

2018



FUNDERS FOR
LGBTQ
ISSUES

THE
ANNUAL
GATHERING
OF GRANTMAKERS
COMMITTED
TO
LGBTQ ISSUES

FUNDING
FORWARD

new orleans  march 14-16

WELCOME



Reaching Our Unknown Queer Colleagues to Catalyze Mainstream Funding



Storme Gray

Director of Programs

Emerging Practitioners in Philanthropy



Survey Overview & Issue Brief Sneak Peak

Brian Schultz

**Community Outreach Manager
Foundation Center Midwest
Ohio LGBTQ Funding Ambassador**

Kristi Andrasik

**Program Officer
The Cleveland Foundation
Ohio LGBTQ Funding Ambassador**



The Survey Journey

Spring 2017: Stories from the Field

2017- 2018: Expanding Distribution

Looking Ahead: Issue Brief

Today: Applying Emergent Themes to Our Work

It is exhausting to have to constantly be coming out or feel as though I'm not being seen for who I truly am

Not being seen or related to as my authentic self takes an emotional and mental toll

When same-sex marriage was legalized, no one in my office celebrated. I felt isolated.

I feel largely invisible as a lesbian in philanthropy, and I feel like my colleagues sometimes do not seek my input when reviewing grants from the LGBTQ community, even if they lack knowledge or cultural familiarity themselves.

Navigating Work as Authentic Self

I feel that my lived experience in the LGBTQ community is completely overlooked

When I suggested we issue a statement in support of a policy issue impacting LGBTQ folks, one co-worker was supportive, but then when the communications director dismissed the idea he laughed and said he was just joking. It's not a joke. It's my life.

As a queer person in a relationship with an opposite-sex partner, everyone just assumes I'm straight. Often it seems too difficult and tiresome to try to explain



Barriers to Advocating Internally

- Foundation does not recognize the connection between existing priority areas and LGBTQ+ issues
- Foundation does not see a place for LGBTQ+ issues in its racial equity or social justice framework
- Professionally risky and complex for LGBTQ+ staff person to be the internal advocate



Internal Advocacy Successes

Moments of Foundation Visibility

→ Might seem small

→ May have actually taken significant effort & risk

→ How can we capitalize on these moments?



What Do They Wish We Knew?

- The absence of blatant homophobia and hostility does not mean freedom
- Professional risk and personal sacrifices are regularly being made
- Folks are feeling isolated, drained, & anxious



Strategies & Resources Needed

- Tools for internal advocacy
 - Data (especially *localized*) about LGBTQ+ health, social, education, economic *disparities* and *needs*
 - Messaging help
 - Mainstreaming guide
- Access to a professional support network
 - Connect with others who ‘get it’
 - Safe space for strategic discussions & to be seen/acknowledged
 - Strategic guidance
 - Trainings



Let's Get to Work

Katie Carter
Pride Foundation

Sam Blackwell
Greater Twin Cities United Way

Kelli King-Jackson
The Simmons Foundation
Texas LGBTQ Funding Ambassador

Tanya Gulliver-Garcia
Foundation for Louisiana



Ideas
from
today's
work
groups

- Talk about experience attending FF18 – present about it, blog about it, so others see it & can find you
- Make yourself as visible as possible – if you have safety to be visible do it to signal to others that they can reach out to you
- Package and distribute/present data
- Create templates to distribute
- Honor/acknowledge a foundation or individual doing the work (even if it's small/moving toward the work) to create positive vibes and legitimacy
- Hold a local convening for folks interested in this work – be strategic when determining how formal to make it and what to call it (ie: “funders interested in diversity issues”)
- Regularly scan grant award announcements, social media, events, etc of local funders to find small moments of visibility, possible catalysts to reach out
- Use your own LGBTQ grantmaking to partner/support a project, issue, population a local funder cares about – demonstrate your partnership/intersectionality