

CONVENOR

Bringing people together from multiple perspectives and diverse lived experiences is among the most powerful tools we have for advancing equity. Convening generates ideas, inspires solutions, and facilitates critical connections and opportunities. Together we can more clearly see the structural inequities that harm us all and the means to dismantle them.

McKnight has made an intentional effort in recent years to participate in and host convenings that enable and promote solutions. It is a way for us to share resources, bridge networks, and broaden perspectives and learnings. Here are some highlights of recent McKnight convenings to advance equity:

In partnership with the **Equitable Evaluation Initiative**, director of learning Neeraj Mehta hosted three gatherings that enable Minnesota leaders to advance equitable evaluation and learning practices in philanthropy.

As co-chair of the Minnesota Council on Foundations' (MCF) Impact Investing Group, Elizabeth McGeveran, investment director, hosted a learning opportunity on implicit bias in investing with noted expert **Daryn Dodson**, managing director for Illumen Capital. It was one in a series of MCF investment learning sessions focused on diversity, equity, and inclusion.

Sarah Hernandez, Vibrant & Equitable Communities program officer, co-chairs the **East Side Funders Group**. The group meets regularly with community members to listen and learn, and recently approved a grant to the **Saint Paul Recovery Act Community Reparations Commission**. The commission will be empowered to make recommendations to specifically address the creation of generational wealth for the American Descendants of Chattel Slavery and to boost economic mobility and opportunity in the Black community.

The Andes Community of Practice within McKnight's Collaborative Crop Research Program convened to consider ways to accelerate equity in farming across gender, age, environmental justice, market access, community rights, and power dynamics.



EQUITABLE AND INCLUSIVE MEETINGS

Before Covid-19, we invited grantees and partners to reserve meeting space in our Minneapolis office, understanding the role philanthropy can play in gathering together stakeholders from diverse sectors. We hope to soon safely reinstate this practice.

As a convener, we hope that everyone who enters McKnight's office feels seen, safe, and welcome. Toward this end, we created inclusive guidelines for event and meeting planning—for our own use and that of our guests.

The guidelines include considerations for accessible venues and meeting logistics, supporting diverse vendors, and creating equitable and inclusive programming. They consider all forms of access and ways to create welcoming environments and make choices that undo racism and elevate the voices and contributions of Black, Indigenous, and people of color participants.

