



Grantmakers for Southern Progress Race & Gender Equity Cohort FAQ

- Q. Is this program for newcomers to philanthropy only or is this a space for veterans to attend?
- A. Having experience is never a bad thing and will only help strengthen to cohort's learning environment. The RGE Cohort is a space designed for mid-level "philanthrofolk", with several years of experience in the field, who manage grantmaking assets for the South. Our hope is to help resource and support folks who have been in philanthropy for some time and wish to continue their philanthropic careers.
- Q. Our foundation funds globally, is our funding fee based on our global grantmaking dollars or by our US based grantmaking?
- A. Our sliding scale fees are based on US grant dollars.
- Q. Two years is a long time, how does that time break out to cohort activities?
- A. Our program consists of 6-weeks of programming, 12 hours of individualized coaching, and up to 5 affinity group meetings spread across the two-year timeframe.
- As this is a pilot year for the RGE Cohort, we are flexible in our time commitments. Thus, the 2022 cohort will have a hand in helping GSP determine whether or not the time commitments need to be adjusted.
- Q. My organization is not a member of GSP, can I still participate in the cohort?
- A. Yes! It is important that your individual and your organization's values align with GSP's values. We would love to include you within our formal membership model but that does not have to be in place for you to submit an application. We will explore a prospective GSP membership with you, if you are currently not a GSP member.
- Q. Will the week-long convenings be in-person, virtual or hybrid?
- A. Because the convenings are located in various places across the South, our goal is to have as many folks as we can in-person. However, we understand that life can prevent that from happening. We will work to provide as many hybrid elements as we can throughout the cohort experience, but we recognize that not every facet of the program can be delivered virtually.

- Q. What will the field-change initiative project entail? Can we work on it with people not in the RGE cohort?
- A. Our field-change initiative project will allow participants the opportunity to drive their learning into action. Participants will have the opportunity to explore changes to their current portfolios and grantmaking strategies or explore new, innovative strategies that can be utilized in future positions. Partnerships are not limited to folks within the cohort.
- Q. What if I can't attend each of the week-long convenings?
- A. Life happens! For convenings that are missed, we will ask participants to utilize any notes, livestreams, program materials, and their coaches to garner necessary learnings that they've missed out on. As the curriculum builds upon previous learnings, it is important to keep abreast of the topics covered.
- Q. Will this be the only opportunity to join RGE?
- A. No. GSP plans to launch a new cohort every two years. The next cohort is scheduled to begin accepting applications in 2024.
- Q. What makes RGE unique from other cohorts geared toward philanthropy professionals?
- A. The RGE Cohort is unique in many ways. Here's just a few to keep in mind.
- i. **It is for the South and from the South:** GSP is all about resourcing and supporting Southern movement and Southern communities. The South is known to be a leading region for national progress and investing in the South and Southern people is critical for progress.
 - ii. **It is led by movement leaders and philanthropic veterans:** Our faculty is comprised of folks who are current and past movement leaders who understand the critical skills of movement organizing in the South. We also have folks who are philanthropic veterans who have done the work we're asking all of philanthropy to do: move money to the most marginalized communities.
 - iii. **It is people-centered:** We are invested and responsive to the people who create this cohort. This isn't just professional development but also a space for personal development and support as well. Participants help to lead their learning so that it is responsive to their needs throughout our time together.
 - iv. **We're aiming toward long-term, sector-level transformation:** This work requires our cohort to work from a space of love and rigor. We are holding each other accountable for making short-term changes that shapes long-term transformation. RGE isn't just an investment into "philanthrofolk" of today, but it really is an investment into philanthropy's future.