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# **GALVANIZING PHILANTHROPY: BUILDING A JUST FUTURE FOR CHILDREN & FAMILIES**

**ECFC Strategic Plan (2023-2028)**

# STRATEGY CENTERED ON PARTNER & MEMBER VOICES

“ECFC needs to have the infrastructure to support collaboration and connection”....”has lean budget and small staff”

*“Silos don’t advance us. We need to think multi-pronged and multi-system”*

“EC Philanthropy has to reckon with the harm they have caused in communities of color and be open, bold, vocal about this”

**“An invaluable peer learning space... I can have ‘let my hair down’ conversations”**

**“combination of exploring equity issues in both early childhood systems AND philanthropy is a unique thing”**

“ECFC should focus on creating fruitful learning and connection opportunities that seeds fertile ground for collaboration”

“ECFC can equip members to incorporate the range of funding advocacy, movement, funding govt positions, sharing power with grantees”

**“more power sharing and shifting”**

# ECFC'S VALUE PROPOSITION

**Learn:** Trusted, credible and brave space for philanthropy to learn about topics and innovations in early childhood, racial equity and justice, and intersecting issues\*

**Connect:** An engaged, active, and invested membership that values relationships with each other and across the field

**Catalyze:** Power of the network for members to learn and adapt at ECFC to take bold action at their home organizations and with each other

# What ECFC Does: Learn, Connect, Catalyze

## Sharing knowledge-building opportunities through:

- Topical and Policy Briefings
- Webinars
- E-newsletters
- Online Resources

## Fostering relationships and member engagement through:

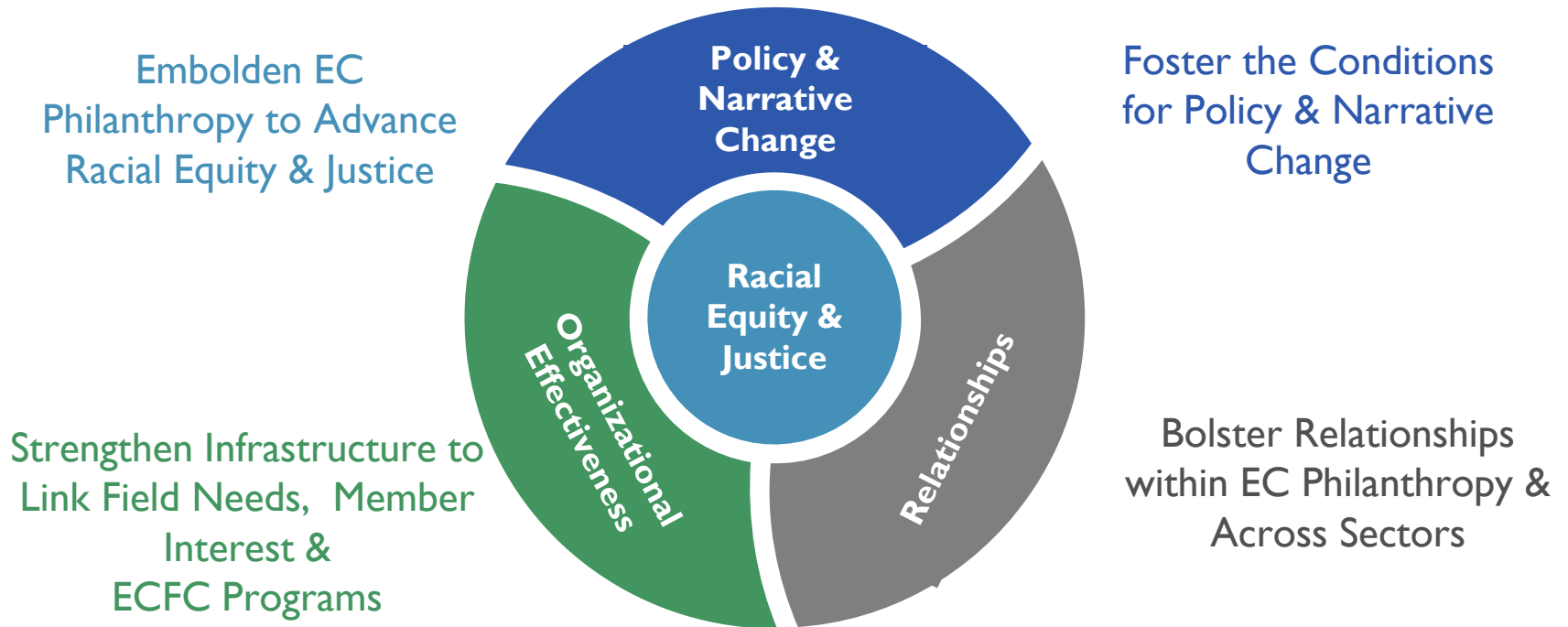
- Working Groups
- Steering Committee
- Member Meetings
- Field building with allied PSOs and cross-sector partners
- Coaching/education with funders new to EC
- Making Intros across members

## Catalyzing Action

- Developing time-bound, field-wide projects (i.e. ARPA, Immigrant/Multi-Lingual Funder Toolkit, Black Leaders Research, Sign ons to Policy Statement)
- Hosting long-term, large scale systems change initiatives (i.e. RCCF, Big Bets)



# STRATEGIC PRIORITIES: 2023-2028



## Embolden EC Philanthropy to Advance Racial Equity & Justice

- Articulate ECFC's commitment and principles, theory of change, and accountability goals, outlining centrality of racial equity and justice to effective systems change
- Leverage ECFC's position to challenging those in seats of power (primarily philanthropy, also relationships with policymakers focused on early childhood services and funding)
- Commit to ongoing, visible and authentic engagement with grantees, families & providers to champion voices and influence the field (e.g. speakers, advisory groups and/or fellowships)
- Share examples and lessons from racial justice/equity centered initiatives and/or grant strategies to ultimately embolden members to their deepen their commitment and drive resources to historically underinvested
- Provide purposeful learning opportunities on grant-making practices that build trust, prompt power sharing and ceding, and center racial equity and justice that lead to members' learning/action at home institutions
- Uplift and partner w/other funder affinity groups w/deep expertise in equity and justice work (e.g. ABFE, EPIP, HIP, Trust-based Phil Project; Native Americans in Philanthropy)
- Ensure Chief Equity and Strategy leader has resources, autonomy, and access
- Assess member experiences through a racial equity, justice, inclusion and belonging perspective to enable continuous improvement of programs & organizational culture

## Embolden EC Philanthropy to Advance Racial Equity & Justice

See integration with other priorities, including:

- Refine preliminary criteria for hosting 2-3 “Catalyze” Long-Term Systems Change Initiatives (Advancing Racial Equity, Justice, modeling grant-making approaches that build trust, shift and share power)
- Explore and facilitate BIPOC members peer matchmaking and/or possible affinity networks across ECFC
- Reinforce member norms to ensure focus on diversity, equity, inclusion, and belonging to build engagement across newer and BIPOC members
- Tailor ECFC gatherings, programs and activities to be more relational
- Explore strategic policy/narrative efforts that are field-informed and/or led and advance racial equity and justice

## Fostering the Conditions for Policy & Narrative Change

- Strategically leverage ECFC's and/or individual members' voice across a continuum of field-informed to field-led actions that are responsive to the opportunity context
- Build policy-focused tables, briefings, webinars that convene and connect funders, advocates, movement builders, government, practitioners, and families, on specific topics<sup>1</sup> while amplifying the voices, ideas, and solutions of those most proximate
- Ground all narrative and policy actions in consistent criteria<sup>2</sup>, including explicit advancement of racial equity; critical opportunity to use philanthropy's power/position; policy and regulatory landscape; partnership with field partners-PSOs, advocates, movement builders, govt, families
- Implement future actions that bridge stakeholders, incubate field-led and informed approaches, and/or influence systems change through thought leadership
- Align ECFC's strategic communications efforts to uplift field priorities and drive narrative change across ECFC members and partners
- Build in house staff capacity to identify and implement policy related actions

<sup>1</sup> Potential topics include: linking federal policy analysis to state implementation, state/regional innovations, how-to guidance for funders on race-informed policy-oriented grantmaking, discussion on philanthropy's involvement in c4, grassroots organizing, etc.

<sup>2</sup> Criteria are drawn from the 2021 policy memo which can be seen in the appendix.



## Bolstering Relationships within EC Philanthropy & Across Sectors

- Continue offering learning opportunities across sectors/issues (ex. health, reproductive justice, disability, immigration, economic mobility)
- Continue to pair and link members based on shared priorities and issue areas
- Build state, local and national member connections
- Build personal and professional relationships with allied PSOs, cross-sector partners/ funders & funders new to early childhood or new to philanthropy
- Tailor ECFC gatherings, programs and activities to be more relational (ex. Small group break-outs, opening connectors)
- Create an engaging and inclusive approach into welcoming and orienting new(er) members into ECFC
- Explore and facilitate BIPOC members peer matchmaking and/or possible affinity networks across ECFC
- Reinforce member norms to ensure focus on diversity, equity, inclusion, and belonging to build engagement across newer and BIPOC members

## Strengthen Infrastructure to Link Field Needs, Member Interests & ECFC Programs

- Develop, document systems and processes to regularly gauge field and member activity that align with Learn-Connect-Catalyze priorities and understand resources needed (e.g. communications functions for members and partners, member engagement surveys and discussions to understand member & collaborative actions, member journey mapping)
- Hire/onboard staff to develop high quality learning opportunities, connections across members, and spot trends, gaps, and opportunities across field to increase learning/feedback loops and spur future connections and action
- Develop communications function for members and partners
- Expand Membership committee's scope to include enhancing member experience and setting expectations around active, invested member engagement (time, resources, leadership)
- Refine preliminary criteria for hosting 2-3 "Catalyze" Long-Term Systems Change Initiatives: (1) Build relationships that create enduring trust; (2) Have a member champion(s); (3) Advance racial equity & justice, drives resources to historically excluded; (4) Shaped by grantee/field input; (5) Spurs learning that informs more equitable philanthropic practice across membership; (6) Contributes to long-term impact on field.

## Strengthen Infrastructure to Link Field Needs, Member Interests & ECFC Programs

*See cross over with other priorities, including:*

- Continue to pair and link members based on shared priorities and issue areas
- Create an engaging and inclusive approach into welcoming and orienting new(er) members into ECFC
- Explore and facilitate BIPOC members peer matchmaking and/or affinity networks across ECFC
- Reinforce member norms to ensure focus on diversity, equity, inclusion, and belonging to build engagement across newer and BIPOC members
- Assess member experiences through a racial equity, justice, inclusion and belonging perspective to enable continuous improvement of programs & organizational culture

# ECFC's Desired Impacts

On ECFC

Short term	Long term
<p>ECFC continues to sharpen its <b>organizational racial equity and justice approach</b></p> <p>ECFC has <b>strengthened staff capacity</b> for member engagement, communications, relevant programming, and cross-sector partnerships</p> <p>ECFC keeps a <b>continuous pulse</b> on the future of EC and intersecting issues, as well as members' ongoing interests and needs</p> <p>ECFC is viewed as a <b>supportive and safe resource for RE/J programming</b> that supports personal and professional growth</p> <p>ECFC has <b>deeper relationships</b> with members, prospective EC funders, ancillary issue funders, PSOs and other philanthropy field builders, grantees, advocates and movement builders, government</p>	<p>ECFC <b>centers RE/J into its DNA</b> so it becomes part of the culture, and <b>shares</b> its and members RE/J journeys that is instructive for others</p> <p>ECFC is seen as a <b>trusted, credible, and brave space</b> for EC philanthropy to lead, connect, and take action to advance racial equity and justice in early childhood and other issues.</p> <p><b>ECFC's members are continuously motivated to provide time, resources, insights and leadership</b> to the ECFC community so that it continues to grow in value to members and the field.</p>

# ECFC's Desired Impacts

		Short Term	Long Term
On EC Systems, Children & Families	On Members	<p>Improved member <b>knowledge</b> of grant making practices that build trusting relationships, prompt more equitable power sharing, and advance racial equity and justice</p> <p>Deepened member and other funder <b>knowledge</b> of policy issues and funder approaches to policy, and ways funders approach policy from a race equity approach</p> <p>More <b>intimate and transformational relationships</b> among members</p> <p><b>New members, BIPOC members, and prospective EC funders</b> -- feel connected, valued, heard, and supported through ECFC through orientation, networking, and leadership opps</p> <p>Greater <b>awareness of members and other funders'</b> interests, actions, and insights across early childhood and intersecting issues, such as disability justice, immigration justice, health, birth equity, reproductive freedom, economic justice, and other forms of liberation (Members+Other Funders)</p>	<p><b>Members feel more confident and equipped</b> to be bolder at home organizations so that grantmaking, programming, and policy engagement is shaped by grantee, provider, family experiences.</p> <p>Funders more <b>strategically leverage, share, and cede their power</b>, resources, connections, and influence towards equitable systems and policy change</p> <p>Broader and <b>more committed based of EC funders who center on racial equity and justice</b></p> <p>Improved <b>philanthropic coordination and organizing across members and other funders</b> around areas with EC field wide impact (Members+Other Funders)</p>
		<p>Broader influence of early childhood field across other issues and greater understanding of how other issues affect early childhood</p> <p>More <b>resources towards communities most impacted</b> by systemic marginalization and exclusion</p> <p><b>EC systems, practices, and policies are more equitable, well resourced, and coordinated</b>, and driven and shaped by those most impacted</p>	

# ECFC's Racial Equity & Justice Principles

As we work towards creating a more equitable and just society, it is important that we recognize and address the deeply rooted biases and injustices that have historically affected communities of color. ECFC is committed to centering racial equity and justice as fundamental principles in our work towards long term systems change.

## Lifelong Learning

We continually challenge personal, organizational, and systemic biases and assumptions through ongoing education.

## Systems Change

We affirm racial equity and justice as fundamental to long term systems change.

## Philanthropy's Complicity

We confront the historical role of philanthropy in perpetuating racist policies and systems in early childhood.

## Amplifying Silenced Voices

We uplift marginalized, silenced or excluded voices and center their experiences.

## Power Sharing

We collaborate with field partners, advocates, grantees, and impacted communities most proximate to future solutions to redistribute and share power.

## Dismantling Disparities

We acknowledge, and actively participate in dismantling, disparities and injustices that have uniquely affected Black and Indigenous communities.

## Asset-Based Approach

We recognize and leverage the strengths and assets within these communities to foster thriving, not mere survival, of children in these communities.

## Intersectional Advocacy

We engage in intersectional approaches to advance various forms of justice, including racial, disability, environmental, and economic justice.