

Grantmakers in the Arts' and Hillombo's Pro-BIPOOC Arts Funding Community of Practice Workshop

September 2021

Be sure to follow us on Twitter at @GIArts, on Facebook at @GIArts, and on Instagram @grantmakersinthearts, and join the conversation using the hashtags #GIARacialEquity and #GIAVirtualWorkshops.



September series

- September 8, 2021 9am-12pm PT/12-3pm ET <https://us02web.zoom.us/j/88666752722>
- September 17, 2021 9am-12pm PT/12-3pm ET <https://us02web.zoom.us/j/88666752722>
- September 22, 2021 9am-12pm PT/12-3pm ET <https://us02web.zoom.us/j/88666752722>
- September 28, 2021 9am-12pm PT/12-3pm ET <https://us02web.zoom.us/j/88666752722>

To prepare in advance of Module 1 on September 8:

Grantmakers in the Arts' and Hillombo's Pro-BIPOC Arts Funding Community of Practice Workshop will *focus on your developing an experiment* ([download the experiment template here](#)) over the course of the four workshop modules.

The goal of the experiment will be to change, evolve or advance your organization or agency's practices to be pro-BIPOC and to organize other colleagues to collaborate with you in doing so. You will work on this experiment in dialogue with your peers and on your own throughout our four weeks together. You will then execute the experiment subsequent to the workshop.

Please come to the workshop with questions and ideas for points of intervention in your organization/ agency that you may develop into an experiment that you would like to develop and test. This could be a current program, practice or organizational/agency policy. These considerations could include development or re-design of tools such as requests-for-proposals, application, evaluation criteria for grants, etc.

Please read:

- [The Theory Behind the Practice: A Brief Introduction to the Adaptive Leadership Framework](#). This is an essential text as it describes leadership, the importance of organizing others toward change and the importance of treating those change efforts as emotionally resonant, iterative experiments.
- [This is a very brief summary](#) of The Theory Behind the Practice: A Brief Introduction to the Adaptive Leadership Framework.
- The other essential introductory text will be: [White Privilege in the Arts: the Tip of the Iceberg?](#) The text links to succinct explanations of the Adaptive Leadership frame, the Critical Race Theory frame, and Racial Capitalism, among others.
- Please prepare for the workshop by [watching this webinar](#) to gain a sense of GIA's grounding workshop, if you have not already taken it. We recommend viewing from a laptop or desktop computer.

Other texts include:

- Broad overview of Adaptive Leadership: [Cambridge Leadership Associates | Adaptive Leadership](#)
- Critical Race Theory: [The Bridge: Critical Theory: Critical Race Theory](#)

Agenda

September 8, 2021

9am-12pm PDT / 12-3pm EDT

<https://us02web.zoom.us/j/88666752722>

Module 1: RACE, PRO-BIPOC ADAPTIVE LEADERSHIP

Explore race as a process of organizing for the Ruling Class vs. organizing as part of anti-racist adaptive leadership

9:00am PDT/12pm EDT:	Introductions and establishing context
9:30am PDT/12:30pm EDT:	GIA: Changes over time
9:35am PDT/12:35pm EDT:	Folks who came before
9:45am PDT/12:45pm EDT:	Core Ideas of Adaptive Leadership
9:55am PDT/12:55pm EDT:	Our Guiding Question
10:05am PDT/1:05pm EDT:	Macro Themes
10:15am PDT/1:15pm EDT:	Break
10:25am PDT/1:25pm EDT:	Leadership and Organizing
11:10am PDT/2:10pm EDT:	Break
11:20am PDT/2:20pm EDT:	Pro-BIPOC Narrative Strategy
11:45am PDT/2:45pm EDT:	The Grants Budget and Euro Supremacy
11:55am PDT/2:55pm EDT:	Assignment for Next Module

Prior to next module, please review:

- Donella Meadows' [Leverage Points: Places to Intervene in a System](#)
- Please watch [Seeing Whole Systems | Nicky Case](#). The section from 15:00 – 26:00 addresses feedback loops as tools to address complex systems, which are elements of Donella Meadows' leverage points. The section from 8:00 – 15:00 addresses visualization of complex systems. The section from 4:50 – 8:00 addresses systemic interventions.

September 17, 2021

9am-12pm PDT / 12-3pm EDT

<https://us02web.zoom.us/j/88666752722>

Module 2: LEVERAGE POINTS & EXPERIMENTS

Explore places to intervene in a system and begin to design experiments

9:00am PDT/12pm EDT:	Introductions and establishing context
9:20am PDT/12:20pmEDT:	Experiments
9:35am PDT/12:35pmEDT:	Feedback loops
10:00am PDT/1:00pmEDT:	Small group activity
10:20am PDT/1:20pmEDT:	Debrief
10:30am PDT/1:30pmEDT:	Break
10:40am PDT/1:40pmEDT:	Critical race intervention/disruption + Leadership
10:55am PDT/1:55pmEDT:	Fractals, organizing, and leadership
11:10am PDT/2:10pm EDT:	Criteria to disrupt the reproduction of race in your organization/agency
11:50am PDT/2:50pmEDT:	Wrap-up and assignments for next module

Prior to next module:

- Come to session with the experiment for anti-racist arts grantmaking you want to implement or further in the next year
- Read [Knowing What to Do Will Never Be Enough](#) by Farhad Ebrahimi
- Please review [Power Moves](#) by National Committee for Responsive Philanthropy

September 22, 2021

9am-12pm PDT / 12-3pm EDT

<https://us02web.zoom.us/j/88666752722>

Module 3: POLITICAL MAPPING, ORGANIZING, EXPERIMENTING

Explore opportunities to organize toward pro-BIPOC cultural funding

9:00am PDT/12pm EDT:	Introductions and establishing context
9:20am PDT/12:20pm EDT:	Presentation and dialogue with guest speaker
10:00am PDT/1:00pm EDT:	Break
10:10am PDT/1:10pm EDT:	Mapping the anti-BIPOC, racist political landscape as part of organizing
10:45am PDT/1:45pm EDT:	Group discussion: Organizing strategies
11:00am PDT/2:00pm EDT:	Break
11:10am PDT/2:10pm EDT:	Application of anti-BIPOC political landscape and organizing strategies to our experiments
11:50am PDT/2:50pm EDT:	Wrap-up and assignments for next module

Assignments:

- Please read [Emergent Strategy pp 77-78](#) by Adrienne Maree Brown
- Re-review [The Theory Behind the Practice: A Brief Introduction to the Adaptive Leadership Framework](#)
- Please re-review [this very brief summary](#) of The Theory Behind the Practice: A Brief Introduction to the Adaptive Leadership Framework

September 28, 2021

9am-12pm PDT / 12-3pm EDT

<https://us02web.zoom.us/j/88666752722>

Module 4: ADAPTIVE LEADERSHIP & EMERGENT STRATEGY

Share our models of pro-BIPOC organizing and how we can support one another over the next year

- 9:00am PDT/12pm EDT: Introductions and establishing context
- 9:25am PDT/12:25pm EDT: Adaptive leadership & emergent strategy
- 9:45am PDT/12:45pm EDT: Save the last word for me
- 10:15am PDT/1:15pm EDT: Break
- 10:25am PDT/1:25pm EDT: Breakout group offerings
- 11:10am PDT/2:10pm EDT: Mapping imaginaries, producing chaos
- 11:30am PDT/2:30pm EDT: Continuing to organize for pro-BIPOC arts funding ecosystem
- 11:50am PDT/2:50pm EDT: Wrap-up and next steps

Workshop Facilitators

Nadia Elokdah

Vice President & Director of Programs, Grantmakers in the Arts



Nadia Elokdah is an urbanist, designer, and cultural producer. She currently serves as deputy director and director of programs for Grantmakers in the Arts. Most recently she served as special projects manager with the New York City Department of Cultural Affairs, and she coordinated and co-authored the City's Monuments Commission and CreateNYC, the first-ever comprehensive cultural plan for NYC in 2017. In this role, she coordinated and led hundreds of engagements with a broad cross-section of the peoples, communities, and stakeholders city-wide. Elokdah is a trained architect and design strategist, researcher, professor, and published author. She holds a Master of Arts in Theories of Urban Practice from Parsons The New School for Design and a Bachelors of Architecture from Temple University.

Justin Laing

Principal, Hillombo



Before starting Hillombo in 2017, Justin worked as a Senior Program Officer of Arts & Culture at The Heinz Endowments for more than a decade. His work focused on small and mid-sized arts organizations, out of school time arts education and Black arts organizations, with a particular interest in participatory grantmaking. He came to philanthropy having worked for ten years as the Assistant Director of Nego Gato, Inc, an Afro Brazilian Music, Dance, and Martial Arts company where he taught, performed and ran the day-to-day operations. Justin has a BA in Black Studies from the University of Pittsburgh and a Masters Degree in Public Management from Carnegie Mellon University. Justin serves as the co-chair of ArtsinHD, an arts planning and creation process in Pittsburgh's Hill District to support the neighborhood's master plan and mark the neighborhood as a place for liberatory Black culture. Justin is the son of Susan and Clarence Laing, the father of Kufere, Etana and Adeyemi Laing, and a member of Omega Psi Phi Fraternity.

Edwin Torres

President & CEO, Grantmakers in the Arts



Edwin Torres joined Grantmakers in the Arts as president & CEO in October 2017. Torres served on the GIA board of directors from 2011 through 2016. He most recently served as deputy commissioner of cultural affairs for New York City, where he worked on elements of the city's long-term sustainability plan, a study of and efforts to support the diversity of the city's cultural organizations and the city's first cultural plan. Prior to joining the NYC Department of Cultural Affairs, he was a program officer with The Rockefeller Foundation, where he worked on the foundation's support for arts and culture, jobs access, and resilience. He has also served in the dean's office at Parsons the New School for Design, on the arts and culture team at The Ford Foundation as well as on the staff of the Bronx Council on the Arts. He holds a Master of Arts in Art History from Hunter College and a Master of Science in Management from The New School.

Aaron Dorfman

President and CEO, National Committee for Responsive Philanthropy



Aaron Dorfman is president and CEO of the National Committee for Responsive Philanthropy (NCRP), a research and advocacy organization that works to ensure America's grantmakers and wealthy donors are responsive to the needs of those with the least wealth, opportunity and power. Dorfman, a thoughtful critic, frequently speaks and writes about the importance of diversity, equity and inclusion in philanthropy, the benefits of funding advocacy and community organizing, and the need for greater accountability and transparency in the philanthropic sector. Before joining NCRP in 2007, Dorfman served for 15 years as a community organizer with two national organizing networks, spearheading grassroots campaigns on a variety of issues. He holds a bachelor's degree in political science from Carleton College, a master's degree in philanthropic studies from the Lilly Family School of Philanthropy at Indiana University and serves on the boards of Capital & Main, The Center for Popular Democracy and re:power.