

00:47:19 Adrienne Fritze (she/her): Hello Andrea!

00:47:22 Adrienne Fritze (she/her): Welcome

00:48:00 Andrea Garcia: Hi Adrienne, thank you!

00:48:17 Karen Green: Hello from Portland, Oregon!

00:48:41 Jeannie Sager: Hello from Indianapolis, Indiana!

00:48:42 Lori-Anne Williams: Hello from Minnesota!

00:48:45 Adrienne Fritze (she/her): Portland OR! My old home town! Welcome!

00:48:46 Michelle Shireen Muri (she/her): YAS D.C.!

00:48:50 Christina Johnson: Hello from Corning, NY

00:48:51 Cilia Jurdy: Hello from Seattle!

00:48:52 Kaitlin Levenstrong: Hello from San Francisco!

00:48:52 Michelle Shireen Muri (she/her): Hey Minnesota!!!

00:48:56 Michelle Shireen Muri (she/her): HOTLANTA!

00:48:58 Leslie Hamilton:Hi from Seattle!

00:49:03 Abigail Pratt: Hello from Seattle!

00:49:07 Michelle Shireen Muri (she/her): We see you Yakima!

00:49:07 Askala Harris: Hello from Texas!

00:49:08 Emily Payne: Greetings from Eugene, Oregon!

00:49:09 Esther Wiesner:Esther from Philadelphia

00:49:10 Chris Templeton: Hi everyone from PA

00:49:10 Neely Heubach: Neely (she/her) from Minneapolis!

00:49:14 Natalie Lenz: Hi from Tampa

00:49:19 Marisa DeSalles: Hi from Sacramento!

00:49:19 Jennifer Gill: Hello from IFC in Chapel Hill, NC!

00:49:21 Laura Van Zandt: Laura from MA

00:49:21 Greg Carpinello: Hello from Portland OR!

00:49:26 Ashley Howard: Hello from Chicago! Ashley she/her

00:49:30 Dawn Grenier: Dawn (she/her) from Lowell MA!

00:49:31 Michelle Shireen Muri (she/her): App North Carolina!

00:49:32 Zakiya Lord: Greetings from Brooklyn

00:49:35 Lily Grant: Hi from Milwaukee! What's up fellow Midwesterners!

00:49:36 Sofie Kline: Hello from Seattle, WA! Sofie She/Her

00:49:37 Rachel Jellinek: Hello from Rachel Jellinek, Reflection Films, in Boston

00:49:39 A.B. Orlik: Greetings from Madison WI

00:49:40 Catherine Hayes: Catherine from Portland, OR (she/hers)

00:49:41 Matthew Giddings: Hello from Elsewhere in Greensboro, NC - Matthew Giddings

00:49:43 Michelle Shireen Muri (she/her): CANADA!!!

00:49:43 gavin somers: hello from Vancouver Canada

00:49:44 Adrienne Fritze (she/her): So many places represented! Going by like LIGHTENING!  
Texas, D.C. Chicago, Brooklyn in da house!

00:49:50 Camille Vaughn: Hi from Palouse, WA (she/hers)

00:49:52 Laura Van Zandt: Laura she/her from MA

00:49:53 Carina Schubert: Hi from Seattle!

00:49:53 Erica Busillo Adams: Erica (she/her)-hello from Providence, RI!

00:49:54 Wes Kim: Hi from Seattle

00:49:54 Michelle Shireen Muri (she/her): You are welcome Michael!!!

00:49:55 Lindsey Mott (she/her): Hello, from Binghamton, NY!

00:49:58 Karen Hopper: Another from Washington DC!

00:50:01 Mary Cockram: Hello from Connecticut!

00:50:05 Michelle Shireen Muri (she/her): B.HAM in the house!

00:50:06 Heather Hiscox: Hi all, from (thankfully) rainy Tucson, AZ!

00:50:08 Adrienne Fritze (she/her): Canade! Virginai! Washington state! Welcome!

00:50:10 Meaghan Harrigan: Hello from San Diego, CA

00:50:10 Marni Ness: More from Seattle!

00:50:11 Casey Engels: hello from winooski, vermont!

00:50:11 Leah van Hoeve: Also from Seattle!

00:50:12 Celia Turner: hello all, greetings from Harlem, Celia (all pronouns)

00:50:13 Yanelis Valdes: Hi all -- from Miami, FL! (she/her)

00:50:14 Meghan Johnson: Hi! Meghan (she/her) from Philadelphia!

00:50:15 Nicole Smith: Nicole Smith, Minnesota

00:50:16 Jesse Sheets: Hello from Salt Lake City, UT!

00:50:17 Michelle Shireen Muri (she/her): WE CAN'T GET ENOUGH CANADA!

00:50:22 Kelly Carr: Hi from Chicago

00:50:24 Andrew Keeler: Andrew Keeler from Indianapolis, IN

00:50:28 Lauren Adams: Hello! Lauren Adams (she/her) from Oakland.

00:50:30 Michelle Shireen Muri (she/her): More New Mexico! Woo!

00:50:30 Melody Hernandez: San Francisco

00:50:31 Alison Woods: Hello from Eastern Connecticut!

00:50:35 Danielle Richardson: Danielle (she/her) Saskatoon, Canada

00:50:37 Andrea Carmichael: Hi, Andrea Carmichael (she/her) from Tucson, AZ

00:50:40 Michelle Shireen Muri (she/her): Bring it CHI-town!

00:50:42 Lucienne Aggarwal: Hi from Lucienne Aggarwal (she/her), Seattle WA

00:50:47 Sarah Shapiro: Sarah (she/her) in Minneapolis!!

00:50:49 Carina Raddatz: Carina Raddatz, Washington

00:50:50 Kurt Reighley: Kurt B. Reighley (he/him) from Tucson, AZ!

00:50:56 Katie Vukovic: Katie Vukovic, Washington, DC

00:50:57 Julie Euber: Julie Euber (she/her) from Phoenix, AZ!

00:51:00 Adrienne Fritze (she/her): Yowser! New Mexico! San Francisco! NoLa! So glad to have you here!

00:51:06 Katie Briggs: Katie Briggs (she/her) from Portland, OR. Hi!!

00:51:09 Danielle Cadhit: Hi from Toronto

00:51:16 Alyxe Lett (she/her): Hi from Sacramento, CA!

00:51:19 Kathy Hsieh: Kathy Hsieh from Seattle, WA the land of the Coast Salish, specifically the Duwamish Tribe

00:51:20 Laurel Edson: Laurel Edson (she/her) in Ventura, CA :)

00:51:26 Michelle Shireen Muri (she/her): YAS NYC! We see you!

00:51:29 Michelle Shireen Muri (she/her): We see you LA!!!

00:51:30 Sarina Noone: Hello from Ithaca, NY!

00:51:38 Victoria Lauing: Victoria Lauing, Minneapolis MN

00:51:44 Joanie McBrien, she/her: Hello from Berkeley, CA!

00:51:49 Johnisha Levi: Johnisha Levi (she/her), Nashville

00:51:57 Julia Zarccone: hello from Los Altos California

00:51:58 Ana Baranda: Ana She/Ella, Western NC

00:52:04 Jill Petsel: IOWA

  

00:52:06 Jeremy Shatan: Jeremy Shatan NYC

00:52:07 Joseph Haverlock He/They: Hey from NJ!

00:52:10 Katy Roberts: Katy she/her from Boston

00:52:11 Marc Pitman: Marc Pitman Greenville, SC

00:52:11 Katie Alheim: Hi from Los Angeles!

00:52:14 Alyssa Bogosian (she/her/hers): Hello! Alyssa from Boston, MA

00:52:15 Soudary Kittivong-Greenbaum: Dallas

00:52:16 Natalie Smith: Hi from NYC!

00:52:16 Kelli Serio: Hello from Tampa FL

00:52:21 Allison Hood: Hi! Allison (she/her) from VOX ATL in Atlanta, GA

00:52:24 Jeanette Elstein: Jeanette (she/her), Philadelphia

00:52:29 Maricela Wexler (she/her/hers):Maricela in Arcata, California

00:52:30 Paige Deegan: Hi from Austin, TX!

00:52:33 Todd Barr: Hello from Peterborough, Ontario, Canada

00:52:46 Lauren Lesser: Hello from Poulsbo, WA!

00:52:46 Blair Janis: Blair (she/they), Chicago - thank you for hosting us today!

00:52:48 Adrienne Fritze (she/her): Welcome 🙌🙌🙌

Acknowledgements 🙏🙏🙏

Who's in the Room 🧑🧑🧑

Data Says! 📊🗣️

Now what? Moving Forward Together 🗣️👤👥👥👥👥👥

Q&A

00:53:10 Nora Kyger: Nora Kyger (she/her) Chicago. Can't seem to find my name on my zoom screen.

00:53:13 Adrienne Fritze (she/her): Welcome 🙌🙌🙌

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Who's in the Room 🗣️🗣️🗣️

Data Says! 📊🗣️

Now what? Moving Forward Together 🗣️👤👥👥👥👥👥

Q&A

00:53:23 Sharon Barto Gouran (she/her): Sharon (she/her). Hello from Seattle!

00:53:29 Jan Brazzell: Hi, all! Jan Brazzell, from Tacoma, WA here.

00:53:29 Rebecca Brown: heyyyy Anna Rebecca and Michelle!

00:53:33 Rebecca Brown: hi from NWIRP!

00:53:40 Anna Nielsen: Hi! Anna Nielsen (she/her), Sacramento, CA. Formerly Minneapolis, MN.

00:53:48 Sharon Wasco: Sharon Wasco (she/her) from traditional land of the Erie people in Northeast Ohio

00:53:53 Elizabeth Bates: Elizabeth (she/her) from New Orleans - hey, all!

00:53:53 Melia Smith: Melia (she/her) Phoenix, AZ

00:53:55 Rachel Branaman: Rachel (she/her), Washington, D.C.

00:54:01 Cilia Jurdy: Cilia (she/her), Seattle, WA

00:54:04 Steph Wilkes: Steph Wilkes, hi from Seattle WA!

00:54:09 Hera Syed: Hera Syed (she/her) NYC

00:54:11 Page Pless: Page Pless (she/her), Seattle, WA

00:54:14 samie detzer: Clare Hatlo (she/her) from Seattle, WA!

00:54:15 Sandee Jackson: Sandee Jackson (she/her), Charleston, SC

00:54:16 Ruth McLean Dawson: Ruth Anne

00:54:17 Karina Chow: Karina Chow (she/her) Abbotsford, BC Canada

00:54:17 Christine Loreda: Christine (she/her) from Seattle, WA in the Central District

00:54:17 Yvonne Lerew: Hi! Yvonne Lerew, St Paul MN

00:54:20 Katie Alheim: Katie (she/her), Los Angeles, CA. Hi all!

00:54:22 Roland Carette-Meyers: Roland C. (he/him) , Seattle

00:54:22 Aaron Jin: Hey hey! Aaron from Seattle, traditional lands of coast salish and Duwamish!

00:54:22 Jennifer Souers Chevraux: Jennifer Souers Chevraux (she/her) from Cleveland, Ohio

00:54:28 Darrell Pirtle: Darrell Pirtle (he/him,) Indianapolis, IN

00:55:00 LizaDawn Aduviso: LizaDawn Aduviso (she/her), hello from the Bay Area, CA!

00:55:08 Maani Waldor: Hi! Maani Waldor (she/Her) Philadelphia, PA

00:55:13 Lori-Anne Williams: L.A. Williams (she/her) from MN

00:55:14 Stephanie Miller: Stephanie M. (she/her) from Albuquerque, NM.

00:55:15 Theresa Chavez: Hola! Theresa Chavez (she/her); Los Angeles

00:55:16 Kristi Nelson: Hello! Kristi (she/her) from Seattle

00:55:20 Marion Mohrlök: Marion (she/her), Seattle, WA

00:55:21 Meagan L. Butler: Meagan Lee Butler (she/her) Brooklyn, NY

00:55:24 Casey Rafter: Hi! Casey (she/her) from NYC

00:55:26 Jessie Nowak: Jessie from Portland, OR

00:55:27 Caroline Lutkewitte: Hi all! Caroline (she/her) from NOLA which is Choctaw & Chitimacha land

00:55:27 Rebecca Elliot: Rebecca (she/her) from Charlotte, NC

00:55:35 Molly Boland: Hello! Molly from Minneapolis (she/her)

00:55:41 Hannah Paton: That was beautiful. Thank you for starting the meeting by grounding. I didn't realize I needed that, but I did.

00:55:43 Alyson Woods: Alyson Woods (she/her) from Nashville

00:56:10 Michelle Johnson: Michelle (she/her) Seattle, WA

00:56:16 Cecilia Peredo: Cecilia Peredo from Louisville KY

00:56:25 Holly Thompson: Holly Thompson (she/her) from Seattle, WA!

00:56:27 Marc Pitman: Catawba

00:56:29 Katie Alheim: Chumash

00:56:29 Margaret Toomey: Margaret Toomey (She/they) on Catawba Nation land in North Carolina.

00:56:30 Kurt Reighley: Tohono O'odham

00:56:30 Neely Heubach: Dakota land, particularly Sisseton and Wahpeton bands

00:56:32 Rachel Rodriguez: Tewa

00:56:33 Cilia Jurdy: Duwamish

00:56:33 Adrienne Fritze (she/her): [Native-land.ca](http://Native-land.ca)

[Realrentduwamish.org](http://Realrentduwamish.org)

00:56:33 Karina Chow: Coast Salish - Sto:lo

00:56:34 Roland Carette-Meyers: Duwamish

00:56:34 Jennifer Gill: Eno

00:56:35 Joanie McBrien, she/her: Ohlone

00:56:35 sarah bruhns: Miwok

00:56:35 LizaDawn Aduviso: Ohlone

00:56:37 Kristi Nelson: Coast Salish. Duwamish

00:56:37 Emily Payne: Kalaypua

00:56:38 Holly Thompson: Coast Salish - Duwamish

00:56:39 Leah van Hoeve: Duwamish and Coast Salish

00:56:39 Michelle Shireen Muri (she/her): Coast Salish, Lummi, Duwamish

00:56:41 Rebecca Brown: Duwamish and coast salish

00:56:41 Stephanie Miller: Pueblos

00:56:42 Erika Babins: Coast Salish, Musquem

00:56:42 Kerstin Kastetter: Pequot

00:56:42 Kelli Serio: Seminole

00:56:42 Maani Waldor: Lenape

00:56:43 Catrin Watts (they/them): Coastal Salish, Duwamish

00:56:43 Sarah Shapiro: Dakota and Anashinabe

00:56:44 Abigail Pratt: Duwamish

00:56:44 Allison Fabara: Jicarilla Apache and Pueblo land

00:56:45 Laurel Edson: Chumash

00:56:45 Karen Green: Clackamas

00:56:46 Jan Brazzell: Coastal Salish and Puyallup

00:56:46 Marisa DeSalles: Nisenan

00:56:48 Christine Loreda: Duwamish, Coast Salish

00:56:49 Wes Kim: Duwamish

00:56:50 Leslie Hamilton: Duwamish

00:56:51 Jenn Schooley: Duwamish and Coast Salish

00:56:53 Rebecca Elliot: I think Catawba and/or Cherokee

00:56:54 Laura Van Zandt: Pawtucket

00:56:54 Maricela Wexler (she/her/hers): Unceded Territory of the Wiyot

00:56:54 Jill Pfeiffer: Ho Chunk/ Winnebago - Madison, Wisconsin. Thank you for honoring

00:56:55 Jill Petsel: meskwaki

00:56:55 Catherine Hayes: Clackamas

00:56:56 Alma Dea Michelena: Duwamish

00:56:57 Heidi McElrath: Hello, Heidi McElrath (she/her) from Seattle, occupied Coast Salish and Duwamish land.

00:56:59 Alison Woods: Western Nehantics and Pequots

00:57:01 Catherine Krummey: Snohomish

00:57:02 Grace Rennie: Hi! Grace in New Orleans/Bulbancha where many tribes met and traded - Choctaw, tunica-Biloxi, Houma, chitimacha

00:57:03 Ana Baranda: Cherokee

00:57:04 Marion Mohrlök: coast salish and Duwamish

00:57:05 Danielle Richardson: Treaty 6 Territory: Cree, Objibwe, Metis

00:57:07 Hannah Paton: Coeur d'Alene or Schitsu'umsh

00:57:07 Casey Engels: unceded abenaki land in new england

00:57:08 Lily Grant: Kiikaapoi

00:57:11 Blair Janis: Chicago is on the land of the Kiikaapoi (Kickapoo), Peoria, Bodéwadmiakiwen (Potawatomi), and Miami

00:57:13 Jeanette Elstein: Leni-Lenape

00:57:14 Todd Barr: Situated on the traditional territory of the Michi Saagig Anishinaabe, adjacent to Haudenosaunee territory and in the area covered by the Williams Treaty.

00:57:16 Alyson Woods: Cherokee, Shawnee, S'atsoyaha

00:57:17 Alyxe Lett (she/her): Nisenan

00:57:19 Joseph Haverlock He/They: Lenape land in NJ

00:57:19 Lisa Harley: The Multnomah are a tribe of Chinookan people who live in the area of Portland, Oregon

00:57:19 Rachel Branaman: Piscataway and Pamunkey

00:57:23 Anna Nielsen: Nisenan

00:57:25 Lauren Lesser: Suquamish

00:57:28 Natalie Smith: Lenape land

00:57:29 Lori-Anne Williams: Wahpekute

00:57:30 Kim Crosby: Clackamas

00:57:32 Sofie Kline: Coast Salish peoples, Duwamish Tribe

00:57:34 Kori Jock: Potawatomi

00:57:37 Katy Roberts: the Massachusett people

00:57:38 Melody Hernandez: Ohlone

00:57:41 Erica Busillo Adams: Narragansett

00:57:44 Liberty Britz: Pawtucket

00:57:44 Christina Johnson: Onöndowa'ga:' (Seneca) Haudenosaunee Susquehannock

00:57:45 Victoria Lauing: Anishinaabe

00:57:51 Johnisha Levi: Chickasaw, Shawnee, & Yuchi

00:57:51 Rachel Jellinek: Pawtucket

00:57:52 Mary Cockram: Poquonook

00:57:53 Soudary Kittivong-Greenbaum: Wichita

00:57:55 Jeremy Shatan: NYC was "purchased" from the Lenape people about 400 years ago...

00:57:56 Chris Templeton: Susquehannock & Lenape  
00:57:56 Stacey Nakagawa: Coast Salish and Duwamish  
00:57:58 Amanda Wilson: Cheyenne & Jicarilla Apache  
00:58:00 Adrienne Fritze (she/her): Realrentduwamish.org  
00:58:03 Soudary Kittivong-Greenbaum: Kiikaapoi  
00:58:04 Michelle Kannan: Piscataway//Nacotchtank  
00:58:12 Nora Kyger: My part of Chicago is: Kiikaapoi (Kickapoo) ↗

Peoria ↗

Bodéwadmikiwen (Potawatomi) ↗

Miami ↗

Očeti Šakówiŋ (Sioux) ↗

00:58:13 Jennifer Dieter: Hello! Jennifer (she/her) from Minneapolis - Wahpekute, Sioux, Anishinabewaki  
00:58:14 Esther Wiesner: Lenape Haki-nk (Lenni - Lenape)  
00:58:22 Sarina Noone: Onondaga and Cayuga  
00:58:25 Hope Middleton: Pawtucket & Massa-adchu-es-et  
00:58:32 Katie Johnson: Coast Salish  
00:58:32 Rebecca Elliot: Sugaree and Catawba, actually  
00:58:42 Katie Briggs: Atfalati and Kalapuya  
00:58:49 Kelly Carr: Očeti Šakówiŋ (Sioux), Miami, Bodéwadmikiwen (Potawatomi), and Peoria

Kiikaapoi (Kickapoo)

00:58:50 Maureen McCauley: Hello from Maureen (she/her) in Seattle, on Duwamish land. realrentduwamish.org  
00:59:03 Jan Brazzell: RIP Manny Ellis, Tacoma, WA

00:59:18 Rebecca Brown: oh goodness that no new youth jail victory is amazing!!!!

00:59:19 Kaitlin Levenstrong: Ramaytush and Ohlone

00:59:39 CCF Seattle: <https://decriminalizeseattle.com/>  
<https://nonewyouthjail.com/>

01:00:02 Kathleen Dowd: Also Pocumtuc

01:00:18 CCF Seattle: <https://communitycentricfundraising.org/history/>

01:00:21 Jennifer Souers Chevraux: Erie, Huron, and Mississauga

01:01:06 Paige Deegan: Tonkawa, Comanche and Sana

01:01:15 CCF Seattle: <https://www.linkedin.com/in/annarelopez/>  
<https://twitter.com/AnnaReLo>

01:01:27 Laura Johnson: YES aquarius Anna Rebecca SAME!

01:02:29 Lucienne Aggarwal: Coast Salish, Duwamish

01:04:07 Marion Mohrlök: Human Services!

01:04:24 Todd Barr: all of the above - we're a foundation

01:04:25 Johnisha Levi: Food insecurity

01:04:34 Michelle Shireen Muri (she/her): Wow! Scattered results - we are diverse in our work!

01:04:37 Maureen McCauley: Child welfare advocacy

01:04:41 Stuart Jamieson: Religion

01:04:43 Karen Hopper: agency!

01:04:48 Catherine Hayes: \*Arts education :)

01:04:51 Haley Hanson: Food insecurity

01:04:55 Catrin Watts (they/them): Library foundation

01:04:57 Sarah Hall Aguila: nonprofit fundraising and capacity building!

01:04:58 Kristi Nelson: human services

01:04:58 Nora Kyger: fundraising consulting

01:05:01 Kelli Serio: Mentoring/Youth

01:05:02 Sarah Shapiro: refugees

01:05:02 Christine Loreda: Political advocacy

01:05:04 Kathleen Jacob: Food insecurity

01:05:07 Jan Brazzell: consulting

01:05:08 Allison Hood: youth development!

01:05:08 Katie Alheim: Youth development in a low income community

01:05:12 Jeremy Shatan: Health care.

01:05:18 Danielle Richardson: 2SLGBTQ+ community services

01:05:20 Dawn Grenier: grant writing consultant for human services, incl. youth, housing, food security and more!

01:05:20 Hera Syed: Nonprofit fundraising consulting

01:05:22 Laura Van Zandt: Healthy relationships and ending domestic and sexual violence

01:05:23 Esther Wiesner: safe and healthy housing to keep homeowners in their houses and help create generational wealth

01:05:24 Alyssa Bogosian (she/her/hers): Digital equity

01:05:32 Claire Groebner: Food insecurity, health education, env. stewardship, urban ag, ec. development

01:05:44 Lisa Harley: Executive Board Member for Arts Education

01:05:46 Jennifer Souers Chevraux: Art Therapy = Art + Mental Health

01:09:08 Jennifer Gill: food insecurity, housing, social justice

01:10:22 Nicole (they/them): Wait, what was that part? Only 14 participants were BIPOC?

01:10:27 Michelle Shireen Muri (she/her): The survey was International

01:10:52 CCF Seattle: 14% were BIPOC

01:10:56 Michelle Shireen Muri (she/her): The 90 fundraisers came from Seattle

01:11:01 Nicole (they/them): Got it, thanks

01:11:02 Michelle Shireen Muri (she/her): We were surprised there were so many of us!

01:13:29 Marion Mohrlök: What # does the 14% translate into?

01:14:27 Michelle Shireen Muri (she/her): Exactly!!!

01:15:01 Camille Vaughn: I apologize, I need to leave for another meeting but am looking forward to receiving the recording so I can still learn from this valuable opportunity.

01:16:36 Amanda Vail: I have to hop into another meeting as well, alas! But this has been super informative and the information is so critical. Thank you for surfacing it, and I look forward to returning to the recording in the future.

01:17:57 Lauren Adams: Greatly relieved not to be alone.

01:18:03 Lily Grant: I feel so relieved to know I'm not the only one that feels like there has to be a better way

01:18:04 Karen Hopper: the more I learn about antiracism, the more unhappy I am with the industry's practice in general

01:18:08 Laura Johnson: I think the data shows we are ripe for making some changes during a time in the US when there are significant social needs and fundraising needs w/in our orgs.

01:18:08 Christa Orth: The data is showing that we have the momentum to make change now!

01:18:12 Carly Wickell: Same, hopping to a meeting but I can't wait to watch the recording and share it with colleagues!

01:18:35 Michelle Shireen Muri (she/her): WORD to all this.

01:18:36 Lindsey Jakiel Diulus: I am unhappy because I feel like white comfort is the priority with donor-centricity as the "excuse" for maintaining and protecting white comfort

01:18:38 Kristi Nelson: I'm glad so many of us feel the way fundraising is done is problematic

01:18:40 Michelle Shireen Muri (she/her): I see you Nicole!

01:18:49 Kathleen Dowd: Do we know the racial breakdown of today's attendees?

01:18:52 Hope Middleton: Curious how we can leverage the power of numbers to move those in positions of power to make the changes we clearly want to see--but are we all unhappy about the same things and what would change look like?

01:18:54 Anna Nielsen: It would be valuable to have a conversation about storytelling without tokenism.

01:18:56 Michelle Shireen Muri (she/her): Hey Selina!

01:18:59 Rachel Rodriguez: Momentum! Data to use to make change!

01:19:16 Sarah Shapiro: True Lindsey!

01:19:24 Catherine Hayes: Same same here: I am unhappy because I feel like white comfort is the priority with donor-centricity as the "excuse" for maintaining and protecting white comfort

01:19:26 Sarah Hall Aguila: I think foundations are moving in the right direction, at least in the DC area, but I haven't been thrilled with a lot of the professional development opportunities - still very white-and-donor-centered, not grounded in community

01:19:54 Sandee Jackson: I think that's likely true of many major metro areas.

01:20:07 Holly Newman Dzyban: ^^ Sarah Hall Aguila, YES! Totally agree.

01:20:08 Maru Salazar: It is extremely frustrating to have funders whether government or private to set the parameters for what programs, services, interventions are successful, should be used. Also, in my experience, most funders are white and lack understanding of cultural/racial, gender, etc. experiences...but they cant hear that

01:20:33 Alyxe Lett (she/her): ^^Yes

01:20:39 Danielle Richardson: How can non-profits operate within a capitalist system while trying to subvert that system?

01:20:46 Allison Hood: ^^

01:20:48 Rebecca Brown:Danielle YESSSS

01:20:52 Melia Smith: YES DANIELLE

01:20:55 Bethany Nelson: +1

01:21:05 Chris Templeton: Danielle - solid question and that's the work right now I think

01:21:06 Rachel Cook: YUP!

01:21:09 Steph Wilkes: +1

01:21:13 Catrin Watts (they/them): Yes, Danielle!

01:21:14 Claire Groebner: +1

01:21:56 Marion Mohrlök: I think we need to talk about fundraising as a means to raising money in general. As an immigrant from Germany, I am much in favor of taxes. The principle of 'one for all and all for one' is not a principle that will work in this country with so much ingrained individualism.

01:21:57 Karen Hopper: how can we reframe how donors perceive supporting organizations - moving away from the transactional elements but still retain those needed dollars? they seem to have been trained into a specific giving model that we need to fundamentally revamp

01:22:21 Alison Woods: I'm sorry I have to jump off now but will definitely listen to the rest of the conversation when the recording is shared. Thank you and be well!

01:22:31 Margaret Toomey: I have stayed away from fundraising proper to avoid the centrality of whiteness and economic status.

01:22:43 Rachel Cook: SOOOO True! White-fundraiser guru —so real!

01:23:11 Sarah Whitcomb: Want to amplify Karen's question "how can we reframe how donors perceive supporting organizations - moving away from the transactional elements but still retain those needed dollars? they seem to have been trained into a specific giving model that we need to fundamentally revamp"

01:23:20 Rebecca Elliot: Will the comments be visible in the recording later? I don't think I can follow along with all of them and still catch what the presenters are saying.

01:23:22 Todd Barr: Could Water of Systems Change have some clues as to how to proceed with change in fundraising? [https://www.fsg.org/publications/water\\_of\\_systems\\_change](https://www.fsg.org/publications/water_of_systems_change)

01:23:37 Anna Nielsen: I am happy to see that (as a white bodied person) funders are very displeased with our completely white leadership team (though all female), and I hope this trend continues.

01:24:07 Jeremy Shatan: Was there ever an increase :-{

01:24:15 Jan Brazzell: Danielle is asking the right question. Also, how do we openly question a system that our wealthiest donors believe is totally legit.

01:24:25 Nicole Smith: It seems like we have to make the communities we serve seem weaker to raise funds.

01:24:49 Anna Nielsen: Nicole, agree. It's the danger of the "single story"

01:25:04 Marisa Falcon: can you clarify this? do you mean that orgs are hiring less BIPOC in fundraising or that it's a push from funders?

01:25:21 Melia Smith: whew that stat on poverty tourism

01:26:06 Jill Petsel: Especially the "Raising More Money" model -- bleh

01:26:11 Karina Chow: Marisa - I think it is self-selection. I've been fundraising since 1997 - we don't have enough representation - period and it has never increased to match our community demographics.

01:26:15 Maria Kolby-Wolfe: I'm an older BIPOC fundraiser who has considered quitting many many times. There are fewer of us who are older in part, I suspect, because being black in fundraising is exhausting and often demoralizing - and we leave.

01:26:18 Ana Baranda: 🙌🙌🙌🙌

01:26:20 Laura Van Zandt: Poverty tourism - donor asking if they can offer the holiday gifts directly to the family or if their child can give the backpack directly to the other child.

01:26:32 Marisa Falcon: thank you!

01:26:32 Laurel Edson: We are PWIs (Predominantly White Institutions) have a LOT of work to do on the savior complex in our communications

01:26:36 Katie Alheim: Laura +100

01:26:48 Sarah Hall Aguila: So true Laurel

01:26:51 Carina Schubert: my continuous mantra is "just because it works, doesn't mean it's right"...but for so many performance evals and job security is based upon meeting goals that seem to only be met when we prioritize donor's comfort

01:27:10 Cilia Jurdy: Yes Carina!

01:28:06 Alyxe Lett (she/her): Carina +100

01:28:08 Christa Orth: Yes Maria. I think that the high turnover in the field of fundraising is because of the harm that the white, wealthy dominated principles does to fundraisers. I am a white person, but not a person of wealth, and I have felt pushed out many, many times. I'm glad you're still here :) Thank you for your work.

01:28:15 Karen Hopper: it's really, really hard for folks to get started in the nonprofit industry in general if they don't come from generational wealth - unpaid internships? super-low salaries? None of that is sustainable if you aren't able to support yourself with other means, and that disadvantages people of color more than white prospective employees. can we eliminate the unpaid internship?

01:28:27 Adrienne Fritze (she/her): <https://racetolead.org/race-to-lead-revisited/>  
<https://buildingmovement.org/blog/three-takeaways-from-bmps-race-to-lead-revisited-webinar/>

01:28:28 Laura Van Zandt: Karen - yes

01:29:05 Maria Kolby-Wolfe: Christa - Thank you!

01:29:15 Jeremy Shatan: Karen Hopper - unpaid internships are illegal in some states anyway.

01:29:34 Nora Kyger: that link didn't work

01:30:11 Nicole (they/them): This desire for training makes me so nervous...the gaze of White/able/straight colleagues, donors, board, bosses, etc...esp. when you're the only BIPOC, LGBTQ+, and/or disabled person in the room.

01:30:41 Lindsey Jakiel Diulus: If your org's DEI and justice work doesn't have budget - it's not going anywhere or going to be taken seriously, this was something that I learned from Janeen Uzell of the Wikimedia Foundation just yesterday

01:30:45 Rebecca Brown:^^ Nicole thank you for sharing that

01:30:52 Amy Britt: The examples in MPLS have been very exciting -- massive amounts of small donations are making real impact here. Some BIPOC orgs got a huge boost.

01:30:53 Melia Smith: Yes Lindsey!!

01:31:18 Karina Chow: Thanks for this work! I have another meeting to attend but this has been inspiring!

01:31:22 Lori-Anne Williams: Yes, Amy, and that support needs to continue.

01:31:25 Nicole Smith: listening to POC and helping them build. I'm a mixed 26 year old professional in the field and I feel like many trainings I attend don't meet me where I am.

01:31:33 Marion Mohrlök: Our org started with DEI and through the process learned quickly that that is not enough. It takes a deep commitment of leadership to racial equity and building a culture that centers that. If leadership doesn't buy in, it's hard to do.

01:31:39 Todd Barr: If we approach fundraising from the broader community perspective, and systems change is needed on multiple levels, then perhaps there are some lessons here: <https://nonprofitquarterly.org/collaborating-equity-justice-moving-beyond-collective-impact/>

01:31:40 Clara Lind: The people who oftentimes have access to DEI trainings are also inherently the people who benefit from keeping a system rooted in white supremacy. Definitely enlightening to hear about the disconnect between DEI talks/trainings/etc and the stats presented

01:33:12 j. olu baiyewu: yes! to what @Lindsey Jakiel Diulus said about budget. no budget, may as well be a "group"

01:33:52 Karen Hopper: Yes! if you don't have a budget, it's not really a priority

01:33:52 Kristina Yurko: But who's talking about it? I worry that white fundraisers are looking to BIPOC folks to talk about this.

01:34:16 Zakiya Lord: I am curious whether those same BIPOC fundraisers want to be the person actually doing the talking, about social justice and fundraising, or want to be a part of a conversation that is ongoing etc

01:34:24 Hannah Paton: Is there a way for fundraisers to address this on a peer-to-peer level as well as fighting for change within their orgs? A lot of fundraising success is based on social capital and inside knowledge, could some of that be shared more openly through mentorships or other support programs?

01:34:30 Melia Smith: Yes Kristina exactly. They are relying on BIPOC to bring it up without realizing we're in the direct line of fire for microaggressions

01:34:49 Kristina Yurko: Exactly

01:34:57 Dawn Grenier: +1 @kristina and @zakiya re the (unfair) expectation that BIPOC initiate and lead these social justice convos

01:35:08 Kristi Nelson: Grateful for this community, these trainings, the facebook group. I so appreciate being able to wrestle with these issues and questions with other people also wrestling

01:35:10 Amy Britt: @lori-anne Would love to connect in Minneapolis about this! [abritt@namimn.org](mailto:abritt@namimn.org) -- sent you a LinkedIn request too.

01:35:11 Nora Kyger: white people gotta fix white people

01:35:20 Melia Smith: Thank you Anna, this was so enlightening

01:35:34 Lori-Anne Williams: @amybritt - yes, thanks!

01:35:40 Christa Orth: +1 Agreed white fundraisers (I am one) need to champion this work and use our privilege to push community-centric fundraising. Now is the time!

01:35:43 Rebecca Brown:^^^ Nora yes this is the work

01:35:44 Heather Hiscox: Consultants also play a role in this conversation. How are fundraising and nonprofit consultants complicit for cash, contracts?

01:35:44 Melia Smith: lol Nora yes

01:35:48 Raqiyah Mays: ^^

01:36:00 Todd Barr: Thank-you for pulling this altogether Anna Rebecca

01:36:04 Karen Green: I'm so charged up by all of this! Thank you!

01:36:08 Lindsey Jakiel Diulus: And not just microaggressions, Melia! I worry about my BIPOC colleagues meeting solo with some donors, because again - donor centricity protects white feelings allows for white tears and white fragility nonsense

01:36:10 Andrea Carmichael: Yes, @Heather!

01:36:25 Melia Smith: Yes Lindsey!!

01:36:31 Adrienne Fritze (she/her): [communitycentricfundraising.org](http://communitycentricfundraising.org)

01:36:37 Heather Hiscox: Hi @Andrea!

01:36:42 Rachel Rodriguez: Yes to Nora's comment

01:36:47 Rebecca Brown: YES

01:36:49 Andrea Carmichael: Message me Heather. Let's talk more

01:36:54 Holly Newman Dzyban: This is a VERY small thing, but my org recently revamped the job description for a fundraising role to add an emphasis on DEI competency to the role--recognizing that a fundraiser for an org that primarily serves BIPOC people needs to take this seriously.

01:36:54 Rebecca Brown: the whole system is guilty as hell

01:36:54 Amy Britt: \*\*\*BURN IT DOWN!!!! :)

01:37:17 Melia Smith: this just affirmed my belief that the "major" fundraising trade group is only interested in checking the boxes for DEI

01:37:19 Marisa Falcon: Some friends trying to start a new org (long story) and I are trying to figure out how/if we can opt out of billionaire funds that are the primary funders in our sector and what the implications would be. if anyone wants to talk to me about how to do this thoughtfully, message me?

01:37:42 Petrina Suggs: Can there be a group in CCF for specifically for BIPOC fundraisers?

01:37:52 Stuart Jamieson: Here is a link to an organization here in Chicago doing wonderful work in community-centered evaluation and organizational development:  
<http://becomecenter.org/>

01:37:55 Marc Pitman: We white folks need to not just talk this with donors but with CEOs and Boards.

01:38:16 Heather Hiscox: We are hosting a chat about Consultants: Enabling or Dismantling Status Quo on Aug. 25th from 9-10am PST as part of the Possibility Project. Come join us - we need your voices! [https://zoom.us/meeting/register/tJUvceChrZ8jHtVZV2QqZqm\\_Zc76MSAk3MYS](https://zoom.us/meeting/register/tJUvceChrZ8jHtVZV2QqZqm_Zc76MSAk3MYS)

01:38:20 Kori Jock: @Holly Newman - would love to see what that part of the job description looks like! Very cool!

01:38:51 Nicole (they/them): Yikes. That's tough. It's also hard when social justice organizations do not practice their values WITHIN the organization.

01:38:55 Nancy Vineberg: Yes Marc Pitman, YES

01:38:58 Allison Hood: Idea for an action step - we started a group at our org with some of the teens to help us make fundraising more community centric. Their questions about fundraising are definitely holding me accountable to this!

01:38:58 Holly Newman Dzyban: @Kori Jock--let's connect offline.  
holly.newmandzyban@bbbsps.org.

01:39:14 Michael Salazar: <https://grantadvisor.org/> GrantAdvisor is a safe way to anonymously give and receive feedback on grantmaking. Nowhere else can grantseekers find public advice from peers on what it really takes to secure grant funding or where foundations can get free, honest feedback. Three nonprofits came together to build and launch this review site because we believe that grantseekers and grantmakers need each other to succeed in our work. Transparency and trust-based philanthropy are foundational to lasting change and an equitable future.

01:39:15 Melia Smith: Don't just listen to your internal community but believe them! SO much of my negative experiences with white executives is not being believed

01:39:17 Marc Pitman: YES!!!!

01:39:31 Marc Pitman: (YES!!! To critical inquiry!) :)

01:40:06 Laura Van Zandt: Yes to best practice - who defines?

01:40:08 Holly Newman Dzyban: ^^ Melia--yes. Yes.

01:40:08 Christa Orth: CCF is creating the new best practices

01:40:10 Vu Le: "best practices" usually means "white practices"

01:40:17 CCF Seattle: [https://communitycentricfundraising.org/wp-content/uploads/2020/07/CCF\\_Aligned\\_Actions\\_List.pdf](https://communitycentricfundraising.org/wp-content/uploads/2020/07/CCF_Aligned_Actions_List.pdf)

01:40:22 Adrienne Fritze (she/her): [https://communitycentricfundraising.org/wp-content/uploads/2020/07/CCF\\_Aligned\\_Actions\\_List.pdf](https://communitycentricfundraising.org/wp-content/uploads/2020/07/CCF_Aligned_Actions_List.pdf)

01:40:34 Laura Van Zandt: New best practices YES

01:40:48 Maru Salazar: community practices

01:40:50 Allison Hood: This list is so good!! Really grateful to y'all - we are using it to assess and start to take action around

01:40:50 Nicole Smith: I'm also looking to connect with BIPOC fundraisers. I'm younger and looking for someone to look up to and help build my strength.

01:41:21 Manuela Vazquez: @ Nicole connect with me offline!  
manuelavazquez@firststepva.com

01:41:32 Petrina Suggs: @Nicole I'm in the same boat!

01:41:52 Manuela Vazquez: @Petrina connect with me offline too!!

01:41:59 Amanda Durst: Anyone in the Asheville, NC area want to connect about this?

01:42:00 Maria Kolby-Wolfe: I think many BIPOC fundraisers would like to connect with one another. Is CCF planning any additional meetings with fundraisers of color?

01:42:02 Nicole (they/them): I'm open to being contacted, or participating in further conversation. Nicole@forgoodnessakeconsulting.com

01:42:24 Danielle Richardson: Building non-profit circular economies where we support and uplift each other

01:42:33 Nicole (they/them): One thing I think is possible is that we can use data to back us up in situations where it's difficult to move the needle.

01:42:37 Cassandra Porter: Are CCF chapters being created in other cities?

01:42:42 Laura Johnson: I'm excited to see people have difficult conversations at their orgs knowing they have a whole chorus of people who feel the same way (data shows). And that these conversations can lead to long lasting change and education for so many of us.

01:42:57 Kaitlin Levenstrong: It'd be great to be part of a Bay Area chapter of CCF!

01:43:00 Karen Hopper: reframing our funding needs to be better aligned with community and NOT exploiting people, which starts with our creative and email copy

01:43:01 Lindsey Jakiel Diulus: Seeing that 90% of BIPOC fundraisers and 88% of White fundraisers want to talk more about the intersection of fundraising and social justice makes me feel less alone. Thank you for illuminating that!

01:43:09 Adrienne Fritze (she/her):  
<https://communitycentricfundraising.org/2020/07/23/how-prospect-research-can-help-nonprofits-become-less-racist-and-more-inclusive/>

<https://communitycentricfundraising.org/2020/07/21/what-i-learned-from-losing-two-jobs-in-the-fight-for-racial-equity/>

01:43:15 Todd Barr: Can you share a summary of the data so that we can do the same?

01:43:21 Catherine Krummey: Erika's piece was great!

01:43:22 Sarah Hall Aguila: I think the data is empowering! Helps me think about ways I can amplify the need for social justice as part of conversations about fundraising ... not just think but act!

01:43:27 Holly Newman Dzyban: My development dept is down three staff right now, and I'm super excited about the idea of shifting the focus of our fundraising before/as we bring in new staff.

01:43:38 Michael Salazar: Vu is AWESOME!!!

01:43:50 Vu Le: It's Vu, I'm here, y'all

01:43:58 Laura Van Zandt: With this resource we can open conversations with donors and board members and challenge our own practices.

01:44:17 Kathy Hsieh: Hi Vu!

01:44:25 Cecilia Peredo: As grant professionals, our words are powerful. We are forming the way leaders perceive us. How can we use our words to reframe how we describe the underrepresented clients we serve?

01:44:26 Heather Hiscox: What time is the Town Hall on the 10th?

01:44:30 Vu Le: Hi Kathy!

01:44:39 Kirstin Swanson: I am feeling energized by what is happening here today and is happening in the field of fundraising. Ya'll are giving me hope, and a language to express the uneasiness I have felt in this profession in recent years especially.

01:44:47 Michael Salazar: <https://nonprofitaf.com/> for some thoughtful and honest views on fundraising and working in the nonprofit field

01:44:50 Grace Weil: I hope they broke it bc we're all donating!

01:44:50 Jill Pfeiffer: Congrats on breaking the internet! This is great. Thank you.

01:44:56 Nancy Vineberg: Thank you for this energizing conversatiom

01:44:56 Christine Loreda: Thank you!

01:44:57 Amy Britt: Thank you so much for making this happen! It's so encouraging!

01:45:00 Allison Hood: Thanks y'all!! Really, really grateful for CCF.

01:45:03 JeeYoung Dobbs: Thank you, CCF!

01:45:06 Kathy Hsieh: Thank you all so much!!! Really appreciate you all!

01:45:08 Holly Newman Dzyban: RE: grantwriting and storytelling, check out this resource: <http://ethicalstorytelling.com/>.

01:45:10 Lindsey Jakiel Diulus: Thank you for this!

01:45:10 Danielle Richardson: Thank you so much for making space for this conversation!

01:45:12 Laura Van Zandt: Thank you all so much!

01:45:17 Natalie Lenz: thanks for gather this info and sharing!!

01:45:21 Marc Pitman: Thank you all!

01:45:21 Neha Misra: Thanks team CCF! 🙏 #insolidarity

01:45:21 Rachel Cook: Thank you!

01:45:23 Sarah Hall Aguilera: Thank you so much! Looking forward to future events!!

01:45:32 Vu Le: we'll have more information for folks who want to start CCF chapters in their city

01:45:32 Allison Fabara: Hi Chantal!

01:45:46 Kristi Nelson: thank you SO much!

01:46:10 Steph Wilkes: Thank you all for this data, and the ongoing conversations & content across all your platforms!

01:46:20 Rita Meher: Thank you SO Much!!!

01:46:24 Hannah Paton: Thank you all so much!

01:46:27 Toni Sarge: THANK YOU!!

01:46:35 Erica Busillo Adams: Thank you!!

01:46:35 Claire Groebner: Really grateful for this conversation. Thank you!!

01:46:37 Nora Kyger: How do we make local CCF chapters?

01:46:39 Lori-Anne Williams: Thank you - every step takes us further down this long road.

01:46:40 Marion Mohrlök: Thank you for all you do. Love it. We need it.

01:46:47 Rachel Branaman: This is so helpful - I haven't attended a free webinar in awhile that offers such insightful data and next steps. Thank you all for your work!

01:47:00 Allison Fabara: Thanks so much for this. Keep up the great work!

01:47:07 Holly Newman Dzyban: Thank you!

01:47:25 Molly Lewis: YES!!!

01:47:30 Meaghan Harrigan: yes!!

01:47:47 Molly Lewis: Put your money where your appreciation is if you can!!!

01:47:56 Allison Hood: ^^

01:48:06 Jesse Sheets: Thank you for this conversation today. I have so much to learn, and I appreciate broadening my perspective. I'm going to spend time with your website and take back to our team here to continue the conversation locally. Looking forward to engaging in the future!

01:48:08 Vu Le: we also pay content creators \$250 per essay

01:48:16 Andrea Soroko Naar: Thank you!! The CCF Aligned Actions List is so helpful!

01:49:05 Anna Rebecca (she/they) : Thank you all for being here today!

01:50:46 Cassandra Porter: Thank you for this presentation.

01:51:32 Michael Salazar: Thank you. I have to run. Have a great rest of your day and enjoy your weekend.

01:51:58 LisaCaitlin Perri (she/her): I've been told that screening funders is a "slippery slope." I disagree!

01:52:18 Kirstin Swanson: maybe it's a slope that's worth slipping down...

01:52:24 LisaCaitlin Perri (she/her): exactly.

01:52:34 Danielle Richardson: Now is the time for change

01:53:28 Holly Newman Dzyban: Could you repeat what EEI stands for?

01:53:31 Rebecca Brown:^^ LisaCaitlin and Kirstin

01:53:57 Steph Wilkes: Equitable Evaluation Initiative

01:54:22 Liz Gillespie: <https://www.equitableeval.org/>

01:54:41 Heather Hiscox: Thank you everyone!

01:55:15 Karen Hopper: YES DATA!! I'm a data strategist and also very interested in this!!

01:55:20 Holly Newman Dzyban: Thanks, Steph!

01:55:26 Zakiya Lord: Yes to story telling (and story doing), with data as a tool

01:55:28 Rebecca Brown:yessss same

01:55:34 Dana Kiernan: I'm also interested with this!

01:55:37 Kirstin Swanson: Also: perhaps we need to do more anti-racist things to tell anti-racist stories...

01:55:41 Rachel Cook: YES!!!!

01:55:41 Rebecca Brown:story telling without poverty tourism /trauma tourism

01:55:43 Kristina Yurko: Thank you! This was amazing. Deeply appreciate your time!

01:56:22 Rachel Cook: Thank you!

01:56:42 Joanie McBrien, she/her: Thanks so much!

01:56:51 Laura Van Zandt: I have definitely shared Vu's blog posts from time to time...

01:56:56 Shayna Freed: Thank you!

01:56:57 Jennifer Dieter: Thank you!

01:57:41 Anna Rebecca (she/they) : Hi All! I can be reached via LinkedIn (<https://www.linkedin.com/in/annarelopez/>) or email ([annarelopez@gmail.com](mailto:annarelopez@gmail.com))

01:58:45 Nicole Plastino: It isn't specifically about fundraising, but I <3 these two resources for priming boards for the conversation: <https://www.akpress.org/emergentstrategy.html>  
<https://boardsource.org/product/culture-of-inquiry-healthy-debate-boardroom/>

01:59:12 Marc Pitman: THANK YOU ALL!!

01:59:16 Maru Salazar: thank you so much for this info and your work, i'm new to your work and will be checking out the website

01:59:19 Sandee Jackson: Thank you.

01:59:23 Rachel Cook: Thank you all!

01:59:37 Catherine Krummey: +1 @Nicole on Emergent Strategy

01:59:47 Elena Hein: Thank you!!

02:00:46 Laura Van Zandt: Nice haircut!

02:01:00 Zakiya Lord: Vu...Nonprofit AF is one of the only blogs that I read consistently. So grateful for your work

02:01:21 Zakiya Lord: \*newsletter

02:01:39 Maria Kolby-Wolfe: Yup. So much talking. Not a lot of action.

02:01:43 Natalie Lenz: agree 100% - a lot of talking and not enough action

02:02:07 Maru Salazar: yes - thank you Vu!

02:02:14 j. olu baiyewu: yup!

02:02:24 Nicole (they/them): YEEEEESSSSSSSSSS @Vu! Mobilize those resources in the right direction!

02:02:32 Aaron Jin: learning and education lays the groundwork, but it is not THE work!!

02:02:55 Rachel Cook: YES!!! To trying stuff and failing!

02:03:00 Adrienne Fritze (she/her): Michelle's podcast is The Ethical Rainmaker that launches July 29

02:03:57 Jill Petsel: Thank you -- I look forward to future webinars. You've challenged my thinking and white fragility :)

02:04:00 Nicole (they/them): Data is a tool, but it comes with the complexities of respectability, intellectualism, and most definitely white supremacy. Sometimes we measure what is already seen and experienced so clearly.

02:04:01 Rachel Cook: Thank you Vu!

02:04:02 Kirstin Swanson: yes to redistributing wealth...!

02:04:47 Sarah Valor: Thank all so much! This is incredible

02:05:30 Holly Newman Dzyban: As someone who has not had a traditional employment path, I'm often looking for a roadmap for how the nonprofit world deals with issues like these. But now starting to think I need to stop looking for someone else to lead the way and just...take action and make mistakes.

02:05:33 Michelle Shireen Muri (she/her): Thanks Amy!

02:05:38 Lucienne Aggarwal: Thank you CCF

02:05:43 Liberty Britz: Thank you so much!

02:05:46 Sarah Shapiro: Thank you so much Anna Rebecca and Michelle, this was awesome!

02:05:51 Nicole Plastino: Thank you!

02:05:53 Maru Salazar: thank you

02:05:53 Catherine Krummey: Thank you!

02:05:55 Emily Payne: Thank you! :-)

02:05:55 Ami Davis: Thank you!

02:05:55 Cilia Jurdy: Thank you all!

02:05:56 victoria quevedo: thank you everyone!

02:05:58 Kirstin Swanson: Thanks from NYC!

02:05:58 Dana Kiernan: Thank you!

02:05:59 Adrian Moore Trask (she/her): Thank you!