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welcome

**August 16, 2022**

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**[www.buildblackhou.com](http://www.buildblackhou.com)**

# agenda

- **Welcome**
- **Introduction**
- **Assets & Opportunities**
- **Planning for What's Next**
- **Ways to Get Involved**
- **Closing**

**who's  
in the  
room**

**Please put your Name &  
Organization Name in the chat.**

# definitions

**Resource:**  
something that aids or assists  
you in doing your work.

**Resourcing:**  
the way you are given, or  
receive, things that aid or assist  
your work.

# the build-up

Think of times when you as a Black leader felt most affirmed. Where you felt like you and your Blackness most belonged. Take a few moments to identify what created this feeling.

Make a list on your computer, and then paste it into the Google Doc or the chat.

- *This could be a group, an event, a place, a job, etc.*
- *Think of a moment where the “isms” were most suspended*

**Google Doc Link:**  
**<https://bit.ly/3zVU2HC>**

a  
framework

# 8 forms of currency

Capital Pools	Currency	Complexing to
Social Capital	Connections	Influence, relationships
Material Capital	Materials, natural resources	Tools, buildings, infrastructure
Financial Capital	Money	Financial instruments and securities
Living Capital	Carbon, Nitrogen, Water	Soil, living organisms, land, ecosystem services
Intellectual Capital	Ideas, Knowledge	Words, images, 'intellectual property'
Experiential Capital	Action	Embodied experience, wisdom
Spiritual Capital	Prayer, Intention, Faith, Karma	Spiritual attainment
Cultural Capital	Song, Story, Ritual	Community

# the exercise

using this framework:

what resources would contribute to  
what you brainstormed?

what resources could replicate what you  
brainstormed?

how would you have to be resourced to  
get to what you brainstormed?

*Fill in the Google Doc or put in the chat. Try to  
think of at least one answer for each.*

continue  
the convo

interested in how Black-led orgs  
want and need to be resourced?

We'll have a series of listening sessions  
in August and September.

share with orgs you know, or consider  
hosting your own session

*Learn more at <https://bit.ly/3plmGNd>*

*Scan Me*





# planning process

- Quantitative - surveys
- Qualitative - storytelling, focus groups and workgroups
- Black-led & Black-informed
- Holding space for relationship-building and healing

# Planning Team



**Cindy Alvarado**  
Funder Workgroup  
[Independent Consultant](#)



**Brandi T. Brown**  
Leader-in-Residence  
Collaborations &  
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[HYPE Freedom School,  
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**Kelli King-Jackson**  
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**Erin McClarty**  
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Vision Workgroup  
[Erin McClarty PLLC](#)



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Consultant Team  
Nonprofit Needs and  
Trends Workgroup  
[VESTEDin Consulting  
Group](#)

*The bios for the Leaders-in-Residence and consultants can be found [here](#).*

# building on previous work

- [Black-Led Organizations in the Bay Area: From Crisis to Change \(California, 2015\)](#) - Created [ASCEND:BLO](#), which raised [\\$5.9M in the first three years](#), hosts a funder collaborative, and has a capacity-building accelerator for BLOs.
- [The Case for Funding Black-Led Social Change \(National, 2017\)](#) - used as a benchmark for foundations
- [Braver: Together \(Dallas, 2019\)](#) - has given about \$175K to BLOs, will be launching their community survey soon.
- [Nonprofit Leadership Census \(Detroit, 2021\)](#) - still emerging
- **How African American-led Organizations Differ from White-led Organizations (Philadelphia, 2013)** - [Philadelphia Black Giving Circle](#) was founded in 2018 and has given ~\$200K to BLOs in their first three years; Philadelphia Foundation created a [Black Community Leaders Fund](#) focused on Black-Led Nonprofits Serving Black Communities in 2021. To date, [\\$1.15 million has been awarded](#) to 29 organizations through the BCLF, which has raised more than \$3.3 million toward its \$5 million goal.
- [Centering The Experience of Black- Led Nonprofits In Austin \(2021\)](#) - The work of [Black Leaders Collective](#), a 100-member, action-oriented group formed in 2020, lead the Austin Community Foundation to invest in this community-led survey. The survey resulted in the Foundation creating the [Black Fund](#) (goal is to raise \$20M by the end of 2022).
- [The Case for Investing in King County's Black Led Organizations \(Seattle, 2020\)](#) - The Seattle Foundation developed the [Racially Equitable Philanthropy Aimed at Initiating Reparations \(REPAIR\)](#) framework, which includes a call to action to drive at least \$25 million to the Black community from 2021 – 2025.

## Where we are in the planning

- Outreach to 140+ Black-led orgs
  - 14 are Black-led collaboratives
  - Diasporic approach - Black immigrant & migrant groups, LGBTQ groups, ect.
  - c4, shared leadership & informal structures
- ~ 40 (28.5%) have participated in a workgroup or convening
- Holding space for relationship-building and healing

**Are there any previous  
Houston data sets/research  
studies on Black-led  
economic empowerment  
organizations?**

**Q & A**

# POWER

why  
is this  
planning  
process  
important

“Liberatory power is the ability to **create what we want**. It is real power, related to **abundance consciousness**, the creative force of life. Liberatory power is about **expanding our set of choices** and fine-tuning our consciousness so that we can **recognize decision points and choose intentionally.**”

Source:

[https://nonprofitquarterly.org/introduction-to-power/?hss\\_channel=lcp-542508&utm\\_content=bufferdff57&utm\\_medium=social&utm\\_source=linkedin.com&utm\\_campaign=buffer](https://nonprofitquarterly.org/introduction-to-power/?hss_channel=lcp-542508&utm_content=bufferdff57&utm_medium=social&utm_source=linkedin.com&utm_campaign=buffer)

# Narrative Change

Black-led organizations controlling the narrative about:

- Who they are
- What success means to them
- How they want to resource their work



# Asset Mapping

**Your  
Work**





# Early Learnings: We Are...

Advocating &  
Organizing

Building and activating  
civic power



Meeting The Needs

Filling the needs sustain  
healthy lives



**Black. Migration. Houston.**

Coalition  
Building

Keeping us together to  
leverage power



**What do you see?**

## S.O.A.R. WORKSHEET

SOAR embraces an appreciative inquiry approach that engages all levels of an organization in uplifting discussion. The questions serve as a guide to the discovery of organizational strengths, opportunities, aspirations, and results.



### Strengths

- What are our greatest strengths?
- Where do we add the most value?
- What are we most proud of?

### Opportunities

- What are our best opportunities?
- How can we best meet client needs?
- Where can we add more value?



### Aspirations

- What are your hopes?
- What would you like for the future to look like?

### Results

- What are specific measures that will let us know we are successful?
- What will be different for our clients?
- Where can we add more value?



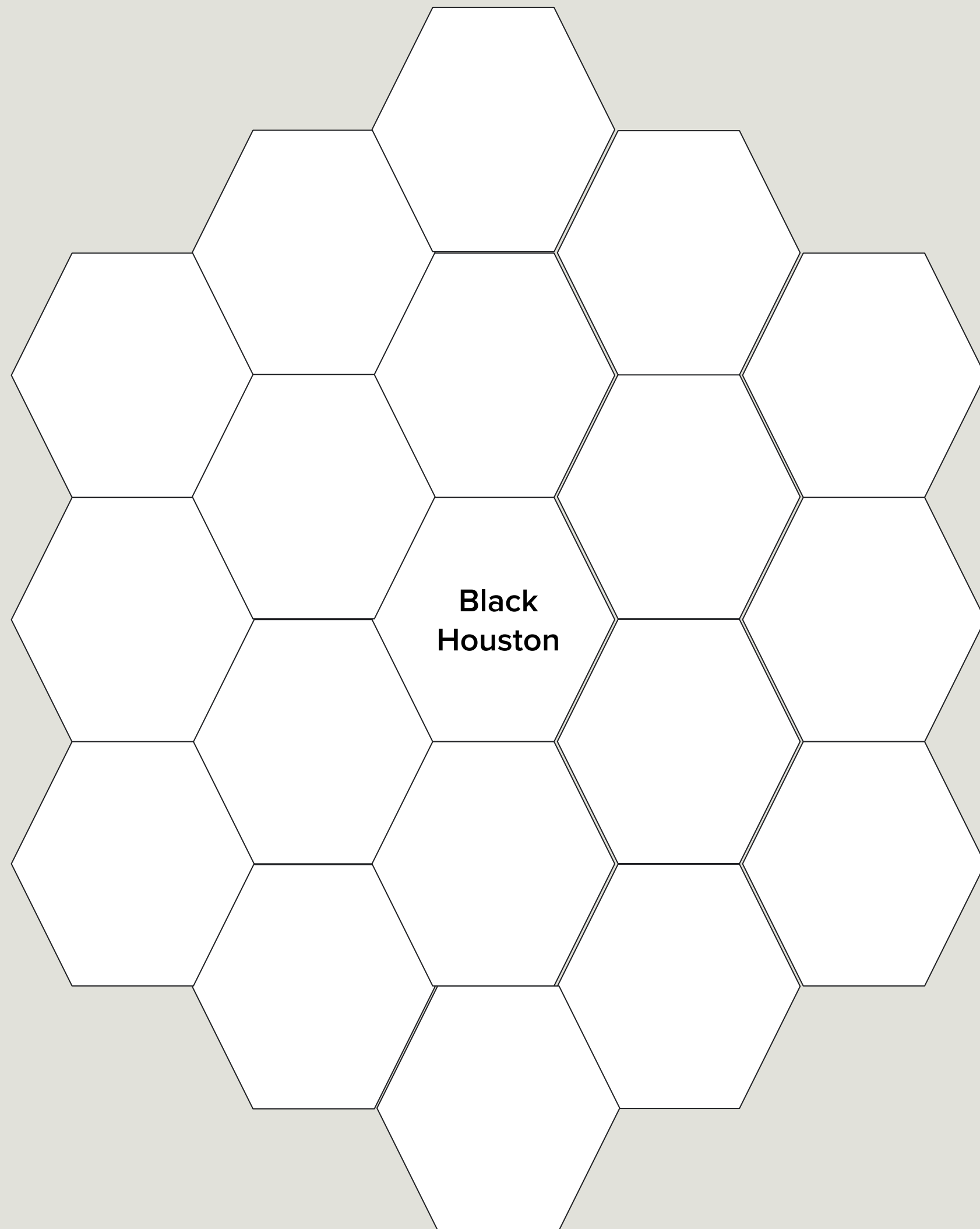
Let's Soar

# Reflections

**Q & A**

**Black  
futurism:  
what is  
possible**

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# Benefits to Black-Led Organizations

- Baseline data to measure change over time
- Data for Black-led organizations to use in their work
- Action Plan with opportunities for collective ownership

# Engagement Opportunities

**INTERVIEWS**

**~~SURVEY~~**

**FOCUS GROUPS**

**~~WORKGROUPS~~**

**STORYTELLING**

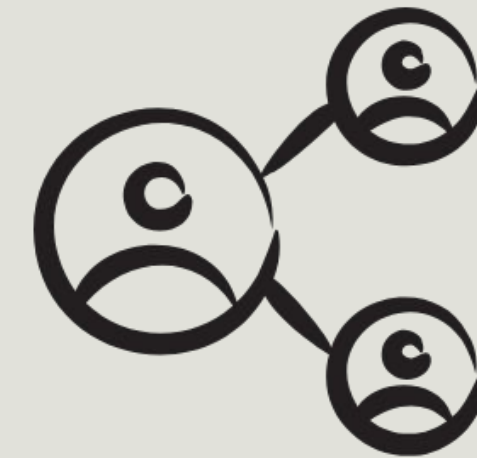
# Join us!



**Join a Workgroup!**



**Sign up for our  
newsletter**



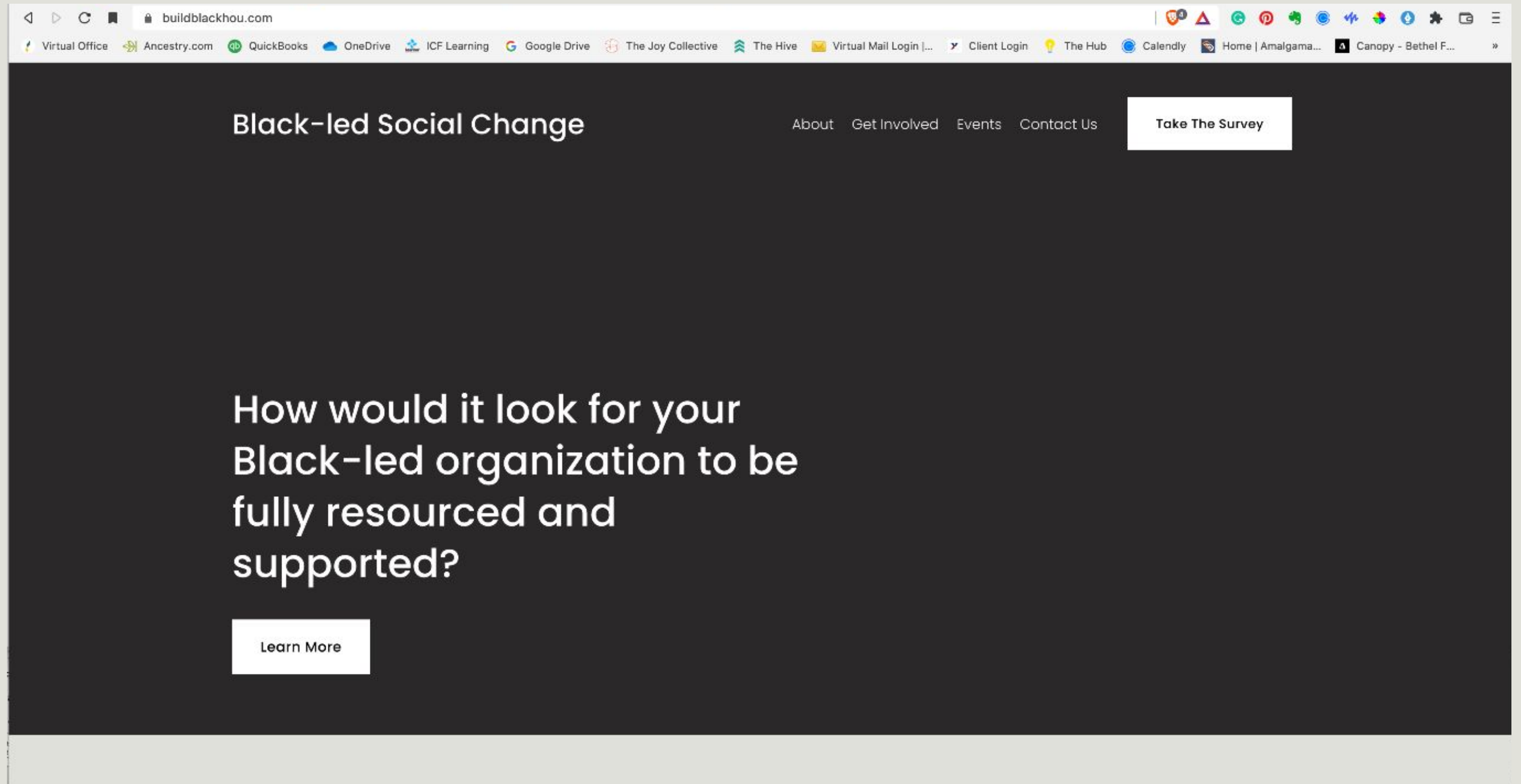
**Host a Focus  
Conversation!**

# Ambassador Toolkit

- Sample Social Posts
- Information to share in your newsletters
- Conversation guide to host a conversation with your community

**Q & A**

Thank  
You!



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