**Closed Captioning for AFP Webinar**

**Candid Conversation on Race & Fundraising: Challenging Deficit-based Thinking in Philanthropy**

11:10:52 The first thing we're (AFP) doing for 2021 programming is this workshop and focusing on our work and race in fundraising.

11:11:05 So with that I wanted to introduce our speakers today.

11:11:11 And if you guys don't mind I'm actually going to read their bios because I don't want to miss anything. That's okay. and they're actually really like.

11:11:27 I worked with the Dhiraj for a long time and consider him a friend and really excited to hear from him today.

11:11:33 And he's the Senior Director of leadership and principal gifts at the University of Utah. He works to generate philanthropic support for academic initiatives donor relations student programs, research activities and institutional goals.

11:11:46 He has over 12 years of experience in higher education leadership, major gift fundraising campaign planning and strategy, corporate and foundation relations, or development in communications theory has helped we afford donors be a force for good in the

11:12:02 community.

11:12:14 He's also passionate about social social justice equity and actively contribute it contributes to solutions based collaborations that ensure all students have access to and through higher education. Prior to his current role the Raj worked with a range of diverse student programs within the offices of Student Affairs

11:12:20 and diversity, equity and inclusion.

11:12:23 And he is currently the rake recovery centers board chair, which is a nonprofit dedicated to empowering those victimized by sexual violence and providing education to the community, designed to improve the understanding of the causes of prevention of

11:12:35 sexual assault.

11:12:37 So thank you guys for being here today. Appreciate it.

11:12:42 And I'll now introduce Denzel Denzel is long career at the University of Utah started with 10 years in student affairs, was that were you to knew each other.

11:12:51 Student Affairs.

11:12:54 And before she started managing the College of alumni relations, College of Nursing nursing Alumni Relations over five years ago.

11:13:08 Through these years Denzel has directed the launch of a renewed Alumni Weekend, including a half century society, distinguished and Young Alumni Awards, and an annual spring gala honors for nursing, which had its 25th anniversary last year with her roots

11:13:17 and Student Affairs, Denzel strives to ensure current students have a great experience in the programs, and help so they will continue to be engaged alumni, and those of us in higher education know that's where right where it starts.

11:13:27 You have a good experience as a student, you have a good experience as an alarm and want to help give back.

11:13:33 She was born and raised in Hawaii received her bachelor's degree in business, moved to Utah received her Master's in Public Administration and enjoys singing and performing around town.

11:13:45 As a part Hawaiian Chinese, Korean and a region woman. She probably will claim for multiracial identities and is invested in diversity, equity and inclusion work.

11:13:55 Though she doesn't seem old enough.

11:13:57 She has been married for more than 18 years and adores her two mediums as she calls them while finding the right balance as a working mom.

11:14:05 She says the best part of her job is reconnecting with college graduates from the 1940s 50s and 60s, many of whom have been disengaged for decades.

11:14:14 And so thank you Denzel and I just wanted to also add.

11:14:19 I've participated in a couple of presentations that the Rajan gentle have offered and they know wholeheartedly that all of us are coming to this conversation of race and equity and from different, different life experiences, and that we're all trying

11:14:35 to learn and grow, and I appreciate that so much about them I know one time.

11:14:40 Somebody was saying in the chat about all the people they just are always so judgmental or whatever and gentle piped in and said it's a learning process for all of us and I appreciate that so much and so I hope everybody here knows that these two are,

11:14:54 we're in good hands with them to learn from them and, and, and that they are their friends and they're going to help us through this and help us think through how we can improve and how we can use our roles as fundraisers to, to help with this work.

11:15:08 So I just took way more long way longer than I wanted to. So with that I'll turn it over to the rosin gentle.

11:15:14 Thank you so much Lindsay and Hello everyone, so great to be with you today. Yeah. Yeah. Good. Come on.

11:15:23 There you go.

11:15:25 I love to hug so I like the, you know, back and forth of saying hello and just being with you. So thank you. Also I'm super fascinated with this closed captioning I love that we have it.

11:15:35 But if you say that would name Jen sell it for.

11:15:39 It's kind of funny and D Raj. So throughout I think, James will will will give us a little chuckle every time we see the closed captioning. I'm okay with Dr.

11:15:48 Raj, that's, That's a good one dr Raj.

11:15:55 Um, we're so happy to be with you today Dr Raj and I, if you don't already know have a really great relationship and bounce back and forth, a lot.

11:16:04 Sometimes you know we go down these rabbit holes and it just it just fun and fascinating so I love the idea of having a candid conversation today, especially around something as powerful and important, and sometimes misunderstood as race, especially in

11:16:22 the philanthropy world so super excited.

11:16:26 Yes, yes, Katie Thank you, more evidence on how AI is white. Yes, so many systemic things that we see every day that we don't really recognize.

11:16:38 Um, I just wanted to start off by telling you a little bit about myself I'm so honored to be the inaugural Chair of the idea committee of AFP I am been a member of AFP for a little bit, but never really involved in the organization so I'm starting to

11:16:52 learn. You know what it stands for what it what his purpose is how it can really affect us, and I, one of the big things I love is that it supports the entire state.

11:17:02 And in other states when I start going to these trainings down FP like a place like California have so many chapters right. And for us, we have one chapter, a Utah chapter, and we get to meet people from all over the state and help each other as we work

11:17:16 through how fundraising and philanthropy really works in our state. So I really appreciate that so I'm excited for what the journey means for ideal work again.

11:17:28 Inclusion Diversity, Equity and Inclusion diversity, equity and access and you know it's funny as I love the word inclusive it, and it's not inclusive it diversity, equity, all the 80s 80s that would have been fun anyway.

11:17:42 And thank you I do I am a singer and we joked a little early, or that maybe direction I might just start singing for you today which would be kind of fun.

11:17:52 So I just wanted to share my story again for you to get to know me I would love to get to know you, but also want to share how I got.

11:18:00 I'm a woman of color so obviously I am put into this world of talking about diversity, equity inclusion as I start to have really good language around what it means for me to be a woman of color in many spaces.

11:18:13 But I wanted to share a little bit of my upbringing so I and then I'll have direct introduce himself and share a little bit about him to and then we'll get into the questions.

11:18:22 So, like mentioned in my bio, I'm born and raised in Hawaii. And if you've ever been it, a lot of the people there, if not most of the people look like me.

11:18:34 So I actually wasn't a minority. Growing up, I was the majority in Hawaii. And I didn't really recognize what that meant. Living in a bubble.

11:18:43 I traveled a lot.

11:18:45 You know all throughout growing up before I moved to Utah. And so I would I would see you know what other places look like but you know home was home that's what I knew.

11:18:54 But what's interesting is how now being in Utah and having a language and a new lens to see how my upbringing, which was wonderful. I mean, growing up in Hawaii really was the dream.

11:19:05 But, um, you know just seeing how much whiteness was so pervasive in my upbringing on an island that it's its soul it's it's it's connected to the island you know everything about it is Hawaiian and whiteness was all in there and it's now that I see it,

11:19:23 and I feel it I understand it, and one of the big things that I take away from that experience as I step out of it is language, the Hawaiian language was a dead language, it's beautiful and it's coming back and I'm so appreciative of it, but my parents

11:19:39 didn't let me, let me go back up some back in the day when there were, you know, Jeff, the languages of Japanese. Japanese, Chinese, Korean Portuguese you know all of these languages are trying to communicate with each other in the in the plantations

11:19:53 and trying to work, and the white bosses were trying to communicate with them, so they developed the language of sexier now recognized language called pigeon pigeon English.

11:20:05 So, that language had continued along in Hawaii, and my parents would not allow me to speak Pidgin. They wanted me and my parents are wonderful people.

11:20:15 But they knew that if I didn't know how to speak proper English. I might not get by, that that's how pervasive whiteness was growing up in Hawaii that I couldn't even speak the language of what I was being raised around, nor did I know the language of

11:20:30 my people.

11:20:33 So fast forward when I go to, I went to college at BYU Hawaii for my undergraduate and boy is so beautiful. If you've ever been. It really the mission is bringing people from all over.

11:20:43 Like, I had friends from some law from Thailand from cannabis, you know from everywhere. You might you might not even know of what countries, these are, and they all knew their language.

11:20:55 And I was just heartbroken that I didn't know that. And, you know, that's just one little piece of my upbringing and seeing how much I just didn't know now put me into Utah contacts.

11:21:06 I've been here now 16 years I've been here for a while, I become now the minority, and this is a whole new life for me I had no idea what that meant as a woman of color in a white community in a white institution I started working at the University of

11:21:20 Utah right after I moved here. So I've been there for 16 and a half years, you know, trying to figure out how to navigate that among my myself learning who I am and my identity that I didn't know, when I was in Hawaii and coming here and starting actually

11:21:38 in student affairs, again where I live my D Raj Diaz really was one of the first people to help shape my idea so he's been working on diversity work for so long diversity, equity inclusion work for so long, so much longer than even I had as my lens started

11:21:52 to grow. When I met Dr Raj and. And then of course over the years and like Lindsay said it is this journey that we're all on, and we're all at different levels but it's so important that we are on that journey, and that we are together being anti racist

11:22:06 and understanding what that means, so that we have this action of movement along this journey that we're not just stagnant and say, Oh, I guess my parents didn't want me to speak Pidgin, I guess that's good because now I don't know how to, you know, whatever

11:22:19 it is, like I get okay, but now what's the action right so I need to understand that and see where I was and then maybe not teach my children. You know what I missed out on on pigeon and how what how it came together and why it's so important you know

11:22:34 whatever that means for you in your journey to be anti racist.

11:22:39 And then just understanding what people are people have come from and enjoying and loving the their stories and that's what fun, that's what I love about fundraising is getting to know people and building those relationships and seeing where they came

11:22:54 from and where they're going.

11:22:57 I wanted to tell you about the minority majority so in the United States I've been saying, 20, the year 2045, but recently I just looked at it saying between the year 2041 and 2046 were estimated to be a minority majority.

11:23:16 So meaning those who are considered a minority population will become the majority in 2045 so we are not that far away from you know our makeup of our of where we live in our communities now Utah is further behind that I think it's something like 2016

11:23:32 or 2065 and Utah.

11:23:35 But, you know, as, as a nation, we are looking at just a few years from now, and children actually are already the minority majority that happened 2020.

11:23:46 So, when we talk about fundraising we would talk about our communities and we talked about the work that needs to be done. It is now is the time. Right.

11:23:56 And so I love it I hope that a little of that resonated with you my story and where I came from and where I am, and this continual journey on what I experienced daily as a woman of color with children, my mediums as I call them right that how what the

11:24:08 world looks like for them moving forward. So, d Raj, please tell us more about yourself.

11:24:14 organza you are hard act to follow but just incredible I, you, you, you are just just an incredible human being, everybody who's interacted with you will attest to that.

11:24:25 I'm Darius chat I'm the principal gifts officer for the University of Utah.

11:24:32 I grew up in Los Angeles, California, but lived over but went to high school in bounce a ball.

11:24:40 And, and then went to the University of Utah and right away.

11:24:44 You know, Salt Lake City and the university was very different than my plate my home in in Centerville. And so I was excited when I went to the University I was fine like oh there's some diversity oh there's a diverse spot, there's, there's just an excitement

11:24:59 and energy. I would characterize myself and I think a lot of folks in this room would say that to as an activist first, and then an employee and representative of the organization second.

11:25:11 I'm so passionate about social justice anti racism, access to education, and I'm just happy to be in a position where I can address those things through fundraising at an institution that that cares about those issues.

11:25:29 Lindsey is completely right we have so much work to do.

11:25:33 I was in communication gender studies and then I was an active undergraduate student was an activist for a while, and the student government. And then I kind of burned myself out a little bit and ended up accidentally falling into fundraising and ended

11:25:53 up loving it and found that it was a vehicle to get things done to make change. And as an activist, I tend to be a little more hardline agenda and I joke about this.

11:26:06 She's more of the good cop and I tend to be more of the bad cop of like okay let's hold people accountable. How do we know that people have different parts of their journey, but how do we move them, because there's a baseline of understanding that's so

11:26:19 critical to our roles as nonprofit leaders that we have to understand some basic key Ed IRD idea concepts in order to be effective in our jobs, and the needle has moved quite a bit, like so many of you.

11:26:37 When George with George Floyd's murder and Briana Taylor, and so many others.

11:26:43 This put a national attention to anti racism work, which is slightly different than di there's some overlap, but it is a little different.

11:26:53 Anti. And so I think the focus today will be a lot on anti racism, but it will sort of mentioned some of the concepts.

11:27:02 So I'm just I appreciate time speaking with everyone. I've had the opportunity to work in the nonprofit space for a while and appreciate the work that's being done, and want to acknowledge that a lot of the work that has formed nonprofits in the United

11:27:18 States have been contributions from people of color.

11:27:23 And that work is, is, is so critical. So when we think about the work that we are doing. I think that centering voices of color and people of color is going to continue to be very important in this work.

11:27:40 Thank you d Raj, and I think prior to this, Rachel sent out to all of you a few things to read if hopefully you had a chance. And if he if you want to drop that AFP link in there again.

11:27:56 Our I think she's the first.

11:27:58 Now what do I want to say I should have researched this but the first female and woman of color president is that what it is, Lindsay yeah of AFP beer get Smith Burton, and she wrote this article that is so beautiful and it talks about what do you as

11:28:14 you're saying that it really people of color and nonprofits, sometimes we don't think that that's where it, you know, it kind of started. And so if you read that and if you read that article, it really is beautifully written and one piece in that that

11:28:28 she.

11:28:29 She states, is that 9% only 9% of AFP globally of their membership are fundraisers of color.

11:28:41 And I have some old data but for in 2016, it said, globally, not necessarily AFP members.

11:28:48 The number is only 12% of fundraisers of color so even in our profession. We are very underrepresented, not only like Lindsay saying our goal is to diversify our board, and our membership, you know, those types of things but as as a, as a profession.

11:29:06 We also are so under represented. And I think that also plays into, then the donor pool and the alumni base that we've tapped into.

11:29:16 When we start to think about who who it is that we are as fundraisers and who are we looking to talk to and potential prospects.

11:29:25 So, all right, Dr Raj, are you ready for our conversation.

11:29:30 We thought about like hanging out on the Rogers couch with some lighting and some microphones and just having a conversation and we just couldn't figure it out with covert so you get us in little boxes today.

11:29:41 Please do we don't have a ton of time for us to write any questions you have in the chat.

11:29:46 We might not get to them but we will answer them and put them on our website I think that's a possibility right Lindsay, Aaron is on here I think Aaron you could help us get that on the website but, um, let's see, let me first ask you do you Raj I think

11:29:59 this is a question on a lot of people's minds and again D Raj, is one of my favorite fundraisers and just the best I think, so he's really good one to answer this question.

11:30:13 How do you handle and address a donor who crosses the line, whether that be in person on a zoom call or an email.

11:30:23 You know, I think, in this situation I wish I had a clear cut answer, and I don't, but it's important to understand what your authentic voice is.

11:30:37 And, and, you know, there might not be a situation where you can totally address it.

11:30:43 Right, right on the head but there is a way to sort of try to neutralize that conversation and maybe, maybe challenge it, or, or challenge the assumption without being rude.

11:30:58 I have to give credit, credit to President Watkins at the University of Utah. There was a group of individuals external individuals that she was talking with and, and we were talking about scholarships.

11:31:13 And one of the individuals had a question and the question was, well, x y&z demographic and it was based on race isn't as motivated as other students.

11:31:28 And President Watkins said, well that's just not true, the data does not suggest that, in fact, here's the data. And it was very respectful, but just had that in her pocket right away she knew the data, and was able to challenge those assumptions quickly

11:31:46 without big rude. and I thought it was just sort of a master class on that and so I really try to be as knowledgeable as possible, of what are the facts and when I go into a situation.

11:31:59 I, I tried to make this is going to sound counterintuitive but I try to make an assumption of what might be some of the problematic things that might happen in that conversation and I try to have a response for that.

11:32:13 I don't want to be blindsided by what could potentially happen and that that doesn't mean that I'm not there's some of the times, there have been comments that are like jaw dropping.

11:32:26 And, and, you know, I haven't responded well to it, because it impacted me more emotionally.

11:32:35 So I think you just sort of have to know yourself your authentic voice, really keep up on the data and the facts and do the best you can to sort of neutralize that situation or just address it head on.

11:32:51 In a polite way. And that's an opportunity and we're very lucky in higher education is so many of our nonprofit spaces where education is a big component, and that extends to individuals you're talking to that there's opportunity for education.

11:33:06 And we know a million places where the resources that they can kind of get that so that's been my response, I'm sure there's tons of thoughts out there.

11:33:17 I know there's been a lot of work around sexual harassment.

11:33:25 And, and, and fundraising, and that's still an important topic that's going to continue, and and thoughts and solutions that that will have to continue to be discussed and talked about.

11:33:38 Thank you Dr Oz yeah my colleague and boss eaten Bennett's on the call, but we talked about a lot going into his eye to address that at least one short term answer to that is never going on your own.

11:33:51 But Dr Gina thank you for bringing up your authentic voice and one thing that popped into my mind as you were talking was the idea of a checklist. And that sometimes maybe we think, so if this happens then these are the things I have to say, right.

11:34:04 These I have a prepared statement for A, B and C. And I've checked off the list and okay I think I'm good and I've covered my, my department my organization my institution Ryan and I'm good, but I like this, you know, really using the authentic voice

11:34:17 using your experience being real with them and how you were impacted. I once took a bystander training, and one of my favorite things I got out of it was.

11:34:28 Ouch.

11:34:28 You know like if you hear something, and you just say, ouch, or. Whoa, or you know you just make some statement audible statement that something that had been said or, and then you can stop the conversation and just say you know i, this is what I've been

11:34:43 learning along the journey you know and just being real and authentic in answering that as opposed to, I know I'm supposed to say these things, but like you're saying there are so many resources.

11:34:55 AFP also has has a lot of resources combined and collected, I just posted in the chat the AFP idea web page.

11:35:05 That gives you a lot of resources for some of the initiatives through AFP idea, including women's initiatives emerging leaders. So young professionals and then there's a whole section on anti racism, and there's lots of resources listed under there's

11:35:24 an education like in a blue box says education and it says resources so please utilize that in your journey to so that you can start to get comfortable with answering these things and I think that's part of part of the piece too is sometimes you will

11:35:37 be uncomfortable and or you'll be in an uncomfortable situation with a donor and you have to be okay with that.

11:35:42 But I do think that sometimes you have to be comfortable first with what you're saying because then maybe then you'll see it right so maybe sometimes you have to practice it a little.

11:35:52 And then, and then you can get it out you know appropriately as as more and more you talk about in words you say it.

11:36:00 Love that.

11:36:01 James I have a question for you. Okay.

11:36:04 I think I've been to a few of your trainings, and I think you do such a good job of explaining idea of diversity, equity inclusion and for defining that.

11:36:15 And then I also love your perspective on intersection ality and kind of the importance of centering control sexual identities.

11:36:25 Can you elaborate and speak on some of that. Sure. thank you.

11:36:31 I'm actually jotted some of these notes down because I okay to confession moment when I started in student affairs LinkedIn became a thing, and I was like LinkedIn is not going to become a thing it's going to be like my space where it comes and it goes

11:36:44 you know like I'll just stay on Facebook, and so I didn't join LinkedIn forever until I went to a conference a couple years ago and everybody had it and it was like the coolest thing everybody at the conference get on their phone and become friends.

11:36:55 So I finally joined LinkedIn and I love it and they're all the time please add me on LinkedIn.

11:37:00 But just recently on LinkedIn I saw you know this framework of what a DI or di, or idea can stem from and I've seen versions of this.

11:37:13 I'm going to pull it up before and this one is credited to author Chan.

11:37:18 And you know what I was saying earlier about in 2045, the population of the United States will become minority majority. And so, to me, diversity is a fact, it's already there, like, do you Raj and I talked about how diversity was a buzzword for so long

11:37:50 you know, people just like oh diversity okay fine we'll do that or do diversity yeah that's that's there. And that's that you know, as part of this deficit thinking to write deficit based thinking of, oh its diversity we're not doing all these things

11:37:46 but it doesn't have that actionable piece to it, because it's a fact it's already happening. So the actual actionable pieces comes after that so equity is a choice.

11:38:00 So diversity is a fact and equity is a choice that we have to make as individuals as departments as organizations as institutions, and then inclusion is where the action comes in, inclusion is an action.

11:38:15 And that's where we talk about this deficit based thinking that this is oh we're not doing all these things but hey you know now here's the action. This is where we have to be and this is where we need to start off from now.

11:38:26 So let's talk about what that looks like. And then this Arthur Arthur Chan brings this last piece in which I think plays into access for what idea is the framework, but he talks about it as belonging.

11:38:39 So the outcome is belonging. So I'm going to say them all again diversity is a fact equity is a choice. Inclusion is an action and belonging, is an outcome.

11:38:53 And again, as a woman of color and a white put on a white community probably white institution probably right profession, right.

11:39:02 This idea of belonging is so important to us and access, access to things.

11:39:08 Do you I don't know if you're going to ask me this later, but this analogy. He reminded me of I think I read it somewhere is about dancing, you know, I've already said that I'm a singer and I, I love dancing and Jackie volunteer question i i music drafting

11:39:39 you've got an invitation, everybody ever it's well everybody's can join us right but inclusion is being asked to dance that it's not just the the idea, right now we're talking a lot about hiring eta processes and hiring.

11:39:52 So, the big thing is, well, maybe we need to expand where we're posting our jobs right so this is an being invited to the party and posting the jobs and all of these different areas where they weren't traditionally posted before in hopes that we get more

11:40:06 people of color or more underrepresented minority groups to apply to our jobs. And that's great. Definitely that needs to happen, but that's just inviting people to the party inclusion as being asked to death so inclusion is bringing them in and saying,

11:40:21 But tell me, you know, even if you're in the interview process you will learn a lot from people, even just in the interview.

11:40:29 I actually just learned from one of my dear friends at AI is about people, my dear friend Bethany Hardwick who's on the phone on the call today.

11:40:49 Ed is people, and that's why he has to be a part of our fundraising work fundraising is people epi his people. So at its heart and at its root when we're talking about building relationships, eta is not separate from that conversation, it is that conversation.

11:40:59 And speaking to intersection ality.

11:41:03 What that means is for me. I like to introduce myself when I present as a woman of color Hawaiian Chinese, Korean Norwegian because often when you're looking at going to like come close to the camera like when you're looking at this face sometimes you're

11:41:16 you're like, Huh, I wonder what this woman is right like what is she and then she's talking to me and so you start thinking about what what could she be this is she is she Latina, what you know like all these things while I'm speaking.

11:41:29 So then all of a sudden you haven't heard the first five minutes of what I'm saying, because now you just been thinking about what I am, so sometimes I have to get out there and say it, and for you, you might not have to do that right you might just get

11:41:41 to get in and people are listening to you, and you come in that respect right when you enter the room. But for me, sometimes I have to add that extra piece that extra layer.

11:41:50 And so sometimes I even say I'm a proud mother, I am a proud, plus size woman right so these intersection analogies of who I am and I'm a confident woman.

11:42:00 I am a confident mother that's working that I'm a full time employee but I am a mother, you know, or whatever that means to me, because that puts me, and I don't want to say into boxes because I don't like that idea, but that shows showcases how complex,

11:42:14 we are as humans, and how I might not only be interested in nursing, I might also be interested in music right that if you are coming approaching me as a donor that you know that I'm not only interested in maybe what I graduated in, but what I am passionate

11:42:29 about.

11:42:30 So that's kind of where I feel about Ei.

11:42:33 Another one is diversity is being invited to the party inclusion is choosing the music, so you have a voice in the process of it. Anyway, that's all I have to say garage Thank you for the question.

11:42:44 I love that, I love that that, but it's my favorite definition, I've just been using it all the time since I heard it from you.

11:42:51 Thank you. Looks like Danny has a question. Go ahead, Danny, who I've got a question so.

11:42:57 My favorite thing about development is getting to know people building those relationships and learning about their stories.

11:43:05 My question is, how do you ask someone appropriately about their backgrounds, without see me offensive or judgmental or prejudice by just saying, What's your.

11:43:23 Can you tell me your heritage or what is the best way because I I'm now finding that I can't, I feel like I can't ask that. And yet to me that is their story.

11:43:36 So, what would what would you advise. Yeah, I'll give it to dr Raj after I do have a thought on that, Danny but yeah what you're getting at is the Where are you from question right is.

11:43:48 That's the all the time and I get that all the time I get the Where are you from, and then why did you move here, because it's white right so I get that a lot.

11:43:56 Do you I'll let you answer and then if I have a thought if you don't say that thought to I'll say it to you. Okay, I, I, I think it's the that goes back to what Jim's all said about belonging.

11:44:10 And I think that sense of belonging, there's so many occasions where, as people of color, your other.

11:44:19 And so if it comes off as we're mothering you versus. I'm creating a safe space, and I'm trying to build trust here. I think those are two very different things.

11:44:31 I don't know the specific questions.

11:44:35 But I think it's, it's what we do in fundraising we build, we try to build safe spaces for for everyone to share their story.

11:44:46 And it's no different in that way, but there is context and so it's helpful to sort of know some context, in talking to diverse groups of people to be able to sort of connect with them and build that trust.

11:45:03 That's just so critical, it really comes down to the trust piece of it.

11:45:09 I know at one point in my career I had a colleague asked me oh yeah what do you what do you what do you like to do for fun, and I said something to the effect of, oh you know I love going to restaurants and, and, and he's like oh what's your favorite.

11:45:25 I was like I like Sarah bellow. And they were like, oh, India people eat pizza. And I was like, I grew up in California, and have been here, so that was this a strong sense of other things that it's like yeah that's a big like no no.

11:45:42 Um, so, I think, I think it comes with practice, and, and, you know, truth be told, we are, we're changing demographic but we're still predominantly white demographic and so that also indicates to me to that our circle of networking needs to expand significantly

11:46:03 to really, really be able to have those opportunities to talk to a diverse group of people. And, and build that trust, I think, so it's a little bit of practice Jan's I'd love to hear your thoughts.

11:46:18 Yeah, thank you. I have been thinking a lot about this too, and I think where I've landed here on this specific one is allowing them to identify, meaning.

11:46:30 Don't ask them right off the bat, where are you from, you would say something like, tell us more. Tell me more about you I really am interested in getting to know you more.

11:46:40 You know, and then let them say well I'm James L, you know, I grew up in Hawaii I moved to Utah right and in that conversation that natural progression, they'll probably tell you what you were questioning, right.

11:46:51 But you don't have to come out and ask them that because then that will start to feel others.

11:46:55 So the more inclusive way of asking the question so maybe thinking of what you might ask, and then putting an inclusive lens on it and trying to switch the conversation a different way.

11:47:06 Tell me more about you and then when in the conversation if they're saying, I think I've just had a thought. So if you're saying, Tell me more about you.

11:47:15 And then if they say, Well, you know, I work at the University of Utah.

11:47:20 And then maybe they don't say where you were raised and then that's maybe what you're wondering you know like, like I said, when you're looking at me right so you're looking at some of your like I I don't know if you're from Utah and I kind of want to

11:47:29 know because that's part of your story right.

11:47:33 And so, if they don't say it then maybe you say, where you and I, they say I work at the University of Utah and you say, That's that's really awesome How long have you been at the University of Utah so then it starts to take the conversation to a timeframe

11:47:46 idea. How long have you been at the University of Utah. Oh, I've been here for five years. Oh, where were you before that. And then so if they start talking in there oh you are in Florida.

11:47:59 Were you did you did you take a job in Florida, right or did you were you born, where you were you raised in Florida right so it's a natural progression of the question as opposed to getting to what you as the fundraiser want to know.

11:48:09 It's letting them answer it, and then asking a little probing questions again with that inclusive and equitable lens on changing the way that we're asking the question, to get to the answer that you're kind of interested in, so that you build their story.

11:48:23 I hope that helps.

11:48:26 I like that a lot. Thank you. I thought that a lot with someone who has an accent or also has a name that is very difficult to pronounce where, again, I just have found myself stuttering like I am right now thinking, How do I, because I'm interested I

11:48:50 truly am interested, and it's not that I want to be offensive but I find myself, almost not asking because I'm so uncomfortable with it right now. Right.

11:49:03 And I can see exactly what you're saying is that if you have the time to develop that story that's wonderful. But when you're just meeting somebody right off, and that I, anyway.

11:49:14 Yeah, I just hope that that people that don't look like me,

11:49:23 won't necessarily be offended when someone says something that is out of interest genuine interest and yet. That's hard to know these days. Yeah.

11:49:36 And it's hard to I typically don't get offended when asked that question I do know that people people want to know what this is right but I am. I'm in that space where that's okay, but other people might not be where they might just be pushed down, push

11:49:50 down, push down for being a person of color. Right. And so you just never know who you're talking to and what their experiences, and the, the one question that you asked might be the last straw that they might just say I can't deal with this anymore.

11:50:05 I obviously I'm not white and I have to walk with this face for throughout you know this whiteness, and that just might be too much right so I do think that we should be practicing these different questions so that we don't, you know, go there really

11:50:20 and start to trigger anybody you know that would just be the worst especially as all of us want to know right that's what that's what we do, that's what that's fundraising is we're getting to know these people and Danny answer your question about your

11:50:32 name. I like to say, you know.

11:50:36 Oh my goodness. Well, plus I have, you know, Gen Z, that's not a common name right so I'm like, Oh my goodness, do you Raj. That's a very amazing I love my name.

11:50:44 This is my story it's a double makeup named blah blah. Well you tell me about your name right so I don't know.

11:50:50 I haven't done as much deep thinking about that because I like my name and, you know, that kind of thing but I think it's the same kind of process that you're going through is asking them questions that maybe they will then give you the answer to.

11:51:04 Yeah, I think it's hard to to.

11:51:08 It's hard to say, Oh, I hope this group won't be offended. But I do think it's, it's good to think about

11:51:18 what what is making me uncomfortable in the situation. And why is it making me uncomfortable and kind of dive more into that uncomfortable because we're all going to slip up, we're all going to mess up and we're all going to do something that's micro

11:51:33 aggressive. That is a part of, of being human, and. And I think we have to start working through that discomfort and and and and approaching this as a learning opportunity, it's really in that discomfort where you really learn.

11:51:53 And so, Danny I'm happy that you're, you're bringing this out and you're bringing this topic out, and, and, and I'm hopeful that we can all just sort of spend some time in that discomfort and why that's uncomfortable.

11:52:09 And why this impacts people and the way it does. I see. Switching gears I see, Michelle, talking about how do we not come across as white saviors, that is like the core of deficit based thinking so.

11:52:26 Absolutely.

11:52:28 I know we don't have a ton of time right now, I'm going to do a shameless plug here I'll put it in the chat, but the University of Utah is doing a whole Friday forum on the 26th.

11:52:41 It's all focused on racial equity and philanthropy. There's going to be a big keynote speaker there, as well as several breakout sessions that all focus on this issue.

11:52:54 I'm going to be talking about deficit based thinking.

11:53:03 And it's actually called the Savior complex race and philanthropy, challenging deficit based narratives and fundraising so it's right to your question there.

11:53:11 I also wanted to just share this tool kit.

11:53:15 An example of deficit Based Thinking would be. I read a proposal. Not so long ago that said something to the effect of, oh there's so much crime in our west Salt Lake Community, and, and, and poverty and this and it just sort of started listing out all

11:53:40 the different things that are going on, and then it's an end there's people of color on the same sentence. And if that's not deficit I don't know what it is.

11:53:51 And so, the truth of the matter is, is it's really structural things that that are causing an equity it's not communities that are causing their own in equity.

11:54:21 everybody to come to the Friday forum and and kind of engage this topic, a bit more but such a good question.

11:54:18 Thank you Dr Oz we are so out of time I mean we could talk about this forever and if you ever want to join like a house party that D Raj and I are on look us up and might we might be able to just chat away.

11:54:30 But thank you so much for taking your time and sharing your expertise with us for sure that Friday forum that's open to anybody to register for I don't know if the actual registration is up quite yet.

11:54:40 Is it draws you know, it just open, great, great, yeah that that's going to be a wonderful one for all of us to, again, it's on the 26th, and I think it's a 123 o'clock.

11:54:52 So put that on your calendars and please register for that.

11:54:55 It's been such a pleasure to talk to all of you and with all of you in this space, about equity, diversity inclusion and the idea, a part of, AFP I'm still learning what the roadmap is they FP global has created some huge roadmap that I need to look through

11:55:12 and and figure out how as as an organization for AFP we will continue on.

11:55:17 Because I'm inaugural chair I don't have a committee yet so if you are interested in participating as a part of this committee please reach out to me or Lindsey, or Rachel or Ryan whomever on the FP board, wave, wave your hand if you're an AFP board,

11:55:31 and you can reach out to us and get, there's lots of other committees do to get you more involved.

11:55:36 Rachel you please save the chat for all these questions so I'm so sorry we weren't able to get to all of them thank you again for all of your interest in this conversation and I know we're all just learning and growing together and what will will will

11:55:49 will just keep on learning I mean that's a thing right as I, I, when I make your micro aggression I'm like, oh man like or I have a thought I'm like that's my bias you know like nobody is there right like there, we all have these unconscious biases we

11:56:03 all have, how we were raised right it's, it's kind of Korean so it's a learning what those are and then making sure we don't, we don't portray that out there so thank you so much everyone and I'll turn it back to Rachel Thank you.

11:56:19 Thanks, everyone.

11:56:21 Thank you to our speakers, I'm going to let Ryan, my co chair close this out for the day.

11:56:27 Hey yeah just to want to give a huge thank you to James L amp D Raj you guys are absolutely amazing.

11:56:33 Want to say thank you to Lindsay as well for giving us this inaugural kickoff and big shout out to Rachel for this closed captioning I think that is quite an added feature for these going forward.

11:56:45 Just want to give a couple different plugs, we're going to have our fundraising day on April 16, I have just added it into the chat.

11:56:56 If you're interested in attending the data we have scholarships available, and we are doing early bird pricing right now. Um, there's a lot of members on here there's a lot of non members on here such as really thankful you guys all joined us today, and

11:57:10 then we do have one other, it's going to be a donor panel or content ask a funder ask a donor event it's going to be the last week of March, it's put on by the programming committee I know there's a lot of committee members on here.

11:57:22 So we're really looking forward to that so look out for that, again, be the last week of March, but other than that one more time. Thank you very much, James Allen dear as you guys are amazing and everybody have a great rest of your week.

11:57:39 Thanks guys. Bye.

11:57:52 Hi, everybody.

11:57:45 Thank you for coming.