

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



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Director of Programs

Emerging Practitioners in Philanthropy



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LGBTQ  
ISSUES

**2018  
FUNDING  
FORWARD**

# 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