

## Podcast "Somos Filantropía": Transcripción

**Episodio:** Listening, Responding and Shifting Power

**Anfitrión:** Glenisse Pagán Ortiz, directora ejecutiva, Filantropía Puerto Rico

**Invitada:** Melinda Tuan, directora ejecutiva, Fund for Shared Insight

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**[00:00:00.300]**

Bienvenidos al podcast oficial de nuestro equipazo en Filantropía Puerto Rico, Somos Filantropia. Estas conversaciones profundizan, visibilizan y amplifican los esfuerzos que adelantan la equidad dentro del ecosistema social de Puerto Rico. Nuestros invitados compartirán sus perspectivas sobre temas sociales desde sus experiencias y especialidades. Así que busque un espacio cómodo, sirvete un café, café de aquí, claro está, y danos oído.

**[00:00:24.210] - Glenisse Pagán Ortiz**

Saludos, bienvenidos a otro episodio de Somos Filantropia. En este episodio vamos a tener un cambio y vamos a coger y vamos a hablar en inglés porque nuestra invitada es especial, que la voy a presentar ya mismo. Estamos justamente en Savannah, Georgia, y vamos a hablar un poco de esto, aprovechando la oportunidad de que estamos aquí. Así que gracias por pegar.

**[00:00:48.100] - Glenisse Pagán Ortiz**

Hey, Melinda.

**[00:00:48.900] - Melinda Tuan**

Hello, Glenisse.

**[00:00:49.810] - Glenisse Pagán Ortiz**

Thank you so much for your time. I know you're running this event, and this is a small moment of your day that you're giving to us, so truly, truly appreciate. I appreciate it.

**[00:01:00.740] - Melinda Tuan**

My pleasure.

**[00:01:02.370] - Glenisse Pagán Ortiz**

Thank you. I know you know Puerto Rico a lot. You've done a lot of work, but I really love... I wanted to ask you for this time to talk a little bit about one of the projects that you personally manage, which is Fund for Shared Insight, which is a whole platform with initiatives. Tell us a little bit about Fun for Shared Insight. We very cute call it FSI internally. FSI in Spanish, of course. FSI. But Fund for Shared Insight, how did it come about and what's its mission? What does it work for?

**[00:01:43.340] - Melinda Tuan**

I like to call it Shared Insight. Not FSI.

**[00:01:46.310] - Glenisse Pagán Ortiz**

But it's okay. It's okay.

**[00:01:49.600] - Melinda Tuan**

So Fund for Shared Insight, we are a national funder collaborative based in the US. We're a virtual organization which served us very well during COVID because we didn't have to open or a flow of town. And we were started in July of 2014 and came

out of an initiative where the Hewlett Foundation, which is based in California, they had a \$2 million a year initiative that they were funding to improve philanthropy that ended. So they all of a sudden had extra money and no call on that money. And as I understand it, because I wasn't involved with that at the time, they went around and talked to funders around the country and asked them, if you were Hewlett and had \$2 million a year to improve philanthropy, what would you do? And what happened was, Laura has it, at one of those meetings, Darren Walker, who is now the CEO of Ford, but at the time he wasn't. So he knew that he was going to become the CEO. He said, Instead of Hewlett doing something on your own, why don't we pool our money and do something together? And so Faye said, That sounds great.

**[00:03:00.160] - Melinda Tuan**

Darren said, Ford is in, and six other foundations joined at that time without even knowing how they were going to improve philanthropy. They pulled funds together and said, Let's decide together how we want to improve Philanthropy. They looked at big data in philanthropy influencing government, and then landed on really listening to the voices of people in communities most harmed by systemic racism and intersectional inequities, and how to help funders listen, respond, and shift power to those communities that are least consulted by philanthropy, but most impacted by philanthropy's decisions.

**[00:03:43.740] - Glenisse Pagán Ortiz**

Wow. Did it Did it go straight into that, listening, responding, and shared power? I mean, apparently, they went pretty quickly. They went pretty quickly into listening. Yes. But has it been a process of... It has Let's listen. Yes, yes.

**[00:04:02.440] - Melinda Tuan**

As many organizations have been on an equity journey, Shared Insight also has been on an equity journey, and we're still on this journey, learning, making mistakes, learning, improving. And in the beginning, our focus really was on listening to people. And listening is an important part of being on that equity path, but it's not sufficient by itself. Just listening. If there are bad practices in listening, there are good practices in listening. So it was really over several years with the encouragement of our colleagues from Kellogg and Ford, who are at the core funder table. We call our main funders involved with this pooled fund, our core funders, who are really encouraging us, challenging us, sometimes crying about how can we be about listening to people and people most marginalized and not be talking about equity. So we had We had assigned readings, we had discussions, we had speakers come in. We took the whole group to Montgomery, Alabama in 2018 to visit the Equal Justice Initiative and visit the Legacy Museum, which talks about the history of slavery in the United States through to mass incarceration. Today, we visited the National Memorial for Peace and Justice, which is also known as the Lynching Memorial.

**[00:05:29.050] - Melinda Tuan**

And it was really transformative. Now, it wasn't just that one experience, but it was that series of things that we did. And bringing that before our funders who we convened three times a year. But it was really that moment. There's a video on our website about it that talks about how one of our colleagues was on that trip with us. And at the Equal Justice Initiative, they have this wall where they have a jar of dirt that's been collected at each lynching site in the state of Alabama. That's where they're looking at. And one of our colleagues, as she was looking at these jars, found her last name on one of those jars. And she had no idea that she had a relative who had been lynched in Alabama. And for us to be on that journey with her and to grieve with her.

**[00:06:22.620] - Glenisse Pagán Ortiz**

I can feel it just listening to.

**[00:06:24.500] - Melinda Tuan**

Yeah, and to grieve with her and for Shared Insight to be this container, for us to process that together. We came out of that changed as individuals, our hearts, our minds, our funder collaborative. There was no question we had to be focused on equity, racial equity in our work. And it was very clear, the through line, about listening and equity. And as you talk about equity, you need to start talking about power. Exactly. So we've been on this journey, and every three years, we revisit our theory of change. Change. So I really say in this last three-year period is when we've really solidified this language about shared insight is about listening, responding, and shifting power.

**[00:07:12.090] - Glenisse Pagán Ortiz**

Great. I want to talk more about that, but it seems that I love it. It seems they had the will to come together and decide the theme that they wanted to learn more about. And then there was a process of them really opening up to learning these funders. And from there, now you run a bunch of different initiatives and programs and other things. And this is how we met. We met at a feedback labs conference, and And my life has never been the same. Yes, definitely. I appreciate it, likewise. But we met there. And then since we had met, I remember you took out this open call for proposals about listening. And for people that know philanthropy and have seen our work, our project, Learning to Listen, really came out of support from FSI. I mean, if you go to our website, you see it. But I know there's a lot of people that listen to us that participated as a participant in learning to listen. So now you know the back story. But I I remember the open call came out and it was listening and we were like, oh, this is great for us because we were a very young PSO.

**[00:08:38.890] - Glenisse Pagán Ortiz**

We're still young. But it helped us be very intersectional in all the things that we do because, yes, we are a philanthropy serving organization. We're an intermediary that we have funders collaborate that we manage and we give services to our philanthropy. We were coming from disasters, and we put all of that together serving our membership. We had a fund. And then with this proposal, we came up with this initiative of Learning to Listen, which is a participatory grantmaking process where you learn to listen in practice with the added level of being a participatory in process. But we had funders, nonprofits, and community leaders in the table with the principal voice being the community leaders. But there were so many levels of meaning and programming that we have because of where we come from, that it was very interesting to say. And I say all this because it was a great experience. Fsi has been or Shared Insight has been with us all along that way. And then all the tools from learning to listen come from that project. And now we've been, in the last two years, been part of a community of practice that Shared Insight has sustained.

**[00:10:12.780] - Glenisse Pagán Ortiz**

And we've been lucky to be part of that community of practice of other PSOs that are also doing learning how to listen and just also to create tools and come together so we can expand this message further. And I say all of this because we are on location in Savannah, Georgia, in one of our community practice meetings that we have this year. So we're very, very grateful. But again, this is actually before our last day, and I've had so many learnings and realizations and just things. Right now, you are very much in this space of listening, responding, and shifting power. Could you tell us a bit more about this framework of these three?

**[00:11:07.410] - Melinda Tuan**

We've had conversations before about the importance of a high-quality feedback loop. So if you think about listening to community community is not just going out and listening and then coming back and doing nothing. You need to listen and make sure you're listening to the variety of voices, voices that are least heard in your communities. You need to then respond to what you hear. So hearing what the community is saying, responding to that, and then closing the loop with the folks who've given you their voices, their opinions, their feedback, and saying, We heard this, And here's what we're going to do differently because of what we've heard. And sometimes it's, here's what we heard, and here's why we can't do anything about it or help us figure out what to do. And we talk a lot about participants becoming partners in the process. And I would say all of that needs to have an equity frame to it as you think about who you're listening to, how you're interpreting that data, engaging people from the community and making sense of the feedback and the listening, helping you figure out as a funder how to respond, how to best close the loop.

**[00:12:22.950] - Melinda Tuan**

And ultimately, what we do want to see is that funders are shifting power of community. So you're learning to listen an initiative that had participatory practices in it is rarely where we're trying to encourage funders to engage more in participatory practices, which isn't just participatory grant making, which is one way of shifting power by giving a pool of funds to community, decision making. But it can involve designing how that initiative happens. It could be how you measure the results of that work and making sure that People are involved in from the community in deciding what's the appropriate way to even measure success for this initiative. It can be the grant making itself. But we also talk in our work about the importance of the seats of power. So the boards of foundations, having people with lived expertise, or sometimes we call it systems expertise, and then actually

having a seat at the table where real decisions are being made across the entire funding entity and not just one person, a community. There's a lot of opportunity. You see a lot of this in terms of tokenization and people who are not supported in their position, and And then people say, oh, see, it didn't work.

**[00:13:47.570] - Glenisse Pagán Ortiz**

Right. And I love, I'll interrupt you for a second there because I love when you say lived experience, because sometimes with very good intentions, yes, we Any thought that we have of either it's a woman or a person of color or whatever it is, we put them. But you really want the diversity because of the lived experience. If it happens to be that it has different characteristics, then that's great.

**[00:14:20.970] - Melinda Tuan**

We're not talking about racial ethnic diversity checking the boxes. But really, if you're funding in homelessness, do You have someone who has experience being unhoused, who is advising your work as a foundation sitting on your board. An example that I often get, we're both island girls. Yes. I grew up in Hawaii. We've been talking about Hawaii. But it's been a long time since I lived there. So I was born and raised, but I left when I was 17. So even though I'm from the island, I don't live there anymore. And for me in my home in Philadelphia, to be making decisions about what's going on in in Hawaii makes no sense because I'm not from there anymore. I mean, it breaks my heart that I'm not from there anymore. And it's still home.

**[00:15:08.790] - Glenisse Pagán Ortiz**

And I can't get back. You can make other decisions and enjoy other things. And I appreciate that you say that because in Puerto Rico, we have the same relationship.



We have a lot of poor regions that do not live, haven't lived on yet or haven't even grown up yet.

**[00:15:24.060] - Melinda Tuan**

And one might argue that they shouldn't be the ones making decisions.

**[00:15:27.320] - Glenisse Pagán Ortiz**

One might argue, and some other people may argue that bad day. So we respect all decisions, too. But yes, I definitely agree. What would you say, again, going to this listening, responding, and shifting power? So I know we're going to listening, but this responding, what if you can't respond?

**[00:15:50.520] - Melinda Tuan**

It was really interesting.

**[00:15:52.400] - Glenisse Pagán Ortiz**

And I say this because I think there's a lot of people resist on occasion if there isn't a response.

**[00:16:02.290] - Melinda Tuan**

Well, yes, there is a backdrop of a lot of funders have asked community for their opinion and done nothing with it. And then that just feels very extractive. The community feels used. They have no incentive to participate in giving feedback again. So we don't want to do that. It's interesting. I'll tell a story. During COVID, the early days, everyone was scrambling. How do we know really what the community needs? And there was one health conversion foundation that we have a good relationship with. And they called and they said, we're afraid to ask the community

what they need because we think they're going to overwhelm us. And we can't do everything during COVID. What do we do? And we said, Isn't it better to ask and then tell them what you heard? And to be clear, they know you can't do everything, but you can do some things. And it's better to be able to respond and say, We hear that housing is an issue, that jobs are an issue, that access to food is an issue. We can't do all of those things, but here are the things we can do, and we're going to do them in partnership with community.

**[00:17:11.740] - Melinda Tuan**

We're going to keep checking in with you to hear what we're doing is the right thing. And then these other things that we're hearing, well, maybe you could talk to other funders in the community who do fund transportation or housing or who can address those needs. Let us think about their ideas. Yeah, and be collaborative. But we all would I would love to hear back when we give feedback. What did you do with it?

**[00:17:36.790] - Glenisse Pagán Ortiz**

Sometimes when I take- Knowledge. Yes.

**[00:17:38.850] - Melinda Tuan**

Sometimes when I take plane rides or things like that, I put a zero. I'm going to respond, and I never get a response. So you're like, why should I fill out your surveys if you're not actually going to respond? But for a funder who is in a position of power with resources, I think it's our obligation to be thoughtful about how we ask, not to be extractive in the way we do it, and then to respond. And respond doesn't mean I'll solve everything that you're telling me or issues or problems, but it's really explaining what you can do and what you can't do in engaging the community as partners.

**[00:18:18.990] - Glenisse Pagán Ortiz**

It's even just acknowledging and having presence that goes a long way.

**[00:18:23.840] - Melinda Tuan**

It's about relationship.

**[00:18:24.880] - Glenisse Pagán Ortiz**

Exactly. Which are long term. Maybe I can respond how you want now, but in the future, I may, at least. I know. Awesome. So again, that's closing the loop by shifting power. What would that be? How does that look like?

**[00:18:43.540] - Melinda Tuan**

So it looks like a variety of different ways. I mean, we touched on some of this earlier in our conversation, but we have what's called a funder listening action menu that we've worked on with this community practice here in Savannah this week. Got a lot of good feedback on that, and we're going to respond and close the loop about that feedback. We talk about different ways.

**[00:19:04.200] - Glenisse Pagán Ortiz**

Do you feel pressure to always be like, We have to be top of listening, responding, and shouldn't be trouble?

**[00:19:09.580] - Melinda Tuan**

We do because we need to walk right off.

**[00:19:10.850] - Glenisse Pagán Ortiz**

I know.

**[00:19:11.490] - Melinda Tuan**

You can't be like, It's only for other people. It should close the loop. We need to be living out the values and the principles and practices. So we talk a lot about how you can help your grantee partners listen. How can you build the capacity of your nonprofit partners to listen, to listen alongside your grantee partners. That's one whole way of thinking about listening. But that really puts the onus on the nonprofits. Yes. And the funders need to be responsible in building their capacity, funding them to do that work. But then for the funder themselves, there are many ways to incorporate listening into the way that you're doing your work, whether it's to inform the way you make grants, who you make grants to, how you make those grants, listening to inform your strategy development. So sometimes you have one idea of what a good strategy should be for your foundation. You know better than the community what they need. But if you don't listen to the community and ask them what they really think are the highest priorities, once you listen, it may change your strategy. Or it might validate it. Or might validate it.

**[00:20:19.590] - Melinda Tuan**

Exactly. You listen to it. Yes. And making sure, again, that you listen to a broad range of places and not just one particular slice of the community. Yes. And then we talked about listening in the way that you do evaluation. So engaging people as participants in your evaluation design, being very community-centered in way to your evaluation, and then bringing people from the community that have lived expertise onto your staff, onto your board. There are many, many different ways to think about shifting power. And a lot of those examples are starting with power shifting. But we recognize it's funder We've seen that a lot of leaders come to this

work at all different stages and levels of ability to act on things. So we want to make it bite-sized for some folks and then maybe for folks who are more advanced in their listening practices, then we can really talk about shifting power piece.

**[00:21:16.950] - Glenisse Pagán Ortiz**

Yeah, it's a journey. I think you've created a great roadmap. So again, it's what happens along the journey. So everybody will be different. I don't think it's necessarily more advanced or bigger. It's like, at this moment, this is where you are because each community or each issue will be different. So you might just begin listening well, which is one of the menus, listen well. What does that mean, listen well?

**[00:21:46.020] - Melinda Tuan**

So listening well, we would define as listening to that variety of voices, so making sure you have a broad representation from the community. Listening well means having an equity lens to how you're listening Listening as well. Listening well means all this that we've talked about in terms of responding and closing the loop. And that listening is not, again, extractive. It's listening so that you can respond and hopefully, ultimately, shift power to We'll partner up. Well, we talked about this here in Savannah. If you survey funders, 99 % will say, We're listening. And they probably are listening in different ways, right? They're in the community, they're doing site visits. But we're talking about listening well. And there's a specific definition we have on our website about that. And when we survey funders, do you listen? Yes, everyone listens. Then we say, okay, here's our definition of listening well. How many of you are listening well? We have much There are people raise their hands.

**[00:22:46.780] - Glenisse Pagán Ortiz**

Yes.

**[00:22:47.220] - Melinda Tuan**

And everyone's on the path. Those who say, I don't know how we're listening, then we encourage them, find out how you're listening to me. Yes.

**[00:22:57.400] - Glenisse Pagán Ortiz**

So I have also I love your thoughts on... Because when we talk about listening, we talk about listening to the people affected by the decisions that you make. So the shifting power is giving them also decision power because they're going to affect them. So many times it means that you got funder, you got the nonprofit organization, and then you got the community or the affected. So how do you see that relationship? I'm just curious, have you seen any challenges or resistance of the funder has a relationship with your organization? Should they go all the way? Should they be involved? Just wondering if there have been any thoughts, even from a non-organization, like your relationship with me, not with them. Just curious.

**[00:23:57.120] - Melinda Tuan**

There's no one right way. So let's just start with that. So you have to take each situation. You may be familiar that when Shared Insight started in 2014, soon after that, we incubated a program called Listen for Good. And we've now spun it off. So it's an independent organization, but their whole focus is on building the capacity of nonprofit organizations to listen well as we're defining it, this goal feedback loop, including responding and closing the loop. And they've now worked with over a thousand nonprofits.

**[00:24:31.420] - Glenisse Pagán Ortiz**

The website is full of great information and kids and a lot of resources.

**[00:24:38.370] - Melinda Tuan**

We use them a lot. Yeah. So Listen for Good is a great resource for funders and nonprofits to listen to community. And that's one way for a funder then to listen to community through this capacity building program called Listen Program. There are other ways that funders can do direct listening to community, polling, community research, site visits. There's a whole variety of ways that funders can do that. And as with anything that funders do, the power dynamic really needs to be attended to. Sometimes funders might be criticized for jumping over their nonprofit partner to go straight to community. And it really needs to be in communication with, in partnership with your nonprofit community because the nonprofits know the community the best, typically, and can be the ones to mediate those conversations. We gave one example here in Savannah about the James Irvine Foundation in California. So they did a variety of things, including funding 20 some organizations to do Listen for Good. But they also did a whole listening to California Voices sessions. They listened to like 400 people across the state of California in these different listening sessions. And then they went back and oversampled for Asian-American Pacific Islanders because they realized they weren't listening well to that particular subset.

**[00:25:59.820] - Melinda Tuan**

Of the California population. So they employed a variety of ways of listening. One thing that I thought of when you asked me this question is, what's been a great outcome of somebody that listens for good work is that sometimes the funder will say, I've never asked our nonprofit partners what they think of us. So how can I then ask a nonprofit to ask the participants of their programs what they think if

we're not walking the walk? So it's been It's a beautiful thing. Sometimes the funder has been like, Oh, we need to listen to our nonprofit partners, and we need to listen to our staff before we ask nonprofits to do the same. So they're building in this muscle around listening to a variety of different stakeholders.

**[00:26:50.010] - Glenisse Pagán Ortiz**

Definitely. It's very interesting. I think there's a lot of change by listening and the funder asking feedback about them, but really also being as a partner asking the organization, what feedback do you get from your community and the work that you do? Which on occasion could seem, I think for the organization, if they haven't gotten that, that question could be a little weird. But again, if there's a partnership and there's trust, then we need to be accountable. Cool. I know you also have a participatory grantmaking toolkit, which is pretty awesome. You want to tell us about that? Yes. And I know Puerto Rico was part of that process.

**[00:27:38.280] - Melinda Tuan**

Yes, it was. It was very exciting. So it's actually a participatory philanthropy toolkit because, again, it's much more than just the grant. But it came out of, originally in 2020, a Participatory Climate Initiative that we're trying to do to learn more about participatory grant making. But out of that experience, we realized, oh, there are so many lessons having to do with many different participatory practices that one can take in philanthropy. And what we loved about it is the funders involved in Fund for Juvenile Insight put aside a million dollars for this initiative because they wanted to learn about participatory practices. We picked climate serendipitously. It's not an issue area that we fund in. It was fun. But I think there was some passion around how can we motivate funders to-



**[00:28:31.040] - Glenisse Pagán Ortiz**

There's so many designers. So yeah, makes total sense.

**[00:28:33.260] - Melinda Tuan**

So there was a design team that was composed of people across the country who have lived expertise in climate. We did not select them. It wasn't the funders that did this. I know.

**[00:28:41.800] - Glenisse Pagán Ortiz**

I participated in- That's what you nominated, right?

**[00:28:43.930] - Melinda Tuan**

Yeah, I nominated. So you were part of the nomination process. And it was so cool because I was like, please fund the islands. Please fund. What? And what came out of that was the design team said we should do two funds, one in the Southeastern United States, including where we go and the islands, which I don't know why some people don't define that as part of your Southeastern US. And then the other region was Alaska and Hawaii. And then there were two grant-making groups.

**[00:29:17.570] - Glenisse Pagán Ortiz**

Those are the regions I think. I don't have data, but they don't get funded. There's not so many awareness of that. Right.

**[00:29:25.770] - Melinda Tuan**

And while we loved, specifically, I was involved with the Alaska Hawaii cohort. So they had one funder who sat in on all the grantmaking group meetings. And then

there was another colleague of ours from the Kellogg Foundation who sat in on the Southeastern United States grantmaking group. And again, the grantmaking group was composed of people that were nominated by the design team and other nonprofit partners across the country. And it was just such a beautiful, joyous process to just listen and learn from my fellow climate experts, people who had lived expertise in this work, and for them to decide who should get the money and how much. And something that I shared earlier today is, originally, the funders put aside a million dollars for this, and the design team came back and said, that's not enough. That's nothing. First of all, we want to do two regions. \$10 million, \$100 million would be great. I was like, I don't think I can raise that, but I can raise probably another million dollars. So that's what we did. We raised another million I was within three months. It was amazing.

**[00:30:32.390] - Glenisse Pagán Ortiz**

You can probably raise it, but it'll take you long.

**[00:30:34.600] - Melinda Tuan**

It'll take me long to raise \$100 million or \$100 million. So then each region had a million dollars to decide where the money would go in terms of these grants and which organizations. And they chose organizations that I can guarantee you, most program officers in climate or environment would not have chosen. There's a beautiful video on our website. And part of it is a Participatory Flansby toolkit, where this Cosmic Sanctuary poetry, the guy, artist, recites his poetry, and it's so powerful. Can you see me? Can you check it out? Can you see me? Yes. Can you see me? And it was so beautiful, too, to see the connections between the folks from Hawaii and Alaska with each other. We'd call that the Kuleya region because there's a bird that migrates between the two places. Oh, between the two? Yes. That's a long distance. Yeah. And then when we did the convenings, there were folks from

Puerto Rico who came to our Hawaii convening. There are folks from Hawaii who went to the Puerto Rico convening. And there was a lot of similarities that folks saw between the island.

**[00:31:39.320] - Glenisse Pagán Ortiz**

Colonation.

**[00:31:39.570] - Melinda Tuan**

Yes. So relationships built, information shared. And out of all of that, we then developed this Participatory Philanthropy toolkit that talks not just about how we did it, because we're not expecting that any funder will replicate exactly how we did it. But there are tools like the budget, the project plan, the sample, facilitation, many different components of it.

**[00:32:06.650] - Glenisse Pagán Ortiz**

Yes. It could be. It's very detailed. I love it. I checked it out, so we're going to link it down. And it's Another resource that we have on our page involved resources for philanthropy. So you'll find it in a couple of places. But yes, even those little details of... Because the process of sustaining the teams and And taking them to decisions is one thing, but the whole infrastructure that you need to create that process is another. I mean, we were able to do it because we had the grant from Shared Insight. So we had the forward fund that was the sub-granting, our membership services, and then this grant supported that part. If we wouldn't have had that intersectionality, we wouldn't have been able to do that process. So we were very blessed and lucky by that.

**[00:33:01.390] - Melinda Tuan**

And we were very blessed and lucky, too, that our funder collaborative just gave us the time. Just like we launched this during COVID. So to do a virtual participatory initiative with folks who were literally battling not just COVID, but there were several hurricanes. There were some huge storms in Alaska.

**[00:33:19.780] - Glenisse Pagán Ortiz**

One of our favorite were there were earthquakes.

**[00:33:21.630] - Melinda Tuan**

Yes. So we were working through all of that. And yet there was such a commitment to helping philanthropy do better through participatory approaches. The participants in this climate initiative were really, really passionate about not only bringing resources to their communities around climate, but also educating funders about how they could do their philanthropy differently, how they could share, shift power to community, trust community more.

**[00:33:49.800] - Glenisse Pagán Ortiz**

I appreciate your work a lot. And I love also one of the strategies that you've taken, or I think that you've taken is, is the PSO strategy, not grantmaking. I mean, you do have other things, but you've taken this group for the last four years or maybe more of PSOs and supported them because I think, I'm assuming they can scale, right? Also everything that you have and all the resources, it helps to scale and to really expand.

**[00:34:26.990] - Melinda Tuan**

And also she has from the beginning, when we were founded in 2014, Fund for share that was never meant to be an ongoing concern. We're not our own 501(C)(3). We are a sponsored project through Rockefeller Philanthrop advisors. And we're designed that way because we weren't meant to be forever and forever. And we do see our Philanthropy Serving partners, like Philanthropy Abuelo, as key partners in making sure that this work continues. So these principles and practices around equity-centered listening, responding, shifting power. If we can better equip you as our partners in this. The last two days has been like a deep dive into here are tools, and here's how to use it, and here's how to talk about it, and here's how to promote these tools with your funders and your networks. That work is going to live on because philanthropy is going to live on beyond shared insight. And we want you to be a strong organization and well-equipped to carry this work forward.

**[00:35:25.300] - Glenisse Pagán Ortiz**

Absolutely.

**[00:35:25.740] - Melinda Tuan**

Plus, it's super joyful to hang out with you.

**[00:35:27.900] - Glenisse Pagán Ortiz**

Yeah. Likewise. So, Melinda, we always end up with this question, how does shared insight and Melinda, on a personal note, advance equity?

**[00:35:41.770] - Melinda Tuan**

I think for Shared Insight. And for me, we did this great session today with our colleagues, Pro-inspire, called Hear to Listen. And they have to reflect a lot on our

personal power, professional power. And I think Shared Insight, too, as a funder collaborative, composed of some of the largest foundations, really in the world, that where we need to be about centering equity, promoting equity is who we work with, how we do our work, what consultants we use, the kinds of work that we fund, and making sure that we are constantly holding up a mirror to ourselves around how does this work, this hire, this consultant, this toolkit, reflect our principles and values around equity. And so we're constantly doing that. And we have, as you know, who's our equity partner, who has been with us since 2017. Really, her job, and she's on our management team, is to hold up that mirror and constantly asking, does this reflect our equity values? And I've been on this equity journey too, because as I mentioned, when we started in 2014, we were like- That's nonstop. Yeah, but we were thinking about equity. I was a leader, and I was not bringing in that equity lens to our work.

**[00:36:57.050] - Melinda Tuan**

So I've done my own work in learning that I've been so privileged to be a part of this collaborative where we're all learning together. And again, be mindful of my own power. You may also identify this, but I was like, it's just me, Melinda. I'm not a powerful person. I'm small. I'm friendly.

**[00:37:18.140] - Glenisse Pagán Ortiz**

But no, I have power. Yes.

**[00:37:20.480] - Melinda Tuan**

I have this position. I have these networks. I have the resources. And just to constantly be reminded of the power that I do have and how to be responsible of that and how to shift and share my own power with others.

**[00:37:37.020] - Glenisse Pagán Ortiz**

And I see it. And it's important to hang out with people that see it so they remind you of it. So thank you. And for Actually, we just spoke with Poe Inspired to do a podcast, too. So you'll hear a chapter with them as well and see more of those tools. Thank you, Melinda, for your time and your knowledge and always your inspiration as well. We're going to put all the information of Shared Insight below this podcast. And again, thanks for being here, folks. See you on our next one.