



## **Disability Inclusion Fund Grantmaking Committee Roles & Responsibilities**

### **About Borealis Philanthropy**

[Borealis Philanthropy](#) works as a partner to philanthropy, helping grantmakers expand their reach and impact. Our primary work includes managing donor collaboratives where numerous funders come together to pool resources that support a variety of issues, communities, and movements. Borealis currently has 10 donor collaboratives, including its newest – the Disability Inclusion Fund.

### **About the Disability Inclusion Fund**

[The Disability Inclusion Fund](#) is a \$10M, 5-year Fund (2020 – 2025) that supports U.S. groups run by and for disabled people to lead transformational change. The Fund is supported by the [Presidents' Council on Disability Inclusion in Philanthropy](#), which is comprised of foundation presidents who are committed to disability inclusion as part of improving diversity, equity, and inclusion within philanthropy.

### **Objectives**

- Strengthen the disability community/movement by building the power of representative organizations and elevating the voices of disabled people within public life.
- Boost the capacity of disability justice groups to fundraise, communicate a more unified narrative, and other priorities as determined by the group's advisors.
- Build bridges between disability justice groups to learn from one another in order to complement and strengthen advocacy and mobilizing approaches.
- Promote collaboration and partnership between disability-led organizations and "mainstream" organizations.
- Support disability inclusion in philanthropy with collaborative learning around programmatic and operational inclusion.



## Guiding Values

- **Participation:** Movement funding accountable to the disability rights movement. Those impacted by injustice/exclusion should be involved in strategies to advance justice/inclusion.
- **Intersectionality:** Disability is shaped by race, gender, class, gender expression, etc.
- **Radical inclusion:** Deeply committed to removing barriers and ensuring access so that those most affected by intersecting identities can participate.
- **Leadership of those most impacted:** Emphasis given to organizations led by disabled people of color, queer and gender nonconforming and women with disabilities, valuing lived experience..
- **Cross-movement solidarity:** Intentional focus on collaboration and bridge-building amongst disability justice activists and across movements.

## Grantmaking Committee Roles and Responsibilities

### Purpose

The purpose of the grantmaking committee is to provide guidance on the fund's focus in its first year and work closely with the DIF staff to determine the grant recommendations for Borealis board approval. The focus of the first year of the fund will be driven by what we learn from a landscape analysis, which will include feedback from disability inclusion and justice activists across the country.

### Composition

Our grantmaking committee will have equal representation from funder representatives and disability inclusion and justice activists for a total of 8 – 10 committee members in our first year.

### How are members selected?

**For Funders:** Members of the Presidents' Council will be polled by their staff representative for their interest in serving on the committee. Staff of the DIF will work with Presidents' Council staff to confirm funder committee representatives. Confirmed funders will designate their representative to the committee depending on their own individual staffing structures. We anticipate that funder



representatives on the committee will rotate each year. Since the fund's duration is 5 years, this allows each funder an opportunity to sit on the committee, if interested. Our hope is to have a mix of small and large funders and funders with more experience and those newer to this work, to ensure a diverse mix each time.

***For Activists:*** For the first round of grantmaking, DIF staff will invite activist/field leaders to join the committee and will ensure a diverse range of experience, perspectives, identity, and geography. In subsequent years (since the committee will rotate annually), we will open up the opportunity externally for those interested in serving through an open application process.

### Responsibilities & Time Commitment

We anticipate the duration of the committee's work will span approximately 4 - 5 months starting around June 2020. We estimate a total time commitment of about 20 hours. We expect the following responsibilities and time commitment:

- Attend Grantmaking Committee Kick-Off Meeting (~ July 2020 – estimated time: 2 – 3 hours via Zoom)
  - o Introductions, overview of committee roles and responsibilities, grantmaking process & timeline
  - o Grantmaking and program strategy recommendations based on landscape analysis findings
  
- Proposal Review Period (~ August/September 2020 – estimated time: 10 – 12 hours)
  - o Proposals overview and scoring system overview meeting via Zoom
  - o Independent proposal review and scoring in Borealis online grants management system
  
- Grant Recommendations Meetings (~ September 2020 – estimated time: 4 – 6 hours over 2-3 meetings via Zoom)
  - o Review grantmaking recommendations from staff based on committee input from proposal review period and agree on final recommendations for Borealis board approval



- Miscellaneous (Estimated time: 4 hours)
  - o Scheduling, administrative, communications requests, ad-hoc feedback, etc.
  - o Fill out survey evaluating grantmaking process

*\* Since we seek committee members who are disability advocates and leaders that are aligned with the objectives and values of the fund, we anticipate that they may be closely connected to applicants of the fund. We will have a process to disclose any conflicts of interest in advance and will ask committee members to recuse themselves from scoring or weighing in on groups with whom they have a conflict of interest (e.g. on staff, board, or other formal leadership body).*

### **Activist Committee Members' Compensation and Expenses**

In recognition of advocates committee members' time, we will provide a \$2,000 stipend to each member. We will cover all related materials expenses for any committee responsibilities.