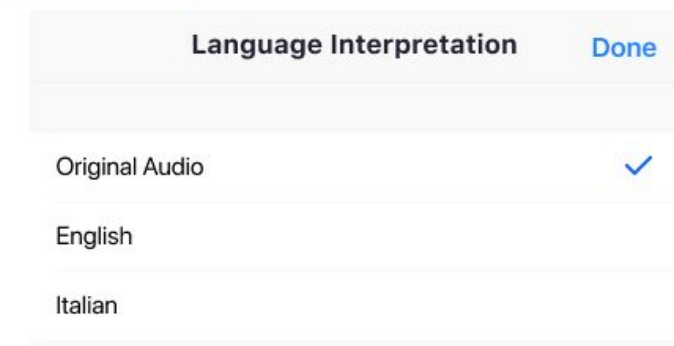
Android | iOS

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

...

2. Tap **Language Interpretation**.

3. Tap the language you would like to hear.

Language Interpretation	Done
Original Audio	✓
English	
Italian	

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

Mute Original Audio	⚪

5. Click **Done**.

RENAME YOURSELF

CAMBIA TU NOMBRE

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**

LEAVE YOUR VIDEO ON
(if possible)

IT WILL BE RECORDED
(Main session)

🇪🇸 **PON TU MICRÓFONO EN SILENCIO**

ENCIENDE TU VIDEO
(si es posible)

SERÁ GRABADO
(Sesión principal)

🇫🇷 **METTEZ VOUS EN SILENCIEUX**

ALLUMEZ VOTRE VIDÉO
(si possible)

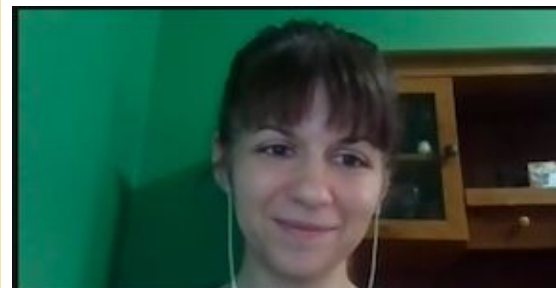**IL SERA ENREGISTRÉ**
(Session principale)

YOUR HOSTING TEAM / ORGANIZADORES / ORGANISATEURS

*HOST Laura Grassi EN (She/Her)

*TECH Natalia EN (She/her)

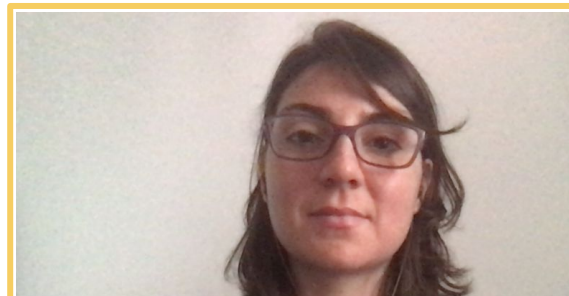EN Rachel Thomas (she/her)

*Interpreter-Span/Eng-She/H...

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

*HOST Raffaella ES-EN (She/her)

*TECH June EN (She/her)

EN Julie Broome (She/her)

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*VISUAL Marina ES-EN (She/her)

EN Annie Hillar (She/her)

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philanthropy advancing
women's human rights
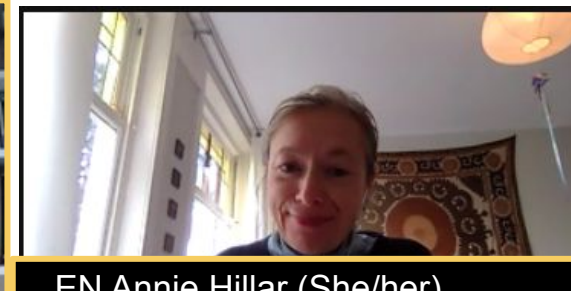
Compartir y cambiar el poder
Partage et transfert du pouvoir

Rendición de cuentas
Responsabilité

Cuidado colectivo
Soin collectif

Centrar el liderazgo de la comunidad
Pilotage par la communauté

Equidad
Équité

Adaptabilidad y aprendizaje
Adaptabilité et apprentissage

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. Lxs financiadorxs 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. Lxs financiadorxs 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. Lxs financiadorxs 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. Lxs financiadorxs de derechos humanos reconocemos que lxs individuxs 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. Lxs financiadorxs 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 marginalizados y excluidos dentro de esas 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
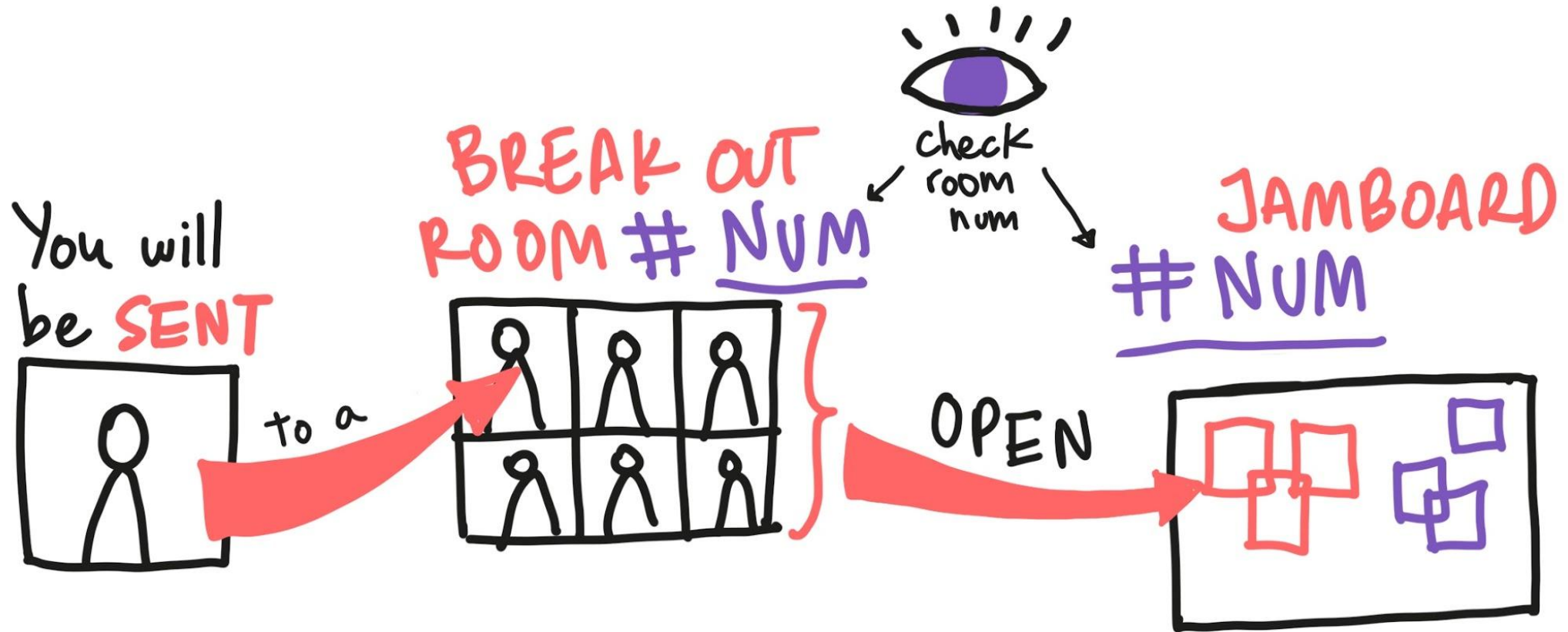
BREAKOUT CONVERSATIONS

❖ 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

SEPTEMBER 2020

HUMAN RIGHTS — HUMAN RIGHTS

HRFN | Human Rights Funders Network

ARIADNE
European Funders for Social Change and Human Rights

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philanthropy advancing women's human rights

PRINCIPLE EXPLORATION HARVEST

COSECHA DE LA EXPLORACIÓN DE LOS PRINCIP

Welcome! Please check your break out room number and take notes on the correspondant slide

¡Bienvenides! Verifica por favor el número de tu sala/breakout room y toma notas en la slide correspondiente

HRFN   ARIADNE   PAWHR

HUMAN RIGHTS
GRANTMAKING
PRINCIPLES
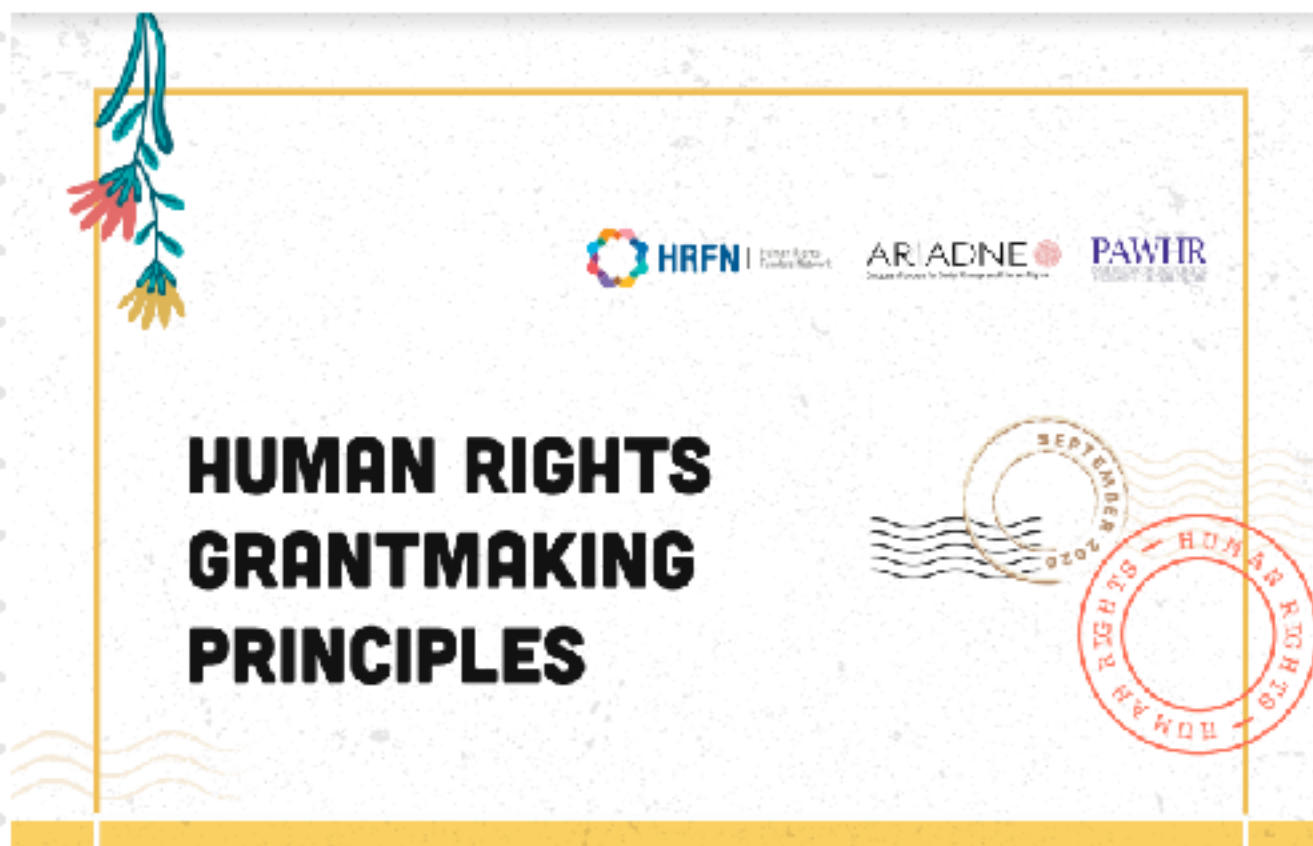
SALA 1

¿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 persons 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 grnatees 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.

SALA 2

¿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?

Shift the Power in Global Fund Community Foundations since 2016. Deep conversation about what does it mean.

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

Cultural challenges in organizations: unconscious bias.

SALA 3

¿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?

making process of course, the review processs 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

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 challeges are so many (political oppression,

Uno de los principales desafíos 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.

Cuando hacer llamadas abiertas o no? Bueno para identificar nuevos actores, pero tambien nuevos desafios

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

There are many ways to be participatory and there is a trade off in between that and being timely in the support provided

BREAK OUT ROOM 4

- 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

Lankelly 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)

For example FundAction (in europe) was born as a PGM fund. It is run by activists and movements themselves. Donors are involved to support and observe, they do not have voting power in the platform.

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.

Conscious of listening to leaders - they had the solutions. Gave grants, but also facilitated groups and residential programs to develop programs that we would fund. Enable them to be honest

At Porticus, also introducing participatory practices in MEL

3. 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. Rosa fund for women & girls (in UK) brought women/girls together to peer-review applications (not their own), some in video form. Generosity of spirit: came to consensus, didn't only advocate for themselves.

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

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

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

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.

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

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.

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 ~~have~~ ~~seen~~ funders overcome those challenges?

Having a Power balance between organisations.

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

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

Power sharing – understand we are holding the power but find other ways to share. Use it to build not destroy.

Take account of language - language barriers are critical to understanding needs and sharing power equally.

always neat and compact - really sharing power allows for that. You can't be authentic if you are going to hide away. Be upfront and acknowledge that people cannot always be involved all of the time, but concentrate on those who can

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

language as a barrier to working in participatory ways

Power sharing: Channelling resources equally.

BREAK OUT ROOM 7

- 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?

Adapt to emergencies (ie Covid) by offering flexibility in grant applications, extending deadlines, modifying grants

Red Umbrella Fund: both principles appear link to us. We were created as a community-led fund to shift power to the community.

At annual convenings, grantees might play co-host role, or lead workshops or trainings.

In our foundation, medium level grants have an assessment meeting with staff and Board, we started working on the principle of inclusion by sharing information so we learnt from the grantee itself

Funds that are generalised, it is hard to access specific, smaller communities

RUF: historically, community-led funds were created to respond to challenges but now the political will that helped us be born seem to disappear.

Building relationships with grantees as equal partners with experiences to share.

Human rights fellows in an organisation might set up their own CSO or group in their home country or community, and develop partnerships

Supporting activists who are establishing new networks to mobilise and collaborate with their own communities as well as other marginalised communities.

Challenge for funders to shift the power, especially to make it easier for grantees (ie. overly complicated funding proposals or reporting)

Donors sometimes have specific restrictions that eliminate funds for small groups based in regions/areas where their beneficiaries are marginalised groups within larger groups that are well off (such as Gulf States.)

Allow CSOs or grantees to lead on what their priorities and needs are

Grantees co-hosting convenings instead of having to invite international experts. The grantees are also experts who are experiencing and working to achieve social change.

Welcome shift of donors putting small grants funds into hands of intermediaries that were previously grantees to directly disburse small grants to human rights defenders.

For meetings and events, use community members in lead roles instead of bringing in internationals. Benefit from partners on the ground and their expertise.

Recognising the agency and expertise of community. Community-led grantmaking is not only about shifting power but also about good funding decision that are not extractive/damaging

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.

Make space for their voices

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

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 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

BREAK OUT ROOM 9

- 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

How to merge participatory approaches with long-term funding?

How to do due diligence with grantees in a participatory way?

From Ford Foundation to Global Fund for Women

FJS - community-driven is at core - funding at grassroots, community-led organizations, multi-year funding. Participatory - opening up publicly - is challenging with a small staff. Staff invite.

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

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

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

Relationship building is easier with smaller cohort, invite-only, but how to be open, transparent, participatory, esp with small staff?

FGHR - is piloting a youth-led participatory decision-making grants process

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?

Whose in the group

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

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 grantholders- 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

Good practice

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

With and For Girls

https://hannah-paterson.medium.com/

How do we measure success? how do you evaluate?

M&E is imposed by the funder - should be less onerous

Collaborative approach to design M&E

How do you do this through a participatory approach - how do grantholders get to design this

DRF approach to M&E - :) is great

...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 the African LGBTI community UHAI in East Africa and 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

language barriers

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

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

Start the process of change where we are

Learning about the trade offs between traditional grant making and participatory grant making

the rich community of those who have already done so much in this direction - and others who want to learn together

28

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

28

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

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

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

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

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

Lots of opportunities for support as grantee

exchanging knowledge and experiences from different regions and countries

Hearing from others further forward in this long and challenging process

take time and Human ressource for participatory grantmaking. No pressure but more quality. This is a super vision!

28

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.

28