

# OFB Staff Experience: **Measuring a Year in Love**

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WVDO Philanthropy for the People: 11.9.2022

WE ARE ROOTED IN EQUITY, FOOD, JUSTICE AND COMMUNITY – **AND RISING FOR ALL**



**ROOTED  
+ RISING**

### Staff Experience:

Advance racial equity; decolonize the profession; and, eschew the harms of exploitative and extractive capitalism (on staff, donors, and Just philanthropy) by centering equity and love, rather than money, in our work.



## MEASURING A YEAR IN LOVE

### Handout: *MYLove Staff Assessment*

- Implement Twice-Annually
- Cultivate a Practice of Love at the Individual Level
- Identify Department-Wide Trends & Ensure Accountability in Shaping a Just Experience of Philanthropy for Community Philanthropy



### Handout: *OFB Community Philanthropy MYLove Staff Assessment Data (FY20-21 & FY21-22)*

### Handout: *Measuring Love in the Journey for Justice / Shiree Teng*

## MEASURING A YEAR IN LOVE

### Tenets of Love:

**Self-Love:** How Community Philanthropy staff perceive themselves and their work to transform philanthropy.

**Love of Others:** How Community Philanthropy staff perceive each other, community members, including donors.

**Love in Community:** How Community Philanthropy staff perceive OFB, and how we perceive OFB perceives us.

**Love as Power:** How OFB shows up with love that's fused with (advocacy and organizing) power, and how the community (including donors and constituents) loves OFB in return with its (advocacy and organizing and monetary) power.



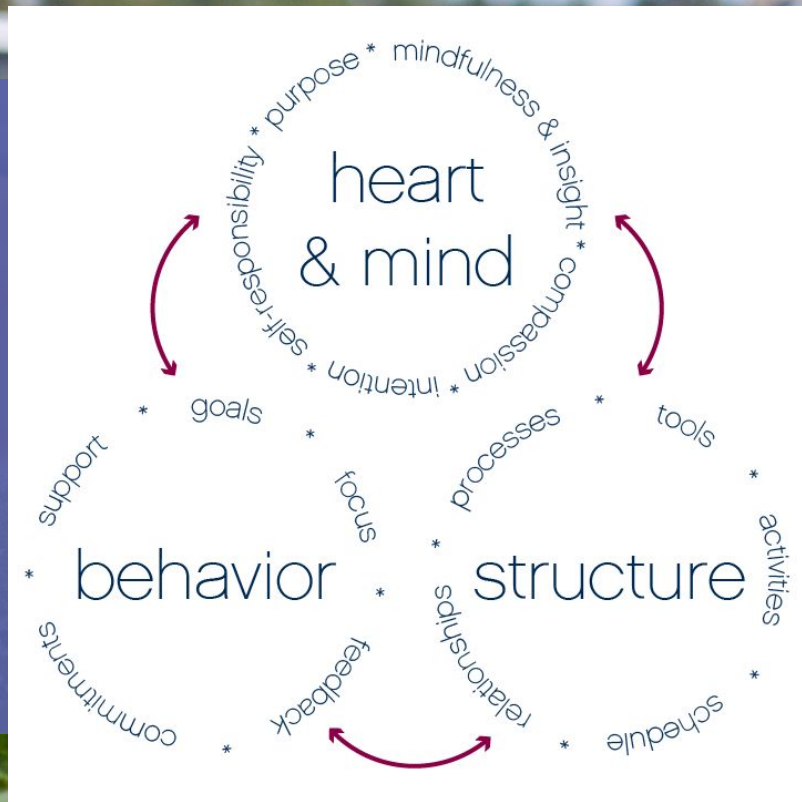
## SELF-LOVE

### Results:



### Question:

My self-care habits are revolutionary acts of resistance to capitalistic exploitation and extraction.



## Sustainability: Transformational Change

### Activities:

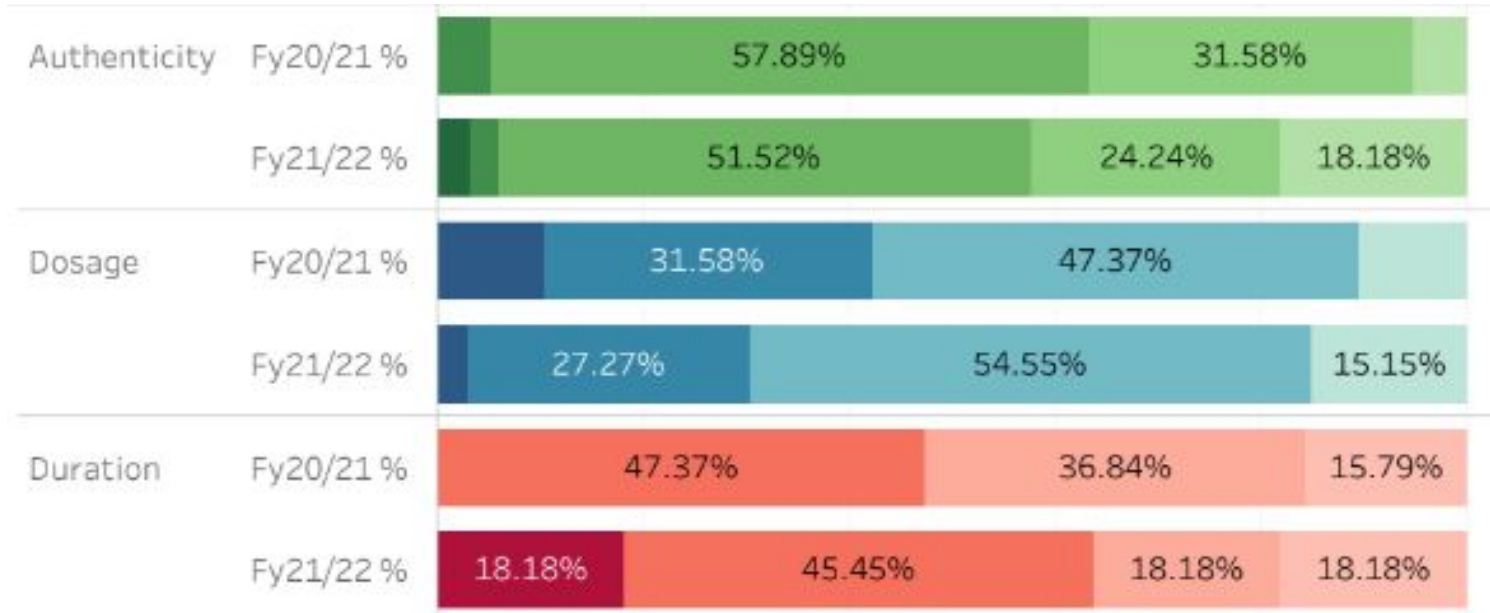
- Work Planning for the Invisible (Systems/Structures)
- Mindfulness Practices (Hearts & Minds)
- Prioritization & Pacing (Behaviors)





## LOVE OF OTHERS

### Results:



### Question:

I understand and help advance the political journeys of supporters.



### Activities: *January 2023-December 2023*

- **6 X 2.5 Hour Team-Wide Sessions**

- Boundaries as Love
- Life/Death Cycles of Relationships
- Ask “What Will Make It Right?”
- We Are ALL Capable of Light & Shadow
- Holding & Processing Grief
- Joy as Power

- **Additional Resources**

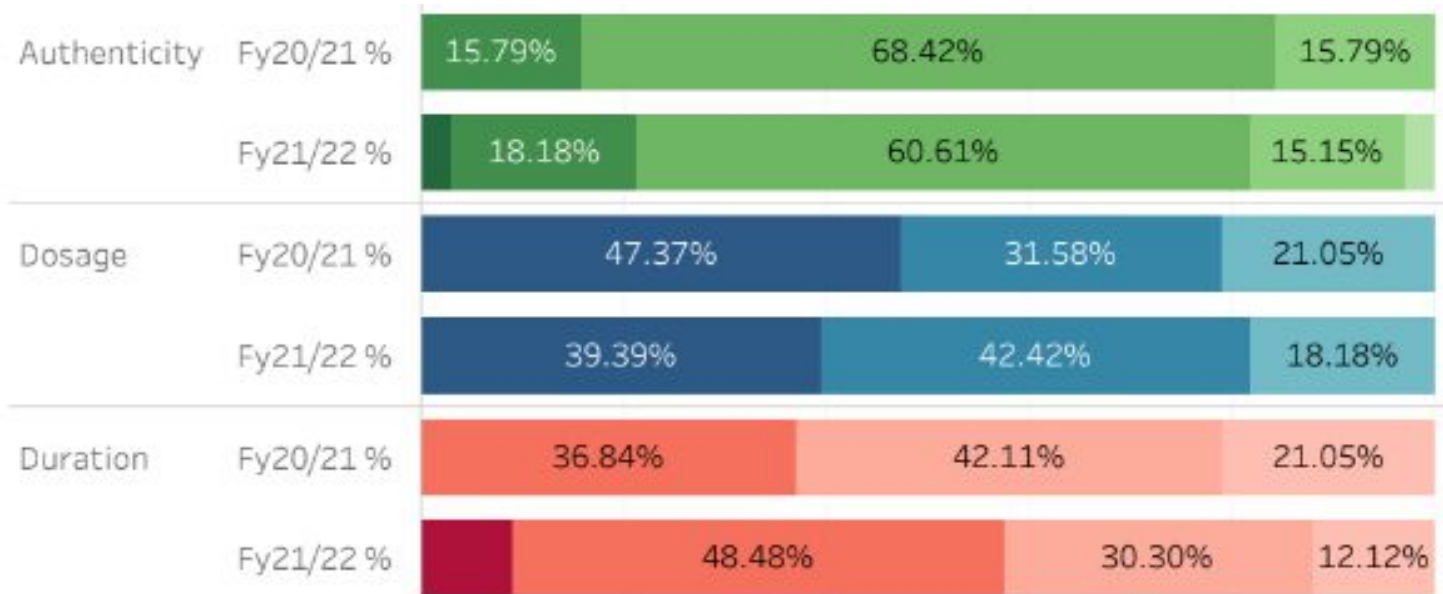
- 6-8 Hours of One-on-One Coaching
- 4-6 Hours w/ Fundraisers of Color Affinity Group
- Coaching & Thought Partnership to Develop Tools



**Handout: *Healing Love: Into Balance / Shiree Teng***

## LOVE IN COMMUNITY

### Results:



### Question:

I am supported to find safety from power differential harms in donor relations.

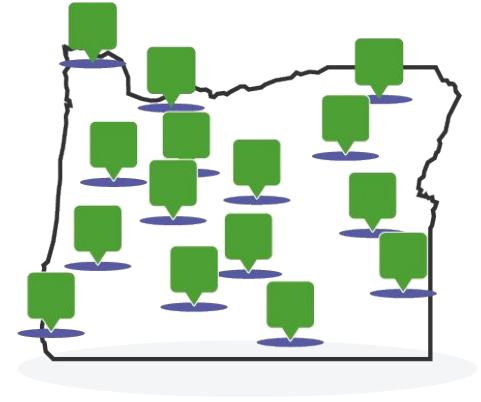


## Handout: *Policies & Practices for a Just Experience of Philanthropy*

- Community Philanthropy Staff Bill of Rights
- Standard Operating Procedures: Harmful Engagement in Donor Relations
- Ending Donor Relationships Strategic Decision-Making Framework

### Activities:

- Safety Planning Template
- Visual Guide
- Trauma-Informed Practices Foundations
- Full Trauma Informed Review



## OUR PARTNERS

### MARIO LUGAY



[justicefunders.org](https://justicefunders.org)

*Just Transition for Philanthropy*

### SHIREE TENG



[shireeteng.org](https://shireeteng.org)

*Measuring Love in the Journey for Justice  
Healing Love: Into Balance*



# Q&A

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