MADDOX PARTNER MEETINGS

JUNE 2022

interactive portion for today
MISSION
to better our community through partnerships that improve the lives of young people and further wildlife conservation

VISION
we seek a world in which people and planet flourish together in regenerative systems free from oppression and threat
### Yearly Achievements

<table>
<thead>
<tr>
<th>Year</th>
<th>Achievements</th>
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<tbody>
<tr>
<td>2017</td>
<td>hosted education panel that focused on racial equity</td>
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<td></td>
<td>studied at racial disparities in our focus areas</td>
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<td></td>
<td>engaged board in 2.5-day Crossroads Anti-racism training</td>
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<td>held last board meeting in the Civil Rights Room</td>
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<td>funded equity trainings at CNM</td>
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<td>2018</td>
<td>focused board education on racial equity</td>
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<td></td>
<td>established first Equity Leadership Team</td>
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<td></td>
<td>changed our name</td>
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<td>studied Jefferson Street as a case study in inequity</td>
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<td></td>
<td>launched the common application</td>
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<td>established Equity Leadership Team 2.0</td>
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<td>2019</td>
<td>defined DEIJ for our organization</td>
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<td></td>
<td>wrote our racial equity imperative</td>
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<td>analyzed disparities in our funding based on race</td>
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<td>adopted identity as a learning organization</td>
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<td>2020</td>
<td>focused staff education on racial equity</td>
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<td>held visioning workshop</td>
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<td>created new grant processes in 2023</td>
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<td>piloted participatory grantmaking initiative</td>
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<td>began OCIO search</td>
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<td>2021</td>
<td>audited policies and practices with a focus on equity</td>
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<td>wrote our north stars</td>
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<td>engaging partners in design workshops</td>
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<td>gearing up for strategic planning</td>
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<tr>
<td>2022</td>
<td>planning to pilot new grant processes in 2023</td>
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<tr>
<td></td>
<td>written north stars</td>
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### Additional Text

- A long process of unlearning, relearning, and changing culture
- Intentional, determined, and ongoing
as a learning organization, Maddox embraces all stages of transformation and change toward liberation

Living in an ecosystem of trust, the Maddox Board and Staff enjoy a relationship of mutuality and are committed to restorative practices.

sharing DEIJL values, Maddox cultivates an environment of trust with our partners

partnering with the community, Maddox leads and follows with courage to advance justice and liberation
our evolving language

- grantees ➤ partners (2016)
- DEI ➤ DEI JL (2018)
- charity ➤ justice (2019)
- status quo ➤ learning organization (2021)
- power over ➤ power with
- outcome-based ➤ trust-based
- risk averse ➤ risk as opportunity
- traditional ➤ liberatory
What questions should Maddox be asking itself going forward?

https://www.menti.com/a77e94442r
holding ourselves accountable

134 Primarily White Institutions
$23,640,393

46 BIPOC-led Partners
$4,466,100

all partners since inception
DEFINING BIPOC-LED

Organizations are considered Black, Indigenous, or People of Color-led when all these criteria are met:

- CEO/ED is BIPOC and at least 33% of the Board and
- Staff is at least 30% BIPOC and
- Organization primarily serves BIPOC communities

Organizations not meeting this definition can still apply if they have a lived commitment to racial justice:

- a board that's 30% BIPOC
- OR an actionable plan in place to diversify the board and create a just and equitable culture where all people are celebrated and belong
$5,800,000 to 36 primarily white institutions | $394,000 to 6 BIPOC-led partners
<table>
<thead>
<tr>
<th>Description</th>
<th>Direct Services</th>
<th>Advocacy</th>
<th>Capacity &amp; Care</th>
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<tbody>
<tr>
<td><strong>Example</strong></td>
<td><strong>Afterschool programs</strong></td>
<td><strong>Youth organizing training; environmental policy</strong></td>
<td><strong>Strategic planning, leadership transitions, and staff respite</strong></td>
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grant approval process

- RFP Grants
  - Annual application through the RFP → grant committee approval
  - About $1.2 million in 2023
  - Application opens 12/2022
  - Application closes 3/1/2023

- Responsive Grants
  - Grants under $30,000
  - Capacity
  - Care
  - Opportunity
  - Year-round; approvals generally made within a month
  - About $600,000 in 2023
  - Reach out to Maddox staff

- Participatory Grants
  - Community-designed grant application process → community-designed approval process
  - $200,000 split between two cycles
    - 2022 HBCU Cohort grants in 2023
    - 2023 Cohort LGBTQ+
added notes

• it's possible to receive multiple grants through the year
• grants not limited to specific ranges
  ○ most will likely be $15-50,000/year
• RFP will still use the Common Application with additional Maddox-specific questions
LIKELY TIMETABLE

**SEPT 22**
grant priorities and re-design finalized

**DEC 22**
online application will be available

**MAR 23**
applications for RFP are due 3/1

**MAY 23**
applicants notified about grant decisions on 5/15

**JUL 23**
grant funds are available on 7/1
Questions?
MADDOX DOES NOT FUND

- organizations that proselytize or evangelize
- organizations that are 501(c)(4)s
- organizations not working in Middle Tennessee
- organizations with 100% white boards
- capital requests
- endowments, debt reduction, and depreciation efforts
PARTNERSHIP PRIORITIES

- Black, Indigenous, and People of Color led organizations
- LGBTQ+ led organizations that engage in intersectional/race analysis
- Organizations with budgets under $5,000,000
- Organizations and projects with a lived commitment to racial justice
- Organizations with a lived commitment to sustainability in policy and practice
- Organizations serving low-income communities with a liberation and justice approach
Questions?
RE-ENVISIONING OUR GRANTMAKING AREAS

- changing contexts
- design meetings
- youth philanthropic advisory board suggestions
- talking to partners
YOUTH FUNDING AREAS

YOUTH SERVICES
Examples: wrap-around school services, supports for youth facing homelessness, services for undocumented youth, and mental wellness programs

OUT-OF-SCHOOL LEARNING
Examples: afterschool, summer learning, literacy, tutoring, academic supports

POST-SECONDARY ACCESS
Examples: community college, professional certifications, vocational/technical training, college access, and HBCUs

EDUCATION LEADERSHIP PIPELINE PROGRAMS
Examples: teacher certification, ongoing learning for youth workers

YOUTH & EDUCATION ADVOCACY
Examples: youth organizing, youth-led movements, advocacy for undocumented students, and digital literacy
youth funding areas feedback

https://www.menti.com/a77e94442r
CONSERVATION FUNDING AREAS

COMMUNITY-BASED NATURE PROGRAMS
Examples: programs focused on habitat protection, sustainable practices, land liberation, nature play, and environmental education

ENVIRONMENTAL LEADERSHIP PIPELINE PROGRAMS
Examples: paid internships, paid fellowships, and other leadership development programs supporting racial diversity in conservation

HUNTING & FISHING
Examples: hunting and fishing programs with a focus on advancing racial diversity in the next generation of hunters and anglers

CONSERVATION ADVOCACY
Examples: youth-led power building around climate change, environmental justice, and sustainable futures; advocacy efforts that advance our conservation priorities
conservation funding area feedback

https://www.menti.com/a77e94442r
follow-up

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latest news on social media!

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@maddoxfundTN

leave feedback anonymously!