



2022 Trust-Based Philanthropy Cohort

Trust-Based Philanthropy Cohort Application

Thank you for your interest in the 2022 Trust-Based Philanthropy Virtual Cohort, a collaboration between Philanthropy Network Greater Philadelphia, Philanthropy New York, and the Trust-Based Philanthropy Project, advised by CHANGE Philanthropy.

****The deadline for submission is Friday, February 4th.****

This three-month learning cohort at the intersection of racial equity and trust-based philanthropy is designed for leaders of grantmaking organizations that are ready to embrace and/or deepen their commitment to trust-based philanthropy with a particular focus on advancing racial equity. Participants will walk away with peer connections, tools, and clear action steps that they can implement as they forge ahead in leading organizational change toward trust-based, racial-equity focused philanthropy.

The goal of this application process is to identify a cohort of participants whose organizations have a commitment or have intentions to commit to policies or practices that build racial equity in their grantmaking while institutionalizing trust-based culture and practices. We are building a cohort that is racially diverse and committed to creating a community that enhances and supports each other and the greater goal of equity in the sector. We will build the cohort with intention around collective knowledge capacity to advance racial equity work both internally and externally.

If you are applying, please mark the following dates on your calendar (Thursdays, from 1:00 to 4:00 PM, ET):

- April 7 and 28
- May 12 and 26
- June 16 and 30

Who Should Apply?

The Trust-Based Philanthropy Cohort is open to Philanthropy New York and Philanthropy Network Greater Philadelphia members. Members in both operational and grantmaking roles within their organization may apply for this program, as long as they fit the following core eligibility criteria. Participants should:

- Hold an organizational position with a significant influence on organizational outcomes. This can mean an executive, senior leadership role, or another role in which you have decision-making power on grantmaking practices and organizational outcomes
- Represent an organization that is actively working on prioritizing racial equity and actively working on adopting and/or deepening trust-based philanthropy practices
- Commit to attending all 6 sessions, as well as complete assignments given in between sessions
- Have a willingness and commitment to examining and working toward racial justice in grantmaking and in organizational culture, including a commitment to adopting a systems framework, and with explicit goal of alleviating power imbalances
- Be open to learning and operationalizing new principles, equity approaches and tools, and to share successes and challenges with their peers in order to be part of advancing racial equity and trust-based practices
- Be willing to work collaboratively in an open, honest peer exchange with vulnerability, humility, and honesty

Priority consideration will be given to pairs. Applicants applying as a pair should submit one joint application. If you are the only individual applying from your foundation, please fill out the individual application. Review the full application before you get started.

Costs:

\$800 per individual

\$1200 per organization

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Instructions: Please answer the following questions.

* 1. Please select which PSO your organization is a member of:

* 2. Name of organization:

* 3. Applying as an **INDIVIDUAL OR PAIR**, please select one.

- Individual
- Pair

2022 Trust-Based Philanthropy Cohort

* 4. APPLICANT INFORMATION - INDIVIDUAL

Name (required):

Pronouns:

Title:

Scope of Role: What is your role within your organization and what levers of change are within the realm of your responsibilities?

Email Address (required):

Phone Number:

5. Can you attend all of the following 6 sessions of *Trust-Based Philanthropy Cohort*? Check all dates that you have held on your calendar:

- | | | |
|--------------------------|--------------------------|-----------------------|
| <input type="checkbox"/> | Thursday, April 7, 2022 | 1:00 p.m. – 4:00 p.m. |
| <input type="checkbox"/> | Thursday, April 28, 2022 | 1:00 p.m. - 4:00 p.m. |
| <input type="checkbox"/> | Thursday, May 12, 2022 | 1:00 p.m. – 4:00 p.m. |
| <input type="checkbox"/> | Thursday, May 26, 2022 | 1:00 p.m. – 4:00 p.m. |
| <input type="checkbox"/> | Thursday, June 16, 2022 | 1:00 p.m. – 4:00 p.m. |
| <input type="checkbox"/> | Thursday, June 30, 2022 | 1:00 p.m. - 4:00 p.m. |

6. Please provide a link to your bio from your organizational website or a link to your LinkedIn:

* 7. Have you previously participated in racial equity programming or trainings in the past?

- Yes
- No

If so, please reflect on how you have changed your personal or professional practices as a result?

* 8. Is the conversation of power a comfortable topic within your organization? Building the ability to have these discussions is an important part of Trust-Based Philanthropy, so please explain how these conversations currently happen or don't happen within your organization.

* 9. Where would you place your organization on the spectrum of its trust-based philanthropy journey?

- Not yet engaged
- Early Stage - We are just beginning to operationalize some trust-based practices
- Mid-Stage - We already practice some trust-based practices and are interested in going deeper
- Late Stage - We are fully trust-based and continuing to refine and improve

Please offer any relevant context to your response above.

* 10. The goal of this cohort will be to advance tangible organizational progress toward a more racially equitable and trust-based approach to your organization's work, both internally and externally. What do you specifically hope to activate or accomplish based on your participation in the cohort?

* 11. We are building a cohort that is racially diverse and committed to creating a community that enhances and supports each other and the greater goal of equity in the sector. Please share your racial/ethnic identity:

12. Additional comments



2022 Trust-Based Philanthropy Cohort

FOR PAIRS ONLY: We strongly encourage more than one person per foundation to attend. Because change happens on different levels and in different ways within an organization. We hope for cross-departmental teams to attend and work as pairs during this process. To help you identify pairs within your organizations who should apply, please think about the following questions and respond:

*** 13. APPLICANT ONE:**

Name (required):

Pronouns:

Title:

Scope of Role: What is your role within your organization and what levers of change are within the realm of your responsibilities? (For pairs, see Question 22)

Email Address (required):

Phone Number:

*** 14. APPLICANT TWO:**

Name (required):

Pronouns:

Title:

Scope of Role: What is your role within your organization and what levers of change are within the realm of your responsibilities? (For pairs, see Question 22)

Email Address (required):

Phone Number:

2022 Trust-Based Philanthropy Cohort

15. Can both of you attend all of the following 6 sessions of *Trust-Based Philanthropy Cohort*? Check all dates that you have held on your calendar:

- | | | |
|--------------------------|--------------------------|----------------------|
| <input type="checkbox"/> | Thursday, April 7, 2022 | 1:00 p.m. -4:00 p.m. |
| <input type="checkbox"/> | Thursday, April 28, 2022 | 1:00 p.m. -4:00 p.m. |
| <input type="checkbox"/> | Thursday, May 12, 2022 | 1:00 p.m. -4:00 p.m. |
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| <input type="checkbox"/> | Thursday, June 16, 2022 | 1:00 p.m. -4:00 p.m. |
| <input type="checkbox"/> | Thursday, June 30, 2022 | 1:00 p.m. -4:00 p.m. |

16. Please provide links to your bios from your organizational website or links to your LinkedIn:

* 17. Applicant one: Have you previously participated in racial equity programming or trainings in the past?

- Yes**
- No**

If so, please reflect on how you have changed your personal or professional practices as a result?

18. Applicant two: Have you previously participated in racial equity programming or trainings in the past?

Yes

No

If so, please reflect on how you have changed your personal or professional practices as a result?

* 19. Is the conversation of power a comfortable topic within your organization? Building the ability to have these discussions is an important part of Trust-Based Philanthropy, so please explain how these conversations currently happen or don't happen within your organization.

* 20. Where would you place your organization in the spectrum of your organization's trust-based philanthropy journey:

Not yet engaged

Early Stage - We are just beginning to operationalize some trust-based practices

Mid-Stage - We already practice some trust-based practices and are interested in going deeper

Late Stage - We are fully trust-based and continuing to refine and improve

Please offer any relevant context to your response above.

* 21. The goal of this cohort will be to advance tangible organizational progress toward a more racially equitable and trust-based approach to your organization's work, both internally and externally. As a pair, what do you specifically hope to activate or accomplish based on your participation in the cohort?

* 22. FOR PAIRS ONLY: We strongly encourage more than one person per foundation to attend. Because change happens on different levels and in different ways within an organization. We hope for cross-departmental teams to attend and work as pairs during this process. To help you identify pairs within your organizations who should apply, please think about the following questions and respond:

1. Please describe the scope of your role(s) within your organization and what levers of change are within the realm of your responsibilities.

2. How do your two roles complement one another? Please describe how the two of you might work together and/or how your joint participation might assist in helping you to implement this work.

* 23. We are building a cohort that is racially diverse and committed to creating a community that enhances and supports each other and the greater goal of equity in the sector. Please share your racial/ethnic identities:

Applicant One:

Applicant Two:

24. Additional comments



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Thank you for your interest.

We will follow-up with all applicants by Monday, March 7, 2022 regarding participation in the program.