WELCOME

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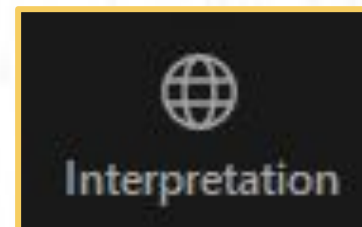your interpretation channel

BIENVENIDE

Empezaremos pronto.
Mientras tanto, selecciona
tu canal de interpretación

BIENVENU/E

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

Interpretation

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🇬🇧 WELCOME

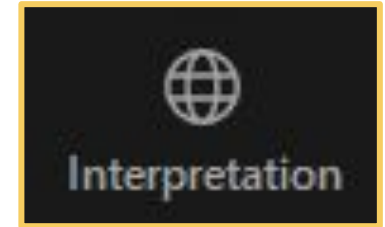# 🇪🇸 BIENVENIDES

🇫🇷 BIENVENU/E

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Elige tu idioma: canal de interpretación
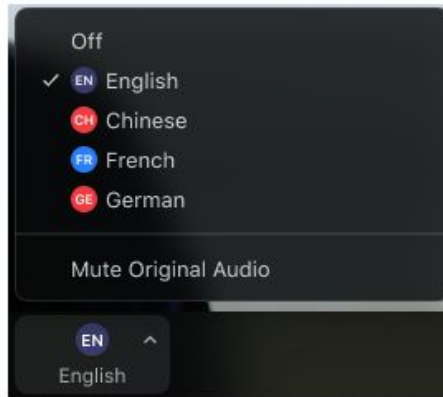# Choose your language: interpretation channel

Escuchar la interpretación del lenguaje

Ventanas | Mac OS

1. En su reunión / seminario controles, haga clic en **Interpretación** .

2. Haga clic en el idioma que le gustaría escuchar.

Off
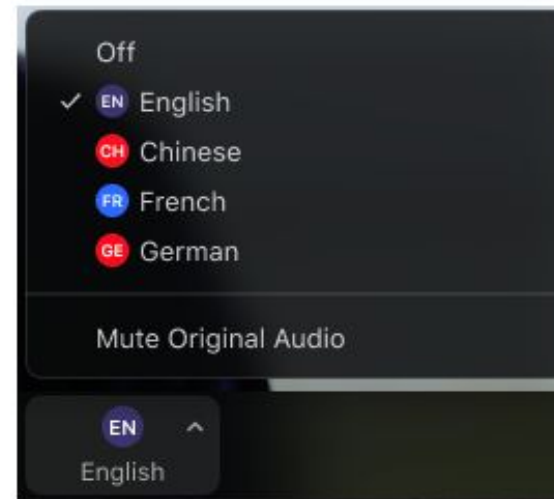✓ EN English
CH Chinese
FR French
GE German

Mute Original Audio

EN English

3. (Opcional) Para escuchar solo el idioma interpretado, haga clic en **Silenciar audio original** .

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.**

RENAME YOURSELF   CAMBIA TU NOMBRE

EN= English
ESP = Español
EN / ESP

Before we start:

1. Choose your channel for interpretation

2. Rename yourself: Add ALL of the languages that you are comfortable to speak (of the 2 options), and the pronouns with which you would like to be addressed.

Example:
EN/ESP Mark Sander (he/him)
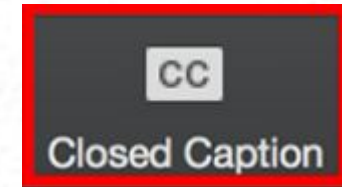
Antes de empezar:

1. Selecciona tu canal de interpretación.

2. Cambia tu nombre: agrega delante de tu nombre TODOS los idiomas que hablas (de las 2 opciones) y, al final, los pronombres con los que quieres que nos refiramos a ti.

Ejemplo:
EN/ESP Mark Sander (él)

YOUR HOSTING TEAM / ORGANIZADORES / ORGANISATEURS

*HOST Laura Grassi EN (She/Her)

*TECH Natalia EN (She/her)

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

*HOST Raffaella ES-EN (She/her)
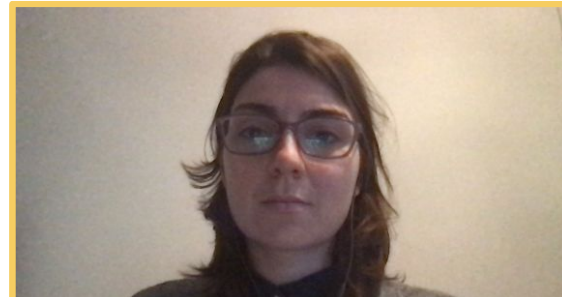
*TECH June EN (She/her)
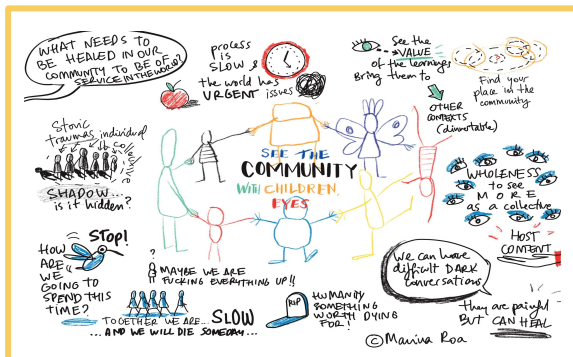
*VISUAL Marina ES-EN (She/her)

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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

🇬🇧 CHECK IN

🇪🇸 PRESENTACIONES

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Equidad

EQUITY

HUMAN RIGHTS GRANTMAKING PRINCIPLES

🇬🇧 CHECK IN

If this principle (Equity) was an animal, what animal would it be? :-)

🇪🇸 REFLEXIÓN

Si este principio (Equidad) fuera un animal, ¿qué animal sería? :-)

EQUITY

Human rights grantmaking recognizes that every person deserves the same rights and seeks to address the root causes of injustice and inequality. This entails applying an intersectional lens to understand how a person's multiple identities and characteristics—including but not limited to race, caste, age, sex, gender identity and expression, sexual orientation, class, culture, and disability—can compound discrimination and oppression. As human rights funders, we must strive to deconstruct our biases and be anti-sexist, anti-racist, and anti-classist in all of our work. In addition to developing grantmaking priorities that center marginalized groups, we should shift resources to institutions and movements that have the least resources (including those based in the Global South and East) and address the ways in which our own institutions fall short with respect to being diverse, equitable, and representative. We must move beyond merely increasing the diversity of voices and perspectives within our institutions to ensuring that there is fair and equal participation and power, particularly at leadership levels—including boards of directors.

EQUIDAD

La concesión de apoyos de derechos humanos reconoce que toda persona merece los mismos derechos y busca atender las raíces de las causas de la injusticia y la desigualdad. Esto implica aplicar una perspectiva interseccional para entender cómo las múltiples identidades y características de una persona –incluyendo, pero sin limitarse a, su raza, casta, edad, sexo, identidad y expresión de género, orientación sexual, clase social, cultura y diversidad funcional– pueden agravar la discriminación y la opresión. Como financiadorxs de derechos humanos, tenemos que hacer todo lo posible por deconstruir nuestros prejuicios y ser antisexistas, antirracistas y anticlasistas en todo nuestro trabajo. Además de establecer prioridades de concesión de apoyos que centren a grupos marginalizados, debemos mover recursos a las instituciones y los movimientos que cuentan con la menor cantidad de recursos (incluyendo a aquellxs basadxs en el Sur Global y el Este Global) y atender las formas en que nuestras propias instituciones se quedan cortas con respecto a ser diversas, equitativas y representativas. Tenemos que movernos más allá de meramente aumentar la diversidad de voces y perspectivas dentro de nuestras instituciones para asegurar que haya justicia y equidad en cuanto a la participación y el poder, particularmente a niveles del liderazgo –inclusive en las juntas directivas–.

Racial Equity → Racial Justice

The original guide describes four important features of **a racial equity lens**:

Analyzes data and information about race and ethnicity
Understands disparities and the reasons they exist
Looks at structural root causes of problems
Names race explicitly when talking about problems and solutions

A **racial justice lens** adds four more critical elements:

Understands and acknowledges racial history
Creates a shared affirmative vision of a fair and inclusive society
Focuses explicitly on building civic, cultural, economic, and political power by those most impacted
Emphasizes transformative solutions that impact multiple systems

Equidad Racial

Justicia Racial

La guía original describe cuatro características importantes de **una lente de equidad racial**:

Una **lente de justicia racial** agrega cuatro elementos críticos más:

Equidad Racial	Justicia Racial
Analiza datos e información sobre raza y etnia	Comprende y reconoce la historia racial
Comprende las disparidades y las razones por las que existen	Crea una visión afirmativa compartida de una sociedad justa e inclusiva
Examina las causas estructurales de los problemas	Se centra explícitamente en la construcción de poder cívico, cultural, económico y político por parte de los más afectados
Nombra la raza explícitamente cuando se habla de problemas y soluciones	Enfatiza las soluciones transformadoras que impactan en múltiples sistemas

Racial Equity / Racial Justice

Racial Equity

Equidad Racial

The original guide describes four important features of **a racial equity lens**:

La guía original describe cuatro características importantes de **una lente de equidad racial**:

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Names race explicitly when talking about problems and solutions	Nombra la raza explícitamente cuando se habla de problemas y soluciones

© Philanthropic Initiative for Racial Equity *Grantmaking with a Racial Justice Lens: A Practical Guide*. [*Concesión De Apoyos Con Un Lente De Justicia Racial: Una Guía Práctica*.] Rinku Sen, Lori Villarosa, 2019. Reimpreso con permiso.

Racial Justice

Justicia Racial

A **racial justice lens** adds four more critical elements:

Una **lente de justicia racial** agrega cuatro elementos críticos más:

Racial Justice	Justicia Racial
Understands and acknowledges racial history	Comprende y reconoce la historia racial
Creates a shared affirmative vision of a fair and inclusive society	Crea una visión afirmativa compartida de una sociedad justa e inclusiva
Focuses explicitly on building civic, cultural, economic, and political power by those most impacted	Se centra explícitamente en la construcción de poder cívico, cultural, económico y político por parte de los más afectados
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© Philanthropic Initiative for Racial Equity *Grantmaking with a Racial Justice Lens: A Practical Guide*. [*Concesión De Apoyos Con Un Lente De Justicia Racial: Una Guía Práctica*.] Rinku Sen, Lori Villarosa, 2019. Reimpreso con permiso.

BREAKOUT ROOM

Have a look at the equity principle:

How do these stories make you think about equity, in a way you have not thought about before?

Capture your insights in the shared document. (Jamboard)

GRUPOS PEQUEÑOS

Echa un vistazo al principio de la equidad:

¿Qué nuevas perspectivas o entendimiento sobre la equidad te aportan estas historias?
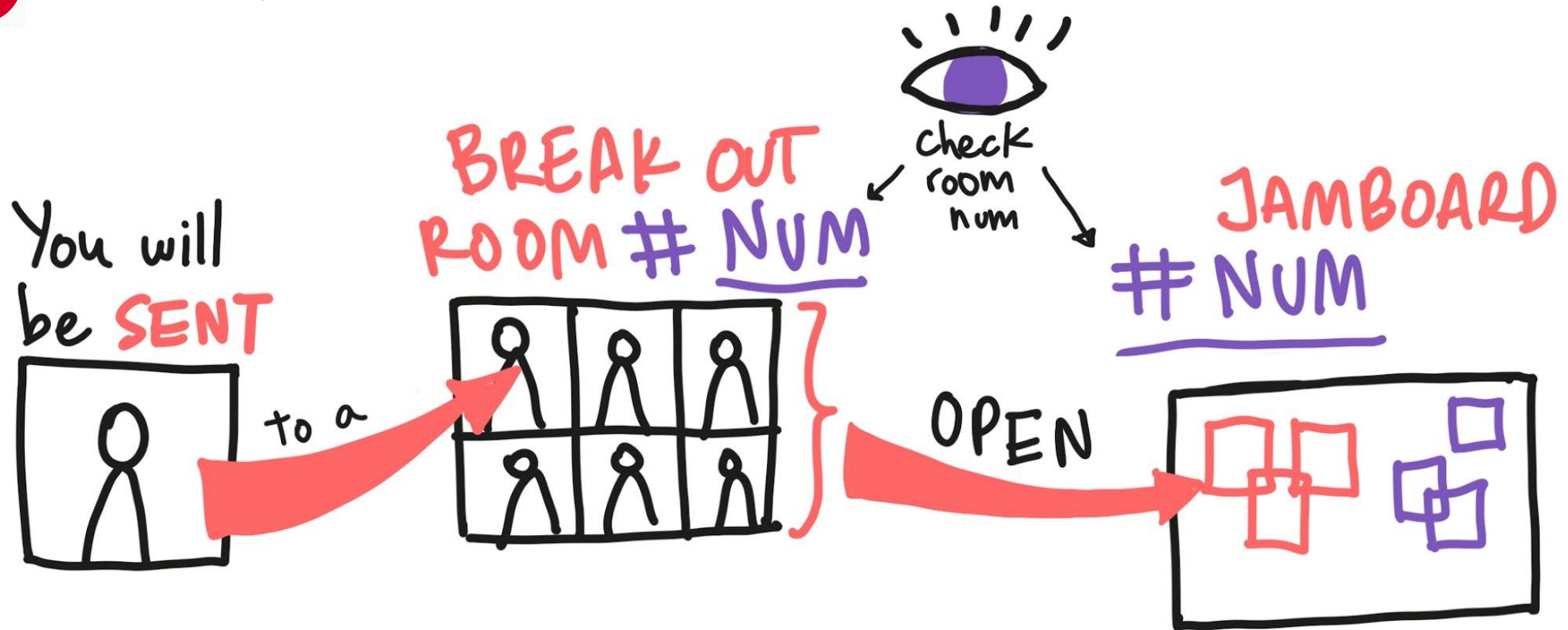
Escribe tus reflexiones en el documento compartido. (Jamboard)

BREAK OUT ROOMS AND JAMBOARD

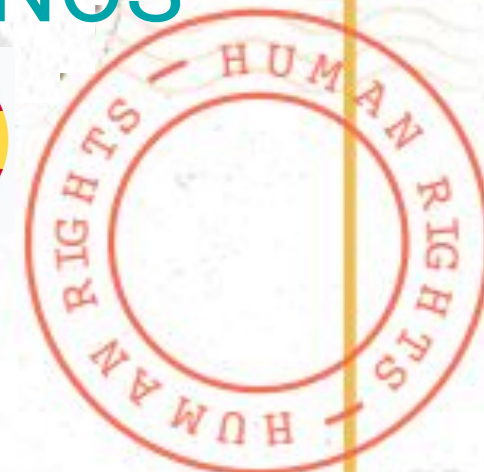GRUPOS PEQUEÑOS Y LA PIZARRA DE JAMBOARD

BREAKOUT CONVERSATIONS

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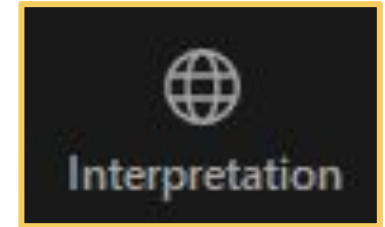- ❖ Make sure everyone has a chance to contributed

CONVERSACIONES EN GRUPOS PEQUEÑOS

- ❖ Habla con intención
- ❖ Escucha con atención
- ❖ Asegúrate de que todos tengan oportunidad de contribuir

Elige tu idioma: canal de interpretación
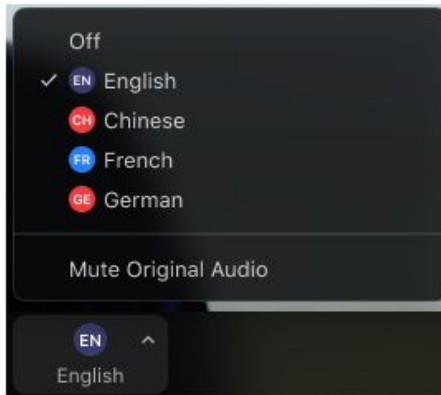# Choose your language: interpretation channel

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Ventanas | Mac OS

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   - Off
   - ✓ EN English
   - CH Chinese
   - FR French
   - GE German
   - Mute Original Audio

   EN English

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Windows | macOS

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   - GE German
   - Mute Original Audio
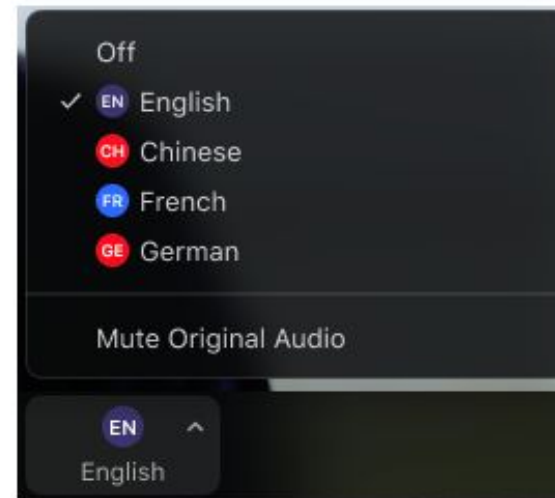
   EN English

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

🇬🇧 **THANK YOU ... and see you next time**

🇪🇸 **GRACIAS ... y hasta la próxima**

🇫🇷 **MERCI... et à la prochaine fois**

English survey:
https://www.surveymonkey.com/r/JR6LWYN

Encuesta en español:
https://www.surveymonkey.com/r/JXS6PJB

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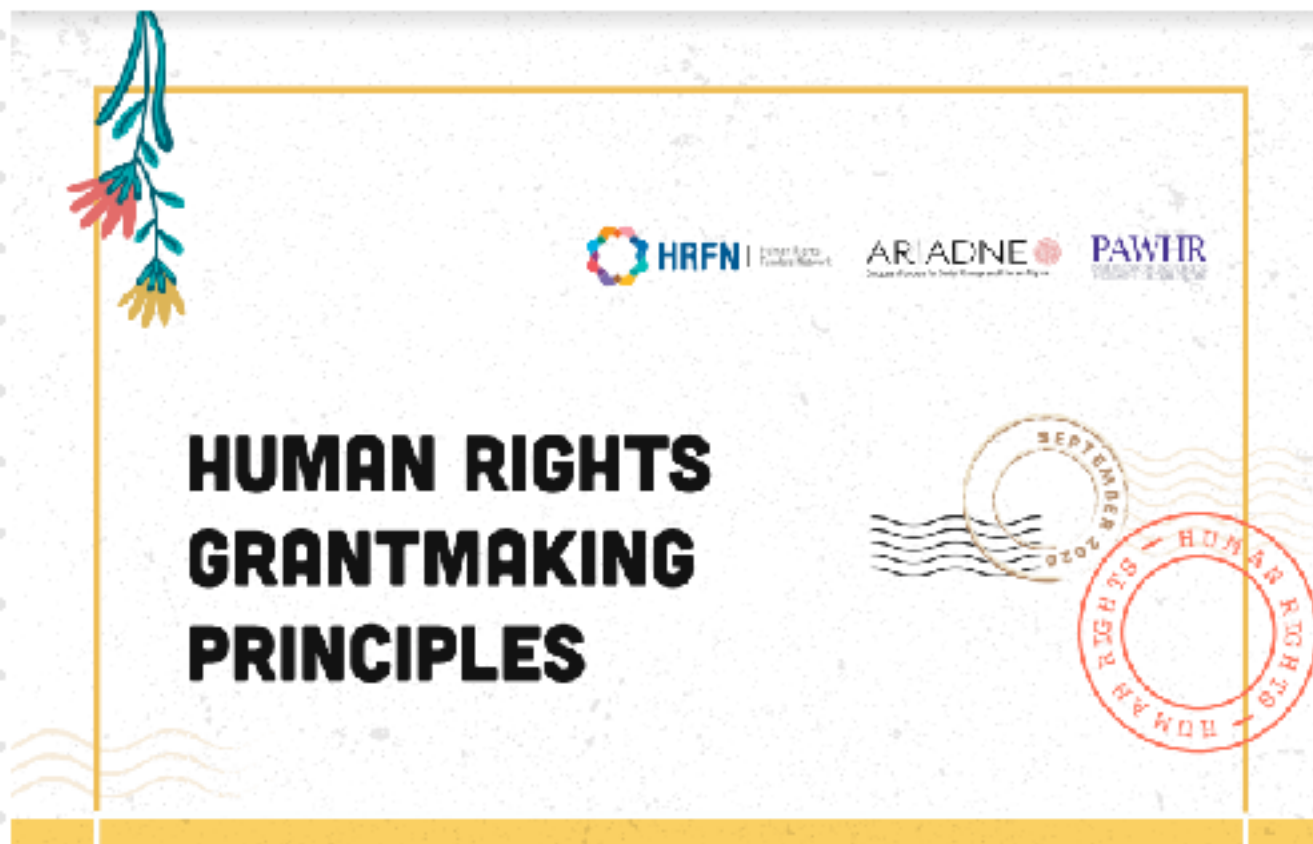philanthropy advancing women's human rights

PRINCIPLE EXPLORATION HARVEST

COSECHA DE LA EXPLORACIÓN DEL PRINCIPIO

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

HUMAN RIGHTS GRANTMAKING PRINCIPLES

SALA 1

¿Qué nuevas perspectivas o entendimiento sobre la equidad te aportan estas historias?

Lo que me provoco fue una nueva atencion a lo implicito (bias)

una practica de DRF de los anos 80 es la de incluir todas las diferentes personas. En la comunidad de personas con discapacidad hay personas aun mas escluidas: hay que ser mas proactivas hacia ellos

Sueno un mundo de fundaciones con sesiones/trainings sobre implicit bias, unconscious stereotypes: tienen experiencia con esto?

Algunos temas (ex. disegualdad racial) son percibidos como politicos, demasiado arriesgados: puede ayudar debatir lo que significa ser politico en un board

Que significa ser politico? Para nosotros promover derechos no tiene que ser partisano

Atencion a la diferencia de lenguaje y como dismantelar el lenguaje que confirma la disegualidad de poder (ex. racialised background reconferma la blancura como estandar de base)

En el contexto italiano todavia pocas fundaciones de derechos humano que han abrazados todos principios. Sin embargo estos principios son relevantes para todas las fundaciones en general

Create a safe space for everybody to recognise the problems by starting acknowledging your own implicit biases

arraigarlos en el contexto de destino. por ejemplo hablar de disability justice tiene un contexto especifico de origen cuando disability rights ya tenia un enfoque interseccional. lo que puede ser util en un

Atencion a las dinamicas de poder, de disegualdad tambien al interior de nuestras organizaciones

Como desmantelar el lenguaje que refleja las dinamicas de poder

BREAK OUT ROOM 3

How do these stories make you think about equity, in a way you have not thought about before?

existed. Are we doing things right? how do we measure impact - the unintended impact in a drive for equity. How does equity movement show up or siloed in e.g. in Global North or South. How do we measure that we don't

Meaningful practice of working within an ecosystem? Do we actually fund in an intersectional way - and can funders actually hold funding in an intersectional way?

to do this right. Are our targets too ambitious for what we are wanting. We have to make the space to do this - we need the time to digesdt and process. This will enable good practice and needed if we are going to do

Stories sparked how long it takes to do this. Weaving the pieces together is hard. The struggle is to weave the siloes together and this gets even harder if you're funding globally, what is e.g. different regions and local contexts

Community Led Funds e.g. Red Umbrella Fund, Disability Rights Fund as examples - process of involving everyone in the work, to give organisations funded the chance to share what they do

REDEFINE OUR RELATIONSHIP TO TIME. Nothing in philanthropy is urgent

Where we've seen this done in philanthropy. The Resonance Framework - http://justicefunders.org/resonance/

BREAK OUT ROOM 4

How do these stories make you think about equity, in a way you have not thought about before?

Equality = providing the same treatment to all; Equity = providing what is needed to everyone to reach the same outcome

Racial equality/equity may mean different things in different contexts, ie. from UK to Canada to US. In Canada, indigenous rights are at the forefront

Rights versus justice - justice is lifted up as a greater liberation for all whereas equity is a baseline. Justice = all needs are met. Rights versus justice - rights are baseline versus justice which is visionary

Question the term "people of color" as denoting white as the standard and "of color" as "other" (ie. in term of BIPOC)

Language is important because people can feel excluded from actions or movements that use specific terminology, ie. when talking about racial justice

Different language being used in different places and different issues lifted up through language

Differences in terms of language regarding the term justice. With the global disability community, the focus is on rights, and in the US the focus is on justice.

regions over others, for example, the MENA region for so many years (perceived as a rich region - despite marginalised people like stateless people or migrants.) That has changed quite a bit, but stll a challenge. Now, Latin

Hard to know that you are leaving people out until it is brought up

What is the difference between equity and equality?

BREAK OUT ROOM 5

How do these stories make you think about equity, in a way you have not thought about before?

...struck by description of creating new board

accountability for funding received as a public fund - how to balance necessary diversity with accountability and need to raise funds?

shifting what board needs to do - bringing life experience with them

need to be creative to find and reach those organisations you want to support

What is an insight you take away from this session?

Language is critical but evolving

We need "critical friends" to keep and eye on the whole ecosystem

Equity has to be achieved on many levels. It's not just about grant making.

Trust is central

Language is important because people can feel excluded from actions or movements that use exclusionary language

Intentionality is key

taking iterations into cilonsideration for change in the fund's structure

We need to think about equity at every level, in all functions

Whos missing at this conversation?

What is an insight you take away from this session?

start from your own organization

Ecosystem: cooperating for greater equity across regions and communities.

How to balance the political nature of equity work with wanting to be inclusive

12