## Regenerative Transformation

More Extractive  
| Less Extractive  
| Regenerative |

### Underlying assumptions on the role of capital

- Individuals and institutions have the right to accumulate capital and make decisions on how it should be allocated for the public good.
- The preservation of wealth and power must be prioritized over the needs of people and the environment.

### Underlying approach to philanthropy

- Philanthropy that perpetuates power dynamics between donors and grantees, with the expectation of a financial return to the ultimate benefit of the investor, even at the expense of communities. Foundations should maintain control of financial resources indefinitely to exist as perpetually.
- Philanthropy that addresses symptoms of social and environmental problems without tackling root causes of injustice.
- Philanthropy that repairs root causes of injustice.

### Relations to grantees & communities

- Foundations wield power over grantees in paternalistic and controlling ways that are rooted in risk-aversion, scarcity, and fear.
- Endowments are invested in for-profit companies, while prioritizing financial returns for the foundation.
- Foundation staff in positions of power.

### Leadership

- Leadership reinforces a culture and systems in which those in organizational positions of power uphold the status quo.
- Leadership creates mechanisms for decision-making to be informed by the communities impacted by extractive systems; those in organizational positions of power are the ultimate decision-makers.
- Leadership supports the belief that communities can effectively steward assets, and transfers some resources to be managed by community-based grantmaking and investment vehicles.

### Operations

- Operational processes prioritize “serving wealth” by carrying out the wishes of the donor, family, trustees, and foundations.
- Operational processes are primarily oriented around how to serve the wishes of the foundation.

### Endowment

- Endowments are invested in for-profit companies that cause social, economic, and environmental devastation to communities around the world in order to maximize financial returns for the foundation.
- Endowments are invested in companies, organizations, and funds that generate positive social or environmental impact.

### Grantmaking Strategy

- Grants are expected to be responsive to foundations’ desires for programmatic activities and impacts for time, knowledge and other resources.
- Grantees’ knowledge, expertise and lived experiences are acknowledged and respected.
- Authentic partnership where grantees retain the right to design the solutions for the issues rather than how approaches are imposed on them.

### Grantmaking Process

- Operational processes are primarily oriented around how to best support grantee and communities in achieving their vision of social change.

### Grantmaking Decision

- Endowments are invested in local and regional efforts that replicate community wealth and build community assets – like worker cooperatives and community land trusts – in ways that emphasize transformative impact while rejecting the need to maximize financial returns for the foundation.
- Grants are designed by movement leaders who are accountable to an organizing base (i.e. residents and community members).

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### Transformation

- Wealth is redistributed, ownership is democratized, community control is shifted to communities in a way that is truly regenerative for people and the planet.
JUST TRANSITION FOR PHILANTHROPY