



ADA25 Advancing Leadership

A diverse group of 12 disability justice advocates sit and stand with a combination of fists raised, flexed muscles, thumbs up and smiles, next to a banner that says "ADA25 Advancing Leadership"



SinsInvalid PHOTO: RICHARD DOWNING

Two Black dancers wearing gold and white under a stage light



Disability Justice Culture Club

PHOTO: MOVEMENTPHOTOGRAPHER

Disability justice activists gather for a protest in a large outside courtyard in San Francisco

The Disability Inclusion Fund (DIF) is a \$20 million, five-year fund housed at Borealis Philanthropy to support U.S. groups run by and for people with disabilities to lead transformational change. The DIF is a first-of-its-kind fund; we are the only fund working on disability inclusion in philanthropy. The fund is supported by the President's 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.

Since its inception in 2020, the DIF has:



Provided \$4.9 million to 34 disability justice, inclusion, and rights organizations

Granted \$500,000 in COVID-related rapid response funding to 23 organizations, from mutual aid to those focusing on advocacy and policy.

Implemented a participatory grantmaking approach to ensure that funding is accountable to the disability rights and justice movement, with **seven incredible disability justice advocates** on the grantmaking committee.

Fighting for Disability Justice, Rights, and Inclusion

The DIF seeks to:

- **Strengthen the disability community/movement** by building the power of representative organizations and elevating the voices of people with disabilities 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, complement and strengthen advocacy and mobilization 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

Nothing About Us, Without Us



PARTICIPATION

Movement funding accountable to the disability rights movement. Those impacted by injustice/exclusion should be involved in strategies to advance justice/inclusion.



LEADERSHIP OF THOSE MOST IMPACTED

Emphasis given to organizations led by disabled people of color, queer and gender nonconforming and women with disabilities.



INTERSECTIONALITY

Disability is shaped by race, gender, class, gender expression, etc.



CROSS-MOVEMENT SOLIDARITY

Intentional focus on collaboration and bridge-building amongst disability justice activists and across movements.



RADICAL INCLUSION

Deeply committed to removing barriers and ensuring access so that those most affected by intersecting identities can participate, valuing lived experience.



Historically, disabled-led organizations, groups, and collectives have experienced outright exclusion, and/or perfunctory recognition at best from foundation support despite the breadth of social, political, cultural, and movement legacies that have contributed to the knowledge of well-being and justice in our society. The DIF plays a role in reversing this historical trend — while lifting up wisdom from the field — and presents an opportunity for philanthropic foundations to heed purposeful guidance from disabled-led organizations and groups.



— SANDY HO, DISABILITY INCLUSION FUND DIRECTOR

The DIF prioritizes support for:

- **Organizations that are disability-led** with priority towards Black, Indigenous People of Color (BIPOC), queer and gender non-conforming, and women disability-led organizations.
- **Work that celebrates, creates, and uplifts the representation of people with disabilities** in the arts, media, education, literature, and popular culture
- **Intersectional, cross-movement and cross-issue work**
- **Community organizing, advocacy, and/or policy work**, or other work that moves ideas and practices of disability inclusion and disability justice forward
- **Relationship- and power-building work** that brings other groups, leaders, movements and communities together

To learn more about the Disability Inclusion Fund,
please email dif@borealisphilanthropy.org.