



# PRINCIPLES FOR PHILANTHROPY

## 2020-2021 Philanthropy and Public Trust Task Force

### Glossary of Terms

**Accountability:** An organization's obligation to share information with its constituents and government agencies, including financial data, decision-making processes and conflicts of interest. Also, the ways in which we hold ourselves to achieve our stated goals and intentions. See also, Transparency.

**Anti-racism:** The active process of identifying and eliminating racism by changing systems, organizational structures, policies, practices and attitudes, so that power is redistributed and shared equitably.

**Aspirational principle:** Looking at the principles through a developmental framework, the aspirational principles offer growth opportunities for philanthropy, to reach beyond current practices. Many of MCF's aspirational principles seek to advance equity and be more responsive to community.

**Collective voice:** Joining together in groups of two or many organizations to align messages of common interest and values.

**Communities that have been historically marginalized:** Groups of individuals including those communities marginalized based on their race, gender, sexual orientation, age, religion, ability and other identities.

**Community:** Stakeholders, including but not limited to grantee partners, nonprofits, donors and individuals who may be impacted by a foundation's work.

**Cultural ways of learning:** Individuals and communities learn in many ways; often individuals or communities have a strength or a preference for learning through a particular mode such as visual, aural, verbal, physical, logical, social and solitary methods.

**Decision-makers:** Individuals who make decisions about funding and/or the foundation's strategic direction including, but not limited to board members/trustees, senior leaders and committee members/individuals who select grant recipients.

**Developmental framework:** A tool that offers multiple entry points for individuals and organizations to engage in a process/activity. Individuals and organizations begin at their current developmental level and engage in learning toward a common aspirational goal.

**Equity:** Equity promotes justice, impartiality and fairness within procedures and processes of institutions or systems, as well as in their distribution of resources. Tackling equity issues requires an understanding of the root causes of outcome disparities within our society.

**Grassroots advocacy:** Includes community-based activism and communication with the general public.

**Intersectionality:** A lens for understanding how various forms of inequality often operate together and exacerbate each other, becoming more than the sum of the parts. Inequalities may be based on race, gender, sexual orientation, age, religion, ability, class and other identities.

**Justice:** The work to achieve moral fairness and dismantle oppression against any group of people.

**Lived experience:** The wisdom and knowledge one gains through their individual experience and choices.

**Partners and partnership:** Individuals or groups with whom we work toward shared goals. While our roles are distinct, each partner's value and contributions to the work are treated as equal.

**Philanthropy:** The desire to promote the welfare of others, expressed especially by the generous donation of money to good causes. In this document, philanthropy is used in the scope of institutional philanthropy as carried out by foundations, corporations and related organizations.

**Power:** The ability to make decisions that impact others, to make the rules about those decisions and to impose one's beliefs.

**Public voice:** The organization's external relations and communications that seek to influence and inform others, in alignment with the organization's values.

**Privilege:** Unearned advantage, social power or right granted to members of a dominant group.

**Stature:** Perceived social importance or reputation gained by achievement or privilege.

**Structural inequities:** The condition where institutions, governments and networks create a disadvantage for a particular group, often resulting in unequal access to critical services such as education, health care, housing and employment. Structural inequities often adversely impact communities that have been historically marginalized.

**Systemic racism:** Societal or organizational policies and practices that create advantages and disadvantages based solely on race. In the United States, systemic racism and White privilege reinforce one another.

**Transparency:** An organization's choices about what to share publicly. Transparency starts with a basic level of public accountability (see definition for Accountability). More transparent organizations choose to move beyond basic accountability, for example, to share information about internal and external decision-making.

**Trust:** Belief in the truthfulness, honesty and reliability of a person or organization. Foundations engender trust through individual actions that build confidence over time.

**Values-based investing:** A method of financial investing that is based on an organization's values such as considering environmental or social impact.

Continue learning by visiting Racial Equity Tools' online glossary: [www.racialequitytools.org/glossary](http://www.racialequitytools.org/glossary).