



**WHERE ARE YOU ON
THIS DIMENSION OF POWER?
WHERE WOULD YOU LIKE TO BE?**

AT THE BEGINNING OF WIELDING POWER

- Offers little or no convening.
- Does not seek opportunities to sit at other convening tables.
- Remains silent on public issues related to mission.
- Does not advocate with other decision makers.
- Does not align or collaborate with other grantmakers around common goals.
- Does not collaborate with other sectors.
- Does not help marginalized constituencies reach larger audience.
- Does not align assets and investing with goals and values.
- If a community foundation, follows donor advisers' lead on grant priorities.

**JOURNEY
AHEAD**



**EQUITY
THIS WAY!**

Deploys non-grant financial assets to advance mission.

If a community foundation, creatively engages donor advisers to address equity and other community issues.

Amplifies voices of marginalized communities.

Collaborates with other sectors of society.

Convenes stakeholders to advance common goals, ensuring accessible locations and materials.

Supports others to lead and convene (good "follower").

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| Pursues alignment and collaboration with other funders. | Advocates and educates policymakers. |
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Uses bully pulpit and reputation to raise issues publicly.