

INTERNATIONAL FUNDRAISING

CONFERENCE

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Rebels, Renegades, and Pioneers

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Privilege, Power, and Justice: An awkward conversation (?)

Sexism. Homophobia. Transgender rights. Racism. Class. No matter what the law says, do we have justice yet?

And what is justice anyway? Does it really matter?

When was the last time you talked about these issues...and how connected they are to each other? When was the last time you examined your own unearned privilege?

This is tough stuff. Uncomfortable. Maybe even somewhat confrontational. So why bother? Why talk about privilege, power, and justice?

Why bother? Because it really does matter. Because this is about people's lives. And the nonprofit sector – and philanthropy – can make a very big difference.

Join in. There's so much more we can do.

But if you come, be prepared. Be prepared for candor and discomfort, challenging assumptions, and tough talk.

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Actually.... Is this really an awkward conversation?

Defining terms

Power

Privilege

Oppression

Story of babies in the river.
Traditional versus social change
philanthropy

Justice

Equality

Disadvantaged

Equity

ECONOMIC JUSTICE

Unearned privilege

Social Justice

Genie Story

Intersectionality

Research highlights –
In society
In the NGO sector

Distinguishing justice
from charity

Philanthropy as a
democratizing act

Socialization & bias

Conversation Topics

- Sexism**
- Racism**
- Homophobia**
- Islamophobia**
- What else?**

Fighting for change and justice.

IS YOUR NGO PREPARED TO LOSE DONORS &
GIFTS BECAUSE YOU TALK ABOUT JUSTICE ...
BECAUSE YOU PURSUE JUSTICE ...

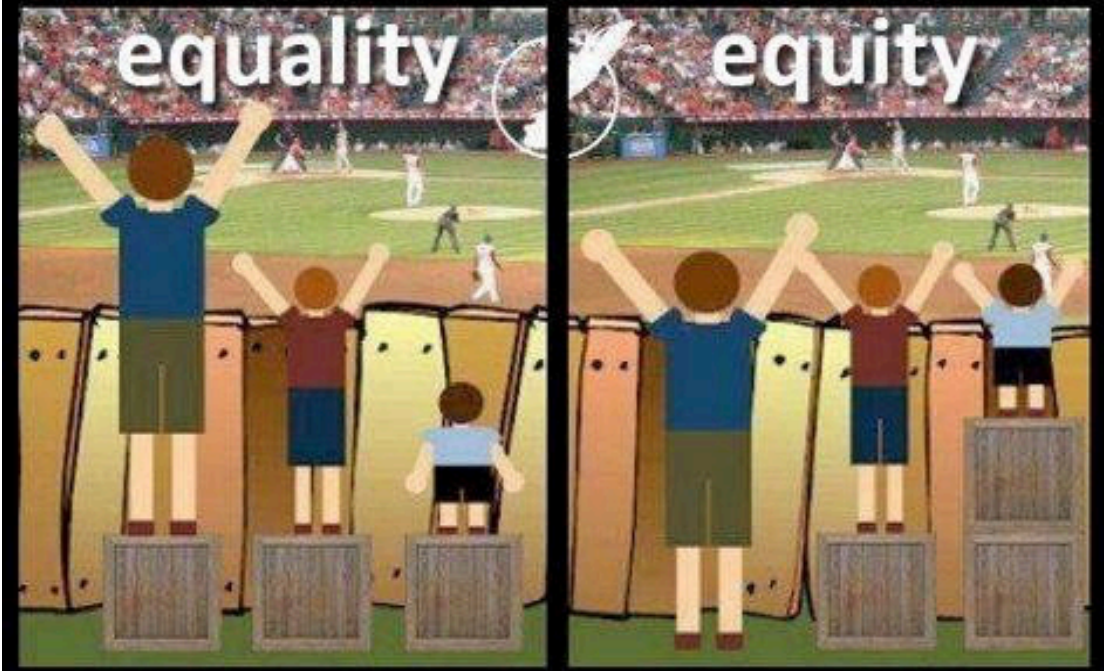
What is all this in service to?
Improves mission performance. Creates a better world.

How aware do you choose to be?

What role do you choose to play?

What level of risk are you willing and able to take?

How can we work together to make change?



equality

equity

Equality = SAMENESS

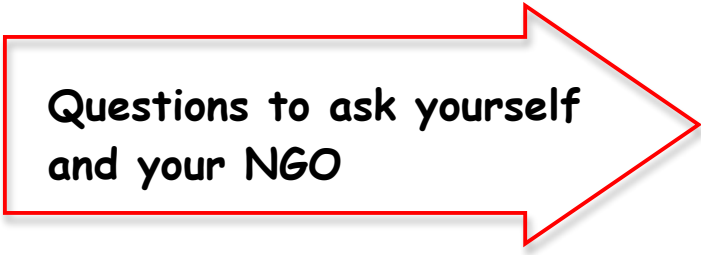
Equity = FAIRNESS

Equality is about **SAMENESS**, it promotes fairness and justice by giving everyone the same thing.

EQUITY is about **FAIRNESS**, it's about making sure people get access to the same opportunities.

BUT it can **only work IF everyone starts from the SAME place**, in this example equality only works if everyone is the same height.

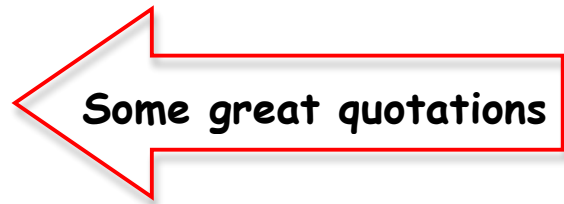
Sometimes our differences and/or history, can create barriers to participation, so we must **FIRST ensure EQUITY** before we can enjoy equality.



Questions to ask yourself and your NGO

1. How do **life experiences** factor into the need to achieve or repel power?
2. How does the social / cultural context empower or disempower people?
3. How do privilege and power affect civil society and civic capacity?
4. What is the nature of power when we talk about diversity and inclusion?
5. To what extent – in what ways – does the nonprofit/NGO sector and its volunteers and professionals – have an obligation to ask these questions and encourage this kind of conversation? Why and/or why not?
6. What is the nature of **your own personal privilege and advantage**? How does this affect your life experience and the way you interact with others?
7. How have you been taught and socialized to remain oblivious or aware of your privilege?
8. How can each of us better recognize and acknowledge our own privilege? How can we use this awareness?
9. How do you and I lessen the affect of our own privilege on others?
10. How does privilege feel?
11. What is the responsibility of those holding privilege and power – to those without either?
12. What level of risk are you able to take when it comes to asking cage-rattling questions (CRQs) – especially about questions about justice (and the intersectionality of issues) in your NGO, in your life?
13. **How are privilege, power, and politics linked**? How are they linked to philanthropy, fund development, and governance? How do privilege and power affect organizational culture and behaviors, fundraising and.....?
14. What is the language of privilege and power and how does language include or exclude people?
15. What is the “currency” of power, e.g., money and what else? How is power measured?
16. How is power acquired? How do we create power? How do we share power? How do we give away power?
17. How could (should?) the nonprofit sector and philanthropy serve as empowering tools?
18. Why is social change/progressive philanthropy the poor and often forgotten stepchild in our communities and in our nations?

“It is a sign of great inner insecurity to be hostile to the unfamiliar.” (*Anais Nin*)



“There may be times when we are powerless to prevent injustice. But there must never be a time when we fail to protest.” (*Father Dan Berrigan*)

“Cautious, careful people always casting about to preserve their reputations... can never bring about a reform. Those who are really in earnest must be willing to be anything or nothing in the world’s estimation, and publicly avow their sympathies with despised and persecuted ideas and their advocates, and bear the consequences.” (*Susan B. Anthony*)

“Injustice anywhere is a threat to justice everywhere. We are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly.” (*Martin Luther King, Jr.*)

“This is the oldest story in America: the struggle to determine whether ‘we, the people’ is a spiritual idea embedded in a political reality – one nation, indivisible – or merely a charade masquerading as piety and manipulated by the powerful and privileged to sustain their own way of life at the expense of others.” (*Bill Moyers: The Progressive Story of America, Friday, June 13, 2003, Take Back America Conference*)

“Charity is good, but supporting and creating social change are about power. Power can infuse lives with purpose and dignity. That opens up the possibility of joy. The life of the giver, as well as that of the receiver, is transformed... No matter who we are, no matter how much money we have, whatever our color, gender, age, religion, or language, we can bring change to the world around us. We can open our minds, roll up our sleeves, and reach out our hands.” (*Alfre Woodard, Robin Hood Was Right*)

“Giving isn’t a posture reserved for the rich or powerful. It is the responsibility and privilege of every man, woman, and child to participate in the task of building more just and humane societies.” (*Alfre Woodard, Robin Hood Was Right*)

Power concedes nothing without a demand. It never did and it never will.” (*Frederick Douglass*)

“Of all forms of tyranny, the least attractive and most vulgar is the tyranny of mere wealth.” (*Teddy Roosevelt*)

“If you are neutral in situations of injustice, you have chosen the side of the oppressor.” (*Desmond Tutu*)

“Philanthropy is commendable, but it must not cause the philanthropists to overlook the circumstances of economic injustice that make philanthropy necessary.” (*Martin Luther King, Jr.*)

“We must take sides. Neutrality helps the oppressor, never the victim. Silence encourages the tormenter, never the tormented.” (*Eli Weisel*)

Various resources about various forms of injustice and the fight for justice...

The Revolution Will Not Be Funded: Beyond the Non-Profit Industrial Complex. Author: INCITE! Women of Color Against Violence

The New Jim Crow: Mass Incarceration in the Age of Colorblindness, Michelle Alexander

From Peggy McIntosh

- “White Privilege: Unpacking the Invisible Knapsack”
- “White People Facing Race: Uncovering the Myths That Keep Racism in Place”
- “White Privilege: An Account to Spend”

What Money Can't Buy: The Moral Limits of Markets, Michael J. Sandel

Justice: What's the Right Thing to Do? Michael J. Sandel

The Secret History of Wonder Woman, Jill Lepore

The New Soft War on Women: How the Myth of Female Ascendance Is Hurting Women, Men – and Our Economy, Caryl Rivers and Rosalind Barnett, PhD

The Birth of the Pill: How Four Crusaders Reinvented Sex and Launched a Revolution, Jonathan Eig

The Means of Reproduction: Sex, Power, and the Future of the World, Michelle Goldberg

Always #LikeAGirl..... “What does it mean to do something like a girl.”

<https://www.youtube.com/watch?v=XjJQBJWYDTs>

Nickel and Dimed: On (Not) Getting By in America, Barbara Ehrenreich

The Self-Made Myth: And the Truth About How Government Helps Individuals and Businesses Succeed, Brian Miller and Mike Lapham

Body Counts: A Memoir of Activism, Sex, and Survival, Sean Strub

“Same Love,” Macklemore & Ryan Lewis, https://www.youtube.com/watch?v=hlVBg7_08n0

The Hidden Brain: How Our Unconscious Minds Elect Presidents, Control Markets, Wage Wars, and Save Our Lives, Shankar Vedantam

“The Science of Why We Don’t Believe Science,” Chris Mooney, *Mother Jones*, 2002

Buzz Feed present: “What is Privilege?” <https://www.youtube.com/watch?v=hD5f8GuNuGQ>

Robin Hood Was Right: A Guide to Giving Your Money for Social Change, Collins, Rogers, Garner
You Can’t be Neutral on a Moving Train, Howard Zinn

The Reverend Dr. William J. Barber II and Moral Mondays. <http://www.thenation.com/article/how-progressives-can-and-must-regain-the-moral-high-ground/>

Effective Philanthropy: Organizational Development through Deep Diversity and Gender Equality, Mary Ellen Capek and Molly Mead

Fundraising for Social Change, Kim Klein

“Philanthropy’s Moral Dilemma.” Joyaux, www.simonejoyaux.com.

“The Third Sector: Keystone of a Caring Society,” Waldemar Nielsen

The Nonprofit Quarterly, Summer 2002 issue: Race & Power

The Nonprofit Quarterly, www.nonprofitquarterly.org. So many articles about justice.
<https://nonprofitquarterly.org/2012/10/26/taking-action-for-social-justice/>

Steve Phillipps, *Brown is the New White: How the Demographic Revolution Has Created a New American Majority*.

What would you add?

What are you hearing and watching?

How will you help fight for change?