

Journey Towards Intersectional Grant-Making

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Funders for a Just Economy

A Program of the Neighborhood Funders Group

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A Message from Funders for a Just Economy

Dear Friends,


In the last several years, our country has seen a shift in the way our larger society is thinking and addressing issues of race, gender, sexual orientation, class, and migration. Philanthropy is also experiencing a shift.

We at Funders for a New Economy (FJE) and the Neighborhood Funders Group (NFG) believe we have a critical mass of people of color and white allies within philanthropy who are interested in a new path— who are ready to talk about race, who are ready to acknowledge that this country’s economic policies were not written for the vast majority of its people, and, yes, who are ready to call out oppression within philanthropy. There is readiness to talk in plain speech about people’s lived experiences, the root causes of problems, and new possibilities for an economy and world that work for all of us. With escalating violence against communities of color and persecuted groups across the country and world, many of us feel that we must step into our highest callings now more than ever.


This report shares one portion of the story of the Funders for a Just Economy’s work to bring an explicit lens of race, gender, sexual orientation, class, and migration status to our notions of economic injustice and justice. It is part of a long arc of learning and practice.

We hope to partner with you in this historic and purposeful work. Every single one of us, and every one of our institutions, has a role to play. It may not be an easy or comfortable path, but it does open up philanthropy to transformation beyond our wildest dreams.

In community,


 Alejandra Ibañez
 Woods Fund & Co-Chair, Funders for a Just Economy


 Anna Quinn
 NoVo Foundation


 Marjona Jones
 Unitarian Universalist Veatch Program at Shelter Rock


 Manisha Vaze
 Funders for a Just Economy, Neighborhood Funders Group

May 2018

Introduction & Working Definition of Intersectional Grant-making

In 1977, Emma DeGraffenreid and several other Black women sued General Motors and argued that they were discriminated against and not hired because of their race and gender. A judge dismissed the case because General Motors hired white women and Black men. The judge refused to acknowledge the double discrimination that was impacting Emma DeGraffenreid and other Black women seeking employment at General Motors—a form of discrimination that only existed at the intersection of race and gender. Motivated by this case and others, Professor Kimberlé Williams Crenshaw has taught how to apply an intersectional lens to understanding and organizing against injustice.¹

Our working definition of intersectional grant-making is: *grant-making that takes into consideration the ways in which multiple systems of oppression are interwoven in people's lives, communities, cultures, and institutions and how they impact people differently based on where each person sits and their lived experience.*

In this report, we seek to tell the story of the internal work within the Funders for a Just Economy to center race, gender, sexual orientation, class, and migration status more explicitly.²

We start by sharing our methodology over the past nine months. From there, we share the twelve best practices in intersectional grant-making that emerged as outcomes from our conversations with leaders within philanthropy and our analysis, vision, and operating values for the Funders for a Just Economy.

In the Appendix, we have provided some additional resources: 1) a one-page summary of the twelve best practices in intersectional grant-making; 2) notes on the panel discussion during our January 2018 convening; and 3) a list of contributors to this report.

1. Any talk of intersectionality needs to recognize that the lived experiences of Black feminists and the intellectual and emotional labor of Black feminists—many of whom are queer—are the foundation of our understandings of intersectionality. We recommend Professor Crenshaw's TEDTalk entitled "[The urgency of intersectionality](#)," as an excellent resource.

2. In particular, we want to center the impact of these interwoven systems of oppression on marginalized peoples and the visionary solutions that come from their unique vantage point. These systems include white supremacy, heteropatriarchy, oppression based on the gender binary and transphobia, capitalism, and imperialism.

Our Journey Thus Far

[Funders for a Just Economy](#) is a national network of funders committed to advancing economic justice and workers' rights with an explicit lens of race, gender, sexual orientation, class, and migration status. We are a program of the [Neighborhood Funders Group](#).

The Working at the Intersections program of the Funders for a Just Economy was borne out of an identified lack of a central framework that provides a racial and gender justice analysis to economic justice and policy in philanthropy. The goals of the program were to create a supportive community in which funders could learn about intersectional grant-making together and create at least the beginnings of a central framework.

There are two key steps we took within the Funders for a Just Economy towards these goals from Fall 2017 to Winter 2017/2018:

- [We interviewed a dozen leaders within philanthropy](#) (FJE members and key thought partners) to inform our understanding of intersectional grant-making. The approach was an appreciative inquiry to affirm that there is a great deal of expertise in the field. We want to continue to draw on our collective wisdom and come together in conversation and practice together.
- [We convened eighteen colleagues within philanthropy for an in-person strategy session](#) in Los Angeles in January 2018. At this convening, we invested in relationship-building; deepened our understanding of how slavery, genocide, the settler state, and heteropatriarchy have shaped our economy (through a discussion with community and worker organizing leaders); talked honestly about the challenges within philanthropy, the root causes, our vision, and our values; and began to create a blueprint for our work together in 2018 and beyond.

A central theme in our work has been history and how the choices made in U.S. history are why we have the current conditions of our time. A second central theme in our work has been the unique nature of the violence against Black women, indigenous women, and women of color,³ particularly trans and queer women of color, and how ending that violence requires an understanding of the intersection of systems.⁴

This learning within Funders for a Just Economy builds on past work including [#BlackWorkersMatter](#) and the Institute for Policy Studies' [And Still I Rise: Black Women Labor Leaders' Voices / Power / Promise](#). We thank

3. When we refer to women of color in the report, we include trans women, gender nonconforming women, queer women, and cisgender women.


4. Professor Crenshaw and the African American Policy Forum co-founded [#SayHerName](#), a social movement that seeks to raise awareness for Black female victims of police brutality and anti-Black violence in the United States and how these women experience a certain form of violence particularly because they are Black and female. These women include Natasha McKenna, Tanisha Anderson, Michelle Cousseaux, and countless others. In January 2018, Vicky Gutierrez, a young trans Latina woman, immigrant from Honduras, and member of the TransLatin@ Coalition, was burned to death in her apartment in Los Angeles. As President and CEO of TransLatin@ Coalition, Bamby Salcedo, shared, it was not just that Gutierrez was gone; it was the particular violence of how she was murdered.

Aditi Vaidya and William Cordery who initiated the Working at the Intersections efforts to help FJE live fully into our values of racial, gender, LGBTQ and migration status justice, which are inextricably linked to economic justice. We recognize the many learning and practice projects within the Neighborhood Funders Group and beyond—including [Phoenix Project](#)—which have cross-pollinated with FJE’s work.

Finally, we want to acknowledge all of the organizers, teachers, artists, healers, and freedom fighters—past and present—who have taken risks for a more just world and who have shaped our understandings and practices.


Outcomes of the Working at the Intersections program: Twelve Best Practices in Intersectional Grant-making

The following are the best practices in intersectional grant-making that come from our experience and research, along with quotes from colleagues we interviewed:

 **Best Practice #1: Have a historical frame—particularly regarding how the legacy of slavery, genocide, the settler state, imperialism, and heteropatriarchy shape our economy.**

Quotes from the interviews:

- “The legacy of slavery is everywhere in our economy, and we do not talk about it. What if Forbes were doing their Fortune 500 and traced their companies back to their very inception and the legacy of slavery to the success of these companies? I think there is the potential for these conversations. When people go beyond the surface and address the stuff that’s been going on for centuries, that is when the work is intersectional and impactful.”
- “Often we see in philanthropy that there is a refusal to look at how the economy keeps Black communities and immigrant communities out of the formal market.”
- “The historical analysis leads to better solutions being posed.”

 **Best Practice #2: Center the experiences of Black people, indigenous people, migrants, queer people, and women of color, especially trans and queer women of color.**


Quotes from the interviews:

- “Centering Black workers and centering Black people in the economy is fundamental. We need a broader analysis and understanding of what is happening in this country around racial justice and anti-Black racism: this question of economic violence and exclusion and the criminalization of Black folks in the economy and then what is the economic agenda broadly for the country that centers the solutions of Black workers in the economy.”
- “We need to interrupt the habit of only talking about indigenous communities in the past and invest in and support indigenous leaders and their current efforts and campaigns.”

 **Best Practice #3: Take guidance from front-line community leaders.**


Quotes and notes from the interviews:

- “I wouldn’t be doing this work if I didn’t think there was a role for those in privilege to support, but it’s most important to have the leadership of those most impacted by injustice. It goes back to the Black feminist framework that those who sit at the intersections of oppression have more knowledge on how those systems work and how those systems can change.”
- Mary Reynolds Babcock Foundation ensures that 50% of their Board members are practitioners.
- Liberty Hill Foundation grant-making is guided by a Community Funding Board.

 **Best Practice #4: Invest in the ideas and strategies of Black leaders and women of color, especially trans and queer women of color, on the front lines.**


Quotes from the interviews:

- “Intersectional grant-making means funders need to re-strategize and see the assets of women of color versus seeing them as in conflict with achieving racial and economic justice outcomes... The largest civic engagement group is women of color, particularly Black women, but women of color are not how we design civic engagement projects even though they are the base. Because of how race and misogyny work, we are unable to acknowledge the group that pushes the most progressive and democratic agendas, so we will always be chasing the white working class even though that is not the base. If you had an intersectional framework that focuses on civic engagement, women of color and Black women would be your group.”
- “There is a lot of conversation around what work is considered strategic to fund, and often the work led by women of color is not considered strategic by progressive funders. The dominant progressive understanding of strategic is short-term policy and electoral results... Winning short-term and long-term transformation of the economy are positioned as a zero sum game. I think this Working at the Intersections program can lift up intersectional grant-making and demonstrate how intersectional work is thriving.”

 **Best Practice #5: Invest in the ideas and strategies of Black leaders and women of color, especially trans and queer women of color, within philanthropy.**

Quotes from the interviews:

- “Lots of racial justice organizations rarely talk about Black women. There is not the same sympathy and feverous pitch. I would even argue this for Muslim women. Rarely do we talk about Black and Muslim women. In my work in economic justice, immigrant women and Black women are stretched thin. We need to uplift the history of Black women’s organizing for economic justice. We need to know our history. Whatever issue it has been, Black women have always been at the center. It is the leadership of Black and Brown women that push this issue to the forefront within philanthropy. Their leadership in philanthropy has to be elevated.”
- “One of the first things I learned when I came to my institution is that we do not do initiatives. We follow community. Our director trains us and says, ‘We’re not the experts. The folks on the ground are the experts. We are generalists.’ We have a culture of trying to guard against the ego and power that philanthropy can cultivate which is generally a good thing. Yet, what does that mean when you have an organization staffed by people of color and want to acknowledge their talents and skills? It’s complex.”
- “You need the support of the people you are immediately accountable to.”

 **Best Practice #6: Understand people’s experiences holistically (not through issue silos) and develop strategies accordingly.**


Quotes from the interviews:

- “It makes me excited that organizations are looking at not just what happens at work, but also what happens in the home. This organizes around the needs of the entire worker.”
- “It is difficult for grantees to change their work to how the foundation is seeing the work.”

 **Best Practice #7: Support solutions that address root causes and seek systemic change.**


Quotes from the interviews:

- “Folks within the traditional labor movement are increasingly seeing the need to build solutions that have impact at these intersections versus seeking a more transactional change that gets less at systemic change or long-term infrastructure and power.”
- “You can build worker and community power, but duplicate male and white supremacy. We are seeing more and more leaders who do not want to replicate exploitative and more patriarchal kinds of power. If you do not shift that, ultimately we do not achieve the change we seek.”

 **Best Practice #8: Help donors see how an intersectional approach advances their agenda.**

Quotes from the interviews:

- “We have been super successful in helping funders see the connections—connecting intersectional grant-making and the issue priorities of those donors. Our capacity-building programs have played a big role. We have a clear set of metrics and a clear way to show our donors how groups are building power. Through our annual evaluation, we tell the story. For example, the people who are attacking reproductive rights in a state are often the same people attacking Medicaid. We show how our grantees are getting power at state tables and that what allows them to sit at those tables is their intersectional work.”

 **Best Practice #9: Self-assess and adjust strategies and practices accordingly.**

Quotes from the interviews:

- “There are structural barriers within philanthropy. We are not immune. If racism, sexism, homophobia, and transphobia were at play in the accumulation of wealth, then they are at play in the distribution of the wealth.”
- “People within philanthropy will intuitively say they have racial justice values, yet there is a huge gap in translating those values into practice. If I don’t say ‘people of color-led racial justice organizations,’ funders often do not see or fund people of color. . . . You will see people giving money to non-racial justice organizations to do racial justice work. That speaks to people’s discomfort around race. We have kind of starved the racial justice industry and community. Racial justice groups are only getting a fraction of the philanthropic resources, but the demand for their work is extremely great.”

 **Best Practice #10: Look to public and local foundations for guidance; build inclusive partnerships across traditional divides & hierarchies within philanthropy.**

Quotes from the interviews:

- “This work is extremely difficult to do well by yourself.”
- “There is an inherent hierarchy with private and public philanthropy. Private philanthropy tend to work together, sometimes with public philanthropy, sometimes not. Larger foundations can take an exclusive approach. While there can be asset disparities with private and public foundations, there are also a lot of benefits to having an inclusive approach. In some cases, public foundations know the community better.”

 **Best Practice #11: Make structural adjustments to grant-making practices.**

Here are some of the practices interviewees identified:

- Multi-year commitments to and partnerships with grantees
- More funds directed to state and local work
- Streamlined applications that can be submitted in any format
- Asking questions to grantees informed by an intersectional approach, such as: Is the work led by those most impacted by injustice (especially women of color and trans and queer people of color)? Is your organization invested in cross-sector movement and approaches? Is your organization part of coalitions to advance gender justice? Is your organization focused on systemic changes and approaches that address the root causes of injustice? Is your organization working to build a base?
- General operating grants, paying true costs, being flexible with how the funds are used
- Creating new funds; examples of this include the Rapid Response Fund for Racial Justice (housed at Liberty Hill Foundation, in partnership with other funders in California) and the Liberation Fund (hosted at Groundswell Fund)

 **Best Practice #12: Show up for our philanthropy colleagues who are centering the leadership of women of color, especially trans and queer women of color.**

Quotes from the interviews:

- “I think the one thing I want to underscore is that gender needs to be integrated in a powerful way that I do not see now. For example, with larger private foundations, you hear about racial and income inequality, and gender is nowhere. . . . Gender is central. 7% of philanthropic dollars go to women and girls today (as compared with 1% in the 1970s). It has been sitting there for a long time. 1% of dollars go to LGBTQ communities. 0.25% go to transgender and gender nonconforming communities. You have to put the money where the solutions are. It is about addressing disparities and it is also strategic.”
- “I would also love to see funders across movements and silos talking to each other. Our staff show up to our colleagues’ convenings, but they often do not come to ours. Reproductive Justice is the third rail. We need people to show they care. It cannot be a sideline thing.”
- “It is not only the responsibility of women’s funds to bring gender to the table; it is everyone’s responsibility. The bigger institutions should be working harder at this.”

Working Tools: FJE Analysis & Vision, Operating Values

The following is working language to describe what we heard from our Planning Committee, interviewees, and convening participants about our shared analysis of the current conditions, our vision for the future, and the operating values that should guide our collaborative work. We hope to continue to test and discuss these working tools with more of our members in the months to come. We welcome your thoughts!

Analysis & Vision

The following is a summary of key elements of our shared analysis and vision:

The current economic system and laws were not designed for Black people, indigenous peoples, people of color, trans people, queer people, women, and migrants to thrive. Quite the opposite. The systems were designed for white elites to accumulate power and wealth through force and violence.

We know that we cannot separate systems. They work in an integrated manner. As such, we cannot understand racism without understanding heteropatriarchy, and we cannot understand capitalism and imperialism without understanding racism.

Those who live at the intersection of multiple systems of oppression experience unique forms of discrimination and thus have unique insights into solutions to transform these systems. That said, demographics are not destiny. All of us—elites and oppressed communities—can replicate systems and practices of domination. All of us—people of color, indigenous communities, and white people—can transform our understandings to be greater leaders for justice.

We imagine a future and economy rooted in human and ecological balance. We imagine a world in which all people can enjoy their work and the fruits of their labor.

Our greatest imperative is to invest in grassroots power-building and systems change strategies (particularly those led by women of color and trans and queer people of color, and those living at the intersections of multiple systems of oppression) to transform our economy into one that works for everyone.

Operating Values

The following is a working set of operational values that have guided our decisions and work within the Working at the Intersections program and that we offer to the Funders for a Just Economy and the philanthropic sector more broadly:

Lead with and for equity. We seek to live our values of racial equity and liberation in everything we do—within our institutions, within philanthropy, and beyond. We pay particular attention to the ways in which anti-Black racism and anti-Blackness are allowed to thrive in this country and within philanthropy.

Bring our whole selves. We are our wisest and most powerful leaders for justice when we bring our full selves and experiences to our work within philanthropy. This may mean that we slow down at times, but it will ultimately take us closer to our social change goals.

Practice self-focus. Given our current roles within philanthropy, we choose to focus our inquiry and practice on how we transform ourselves, our philanthropic institutions, and the philanthropic sector. We think this is the way to be in strongest partnership with frontline social movement leaders.

Thrive while seeking change. Working ourselves to the bone to change the philanthropic sector—particularly for Black women, indigenous women, women of color, transgender people of color, and queer people of color—reinforces the systems of oppression that we seek to change. We are not about that! We are going to thrive while doing this change work.

White colleagues step up. We need white colleagues in philanthropy to step up with a high level of purpose, energy, and rigor to take on white supremacy, heteropatriarchy, capitalism, and imperialism.

Honor the labor of those before us. We will honor the intellectual and theoretical labor of women of color feminists, particularly Black women and trans and queer women of color, who have created many of the frameworks we use.

Focus on practice and learning. Rigor, no shaming. We are all lifelong learners and choose to step into a learning and experimenting orientation that takes risks and that embraces rigor without the shaming that often comes with it.

Work in community. We are stronger when we collaborate. This approach reduces isolation within our field and interrupts the dominant practice of individualism.

Conclusion: Where We Go From Here

Our learning and action journey continues. We will be strengthening and widening our community of practice among those who care about intersectional grant-making and economic justice work that has an explicit lens of race, gender, sexual orientation, and migration status.

Concrete next steps include:

- Setting up a **peer coaching structure** to support intersectional grant-making
- Hosting a **best practices webinar**
- Holding a **convening** on economic justice and intersectional grant-making
- Co-creating an **action plan** that captures our shared purpose and priorities while leaving room for different ways of doing the work

We welcome partnering with you to reflect, strategize, and act towards a vision of an economy and world in which we can all thrive.

APPENDIX

12 Best Practices in Intersectional Grant-making

- #1:** Have a historical frame—particularly regarding how the legacy of slavery, genocide, the settler state, imperialism, and heteropatriarchy shape our economy.
- #2:** Center the experiences of Black people, indigenous people, migrants, queer people, and women of color, especially trans and queer women of color.
- #3:** Take guidance from front-line community leaders.
- #4:** Invest in the ideas and strategies of Black leaders and women of color, especially trans and queer women of color, on the front lines.
- #5:** Invest in the ideas and strategies of Black leaders and women of color, especially trans and queer women of color, within philanthropy.
- #6:** Understand people’s experiences holistically (not through issue silos) and develop strategies accordingly.
- #7:** Support solutions that address root causes and seek systemic change.
- #8:** Help donors see how an intersectional approach advances their agenda.
- #9:** Self-assess and adjust strategies and practices accordingly.
- #10:** Look to public & local foundations for guidance; build inclusive partnerships across traditional divides & hierarchies within philanthropy.
- #11:** Make structural adjustments to grant-making practices.
- #12:** Show up for our philanthropy colleagues who are centering the leadership of women of color, especially trans and queer women of color.



These best practices come from interviews with colleagues in philanthropy and an in-person strategy session hosted by Funders for a Just Economy. The best practices can be found with more context in the *Journey Toward Intersectional Grant-Making* report from May 2018.

Highlights from the January 2018 Panel Discussion

Prepared by Angelica Ramirez

We were fortunate to have four frontline leaders in community and worker organizing join us for a panel discussion at the January 2018 Funders for a Just Economy convening in Los Angeles (Bamby Salcedo, Lola Smallwood Cuevas, Kimberly Robertson, and April D. Verrett).⁵ They shared their reflections to these two questions: How does the legacy of slavery, genocide, and patriarchy inform your understanding of our economy and what is needed for economic justice and liberation? What is your understanding of intersectionality and how have you seen an intersectional framework be a game-changer for social change?

April D. Verrett (Executive Vice President with [SEIU 2015](#)) reflected on how intersectionality means seeing and treating all SEIU (Service Employees International Union) members as whole people and how SEIU is re-imagining justice based in forgiveness and restoration, not punishment. She reminded convening participants that domestic workers' low wages are a direct outcome of slavery and heteropatriarchy because Black women were doing that work as slaves before the end of slavery. Verrett shined the light on a path forward in which philanthropy is making 5-year+ investments in organizations led by community leaders of color and in which we craft a new notion of deep partnership with community and labor organizations.

Dr. Kimberly Robertson (Assistant Professor of Women's, Gender, and Sexuality Studies at [California State University Los Angeles](#) with a specialization in American Indian Studies) reminded convening participants that they were on stolen land in a settler state, specifically Tongva land in Los Angeles. She noted that the root of social inequality is linked to capitalism, colonialism, anti-Blackness, slavery, and heteropatriarchy. The U.S. economy is built on stolen land and stolen lives. Robertson challenged the underlying assumptions of the economy and asked, "Is this economy worth saving?" She noted that Native and indigenous have had a more expansive view of gender identity and sexuality and pointed out how settler colonialism imposed a white/Western notion of gender and sexual norms. The impact of all of this has disrupted our ability to be in kinship with one another, the Earth, water, plants, and animals. That thereby disrupts our ability to envision economies and systems that are not exploitative or extractive.

Lola Smallwood Cuevas (Co-Founder and Director of the [LA Black Worker Center](#)) reminded participants that Black achievement in secondary education is on the rise, and yet Black graduates only earn 67% of what their white counterparts in LA County earn in wages and often cannot get jobs in supervisorial positions. As such, the problem is not lack of education, but a perfect storm of institutionalized racism, industry exclusion, and discrimination. Cuevas also stated that the answers are not in public policy alone. She reminded participants to ground themselves in their histories, families, and in nurturing our own civil society. Cuevas stood firm that we can create an alternative economy by leveraging our expertise, shaping a

deeper understanding our needs, and developing worker-owned businesses, and other social enterprises as a viable option.

Bamby Salcedo (President and CEO of the [TransLatin@ Coalition](#)) opened her remarks by sharing how TransLatin@ Coalition came about: those who lacked the most essential items acknowledged their power, organized, and invested in themselves and the most marginalized. She reflected on how heteropatriarchy, slavery, and genocide have translated into how people view trans people and in the particular nature of the violence against trans people. Salcedo asserted that an intersectional lens is not enough; we have to be willing to do what needs to be done. TransLatin@ Coalition has a workforce development program that addresses the fact that many trans women have not been able to hold formal jobs on the basis of their identity. With that example, Salcedo reminded the funders in the room that they cannot begin building power without understanding the community's needs. For example, Vicky Gutierrez, an active member of the Coalition was brutally murdered and set on fire in January 2018. Yes, anti-hate legislation exists, but in that moment, they needed resources to have a funeral and bury Gutierrez in her home country of Honduras. Coming together to grieve and celebrate Gutierrez's life was part of the organizing and resistance. Salcedo added that funders need to be thinking about overall wellness which includes the health of the body, mind, and spirit of those in the community. "This work is very taxing in all of those aspects," Salcedo shared, "so how are funders going to support emerging leaders who will continue to do this work and build community infrastructure?"

5. [A recording of the panel is available on Facebook.](#)

Contributors

Planning Committee:

- [Alejandra Ibañez](#), Woods Fund & Co-Chair, Funders for a Just Economy
- [Marjona Jones](#), Unitarian Universalist Veatch Program at Shelter Rock
- [Anna Quinn](#), NoVo Foundation
- [Manisha Vaze](#), Funders for a Just Economy, Neighborhood Funders Group
- [Mari Ryono](#), Facilitator and Consultant
- [Angelica Ramirez](#), Funders for a Just Economy, Neighborhood Funders Group

Thought Leaders Interviewed for this Report:

- [Alejandra Ibañez](#), Woods Fund & Co-Chair, Funders for a Just Economy
- [Alexandra DelValle](#), Groundswell Fund
- [Aleyamma Mathew](#), Ms. Foundation
- [Alvin Starks](#), Open Society Foundation
- [Anna Quinn](#), NoVo Foundation
- [Jonathan Njus](#), W.K. Kellogg Foundation
- [Laine Romero-Alston](#), Ford Foundation
- [Lavastian Glenn](#), Mary Reynolds Babcock Foundation
- [Margarita Ramirez](#), Liberty Hill Foundation
- [Marjona Jones](#), Unitarian Universalist Veatch Program at Shelter Rock
- [Robert Shull](#), Public Welfare Foundation
- [Surina Khan](#), Women's Foundation of California

Panelists for the January 2018 Working at the Intersections Strategy Session in LA:

- [Bamby Salcedo](#), TransLatin@ Coalition
- [Lola Smallwood Cuevas](#), LA Black Worker Center
- [Kimberly Robertson](#), California State University, Los Angeles
- [April D. Verrett](#), SEIU Local 2015
- [Marjona Jones](#), Moderator, Unitarian Universalist Veatch Program at Shelter Rock

Participants in the January 2018 Working at the Intersections Strategy Session in LA:

- [Alejandra Ibañez](#), Woods Fund & Co-Chair, Funders for a Just Economy
- [Aleyamma Mathew](#), Ms. Foundation
- [Angelica Ramirez](#), Funders for a Just Economy, Neighborhood Funders Group
- [Anna Quinn](#), NoVo Foundation
- [Holly Bartling](#), General Service Foundation
- [Jessica Dalton](#), Ford Foundation
- [Julia Beatty](#), Borealis Philanthropy
- [Lanita Morris](#), Groundswell Fund
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- [Rhiannon Rossi](#), Women's Foundation of California
- [Robert Shull](#), Public Welfare Foundation
- [Sienna Baskin](#), NEO Philanthropy
- [William Cordery](#), Wellspring Philanthropic Fund
- [Xiomara Corpeño](#), Groundswell Fund
- [Mari Ryono](#), Facilitator and Consultant

We wish to honor all the women of color, transgender women of color, queer women of color, and allies who have fought for liberation from an intersectional lens. They include Harriet Tubman, Ida B. Wells, Audre Lorde, Marsha P. Johnson, Sylvia Ray Rivera, Toyipurina, Lili'uokalani, Grace Lee Boggs, and countless others—past and present, those whose names we may or may not know—who were and are fighting for a new world.

