

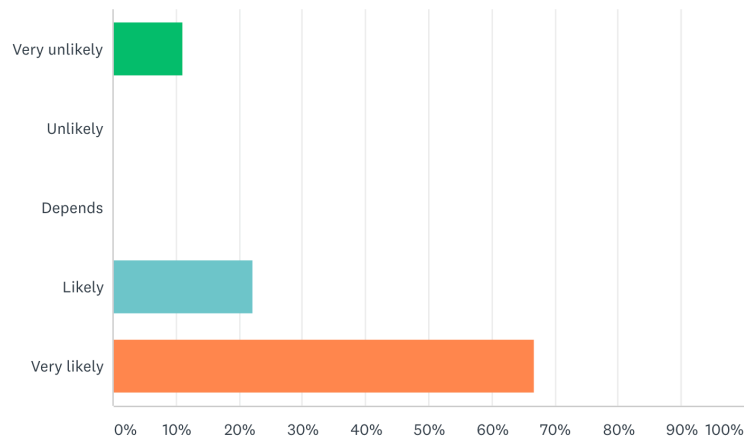
Review Team Post-Review SURVEY RESULTS

June 24, 2020

Every Review Team member was invited to participate in an anonymous 10-question survey. All were encouraged to be “brutally honest” so that we could learn from their experiences. Nine of the ten Review Team members completed the survey. These are the unedited responses.

If given the opportunity to do something like this again, how likely is it that you would say yes?

Answered: 9 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|---|
| Very unlikely | 11.11% | 1 |
| Unlikely | 0.00% | 0 |
| Depends | 0.00% | 0 |
| Likely | 22.22% | 2 |
| Very likely | 66.67% | 6 |
| TOTAL | | 9 |

Showing 1 response

☐ This was a great experience but it's mostly dependent on outside work obligations.

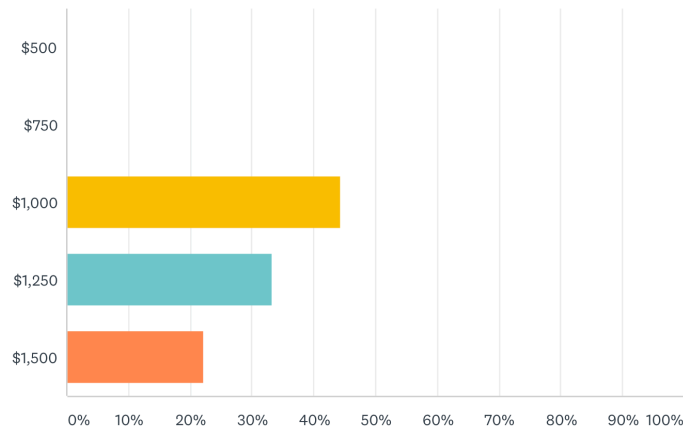
6/22/2020 8:35 PM

[View respondent's answers](#)

[Add tags](#)

CFF provided a \$1,000 stipend. Based on the amount of work, what amount do you think is most appropriate?

Answered: 9 Skipped: 0



| ANSWER CHOICES | RESPONSES |
|----------------|-----------|
| ▼ \$500 | 0.00% 0 |
| ▼ \$750 | 0.00% 0 |
| ▼ \$1,000 | 44.44% 4 |
| ▼ \$1,250 | 33.33% 3 |
| ▼ \$1,500 | 22.22% 2 |
| TOTAL | 9 |

Showing 6 responses

- ☐

Between the number of meetings and applications reviewed, I would say increasing the amount would be helpful. Outside a global pandemic and civil unrest, I think \$1,000 might have sufficed.

6/22/2020 8:35 PM [View respondent's answers](#) [Add tags](#)
- ☐

We had more meetings and some more work we did because we really wanted to be confident in our choices so is why I choose \$1,250.

6/22/2020 1:29 AM [View respondent's answers](#) [Add tags](#)
- ☐

The expertise of participants made the process professional and participants had unique insights because of their community involvement.

6/21/2020 9:05 PM [View respondent's answers](#) [Add tags](#)
- ☐

I was surprised that I was going to be compensated for my time because in past experiences I was not with other foundations. Based on the number of approximate hours involved and the average consultant fee per hour, i think \$1500 is the most appropriate
- ☐

Depending on hours but overall was enough for the month. Thank you for starting this paid stipend initiative.

6/15/2020 11:26 PM [View respondent's answers](#) [Add tags](#)
- ☐

I thought the amount provided was an appropriate amount. It allowed for people with a wide variety of experiences to participate.

6/15/2020 8:16 AM [View respondent's answers](#) [Add tags](#)

What three specific things did staff (Leslie) do that really supported the process and made it enjoyable for you?

Answered: 9 Skipped: 0

Showing 9 responses

- ☐ 1.) Meetings were well-guided and spurred a lot of dialogue 2.) The email recaps/reviews were helpful to regroup thoughts on what was discussed.
6/22/2020 8:35 PM [View respondent's answers](#) [Add tags](#) ▼
- ☐ I love that we thought a map was a great idea and she made the visual, it super helpful in terms of impact across the city. The way Leslie setup the meetings allowed for a time to process. There was a system created by the group and Leslie was super helpful in facilitating it.
6/22/2020 1:29 AM [View respondent's answers](#) [Add tags](#) ▼
- ☐ Leslie was always positive, gave very clear expectations, and was honest about the process
6/21/2020 9:05 PM [View respondent's answers](#) [Add tags](#) ▼
- ☐ Did a great job mapping out/facilitating our discussions Being organized and following up in a timely manner Allowing for flexibility
6/18/2020 11:37 PM [View respondent's answers](#) [Add tags](#) ▼
- ☐ Provided insight into philanthropic decision making. Provided information about many different organizations.
6/16/2020 9:16 AM [View respondent's answers](#) [Add tags](#) ▼
- ☐ Always clarifying and sharing as much info as they could Transparent with the process Did a lot of listening
6/15/2020 11:26 PM [View respondent's answers](#) [Add tags](#) ▼
- ☐ - Super fast in paying the fees - Translated discussions into spreadsheets, criteria, and steps that really pushed the process forward. - Blunt honesty on what our options were and the reasons behind how things were done.
6/15/2020 3:17 PM [View respondent's answers](#) [Add tags](#) ▼
- ☐ It was a very collaborative process. She made every step understandable and kept us informed.
6/15/2020 12:15 PM [View respondent's answers](#) [Add tags](#) ▼
- ☐ 1) Listened to people's needs. 2) Organized meeting agendas 3) Provided her thoughts and opinions
6/15/2020 8:16 AM [View respondent's answers](#) [Add tags](#) ▼

What three specific things did staff (Leslie) do that got in the way, hindered or made any aspect of the process less than rewarding?

Answered: 9 Skipped: 0

Showing 9 responses

☐

N/A

6/22/2020 8:35 PM

[View respondent's answers](#)

[Add tags](#) ▼

☐

None Leslie is a great facilitator and was super helpful.

6/22/2020 1:29 AM

[View respondent's answers](#)

[Add tags](#) ▼

☐

I can't think of one

6/21/2020 9:05 PM

[View respondent's answers](#)

[Add tags](#) ▼

☐

Taking up too much space. At times, it would have been helpful to review team to talk amongst ourselves without staff's influence.

6/18/2020 11:37 PM

[View respondent's answers](#)

[Add tags](#) ▼

☐

Meeting did not keep to time. Decision making process was unclear. Meeting times were not established beforehand.

6/16/2020 9:16 AM

[View respondent's answers](#)

[Add tags](#) ▼

☐

Not Leslie But not everyone reading some of the proposals before the meetings so sometimes we had to repeat stuff for folks to catch up

6/15/2020 11:26 PM

[View respondent's answers](#)

[Add tags](#) ▼

☐

I can't think of anything

6/15/2020 3:17 PM

[View respondent's answers](#)

[Add tags](#) ▼

☐

- the process was pretty organic - made us really have to great our own process. There are pluses and minuses with that. - She let us take lead...fine, but took a little longer than expected.

6/15/2020 12:15 PM

[View respondent's answers](#)

[Add tags](#) ▼

☐

Not really hindered, but I think some of the things could have been not in a meeting. We could have done a google form with the places and amounts and then talked about the results in the meeting.

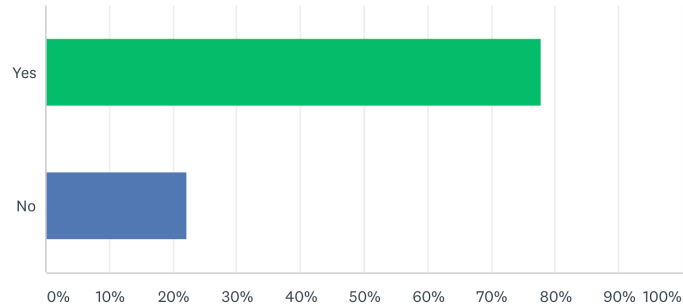
6/15/2020 8:16 AM

[View respondent's answers](#)

[Add tags](#) ▼

Did you learn anything new about foundations or philanthropy as a result of this experience?

Answered: 9 Skipped: 0



| ANSWER CHOICES | RESPONSES |
|----------------------|-----------|
| Yes | 77.78% 7 |
| No | 22.22% 2 |
| Total Respondents: 9 | |

Showing 6 responses

- ☐ This definitely helped learn more about the grant selecting process. I learned a lot about organizations doing great work across the city.
6/22/2020 8:35 PM [View respondent's answers](#) [Add tags](#)
- ☐ More on how cohorts are created to be more inclusive of BIPOC people doing the work and letting them lead in giving funding. How the process created by the cohort actually can work and how effective it can be.
6/22/2020 1:29 AM [View respondent's answers](#) [Add tags](#)
- ☐ learned more about the conant family foundation and were they stand between the different foundations in Chicago
6/15/2020 11:26 PM [View respondent's answers](#) [Add tags](#)
- ☐ How a lot of it is based on trust and best intentions, and therefore is malleable. It felt like a lot of the things that philanthropy makes sounds like it *has* to be like that, it really is a matter of preference and there is no reason to not push the envelope a bit more.
6/15/2020 3:17 PM [View respondent's answers](#) [Add tags](#)
- ☐ That the process can be organic. We can make up the rules.
6/15/2020 12:15 PM [View respondent's answers](#) [Add tags](#)
- ☐ This experience was similar to the Giving Project, but it was interesting to see some of the workings for a family foundation.
6/15/2020 8:16 AM [View respondent's answers](#) [Add tags](#)

When you reflect on the experience, what aspect of it did you find most rewarding?

Answered: 9 Skipped: 0

Showing 9 responses

- ☐ I think learning about the organizations and playing a role in selecting those who get to continue the work was extremely rewarding.
6/22/2020 8:35 PM [View respondent's answers](#) [Add tags](#) ▼
- ☐ Getting to create a system with some amazing people and giving money to people doing the work. It was amazing how much we accomplish virtually during a global pandemic. and one of the biggest uprisings in my lifetime.
6/22/2020 1:29 AM [View respondent's answers](#) [Add tags](#) ▼
- ☐ I found it most rewarding to connect with peers who I have been in the same room with for other gatherings and meet new people who are dedicated to racial justice.
6/21/2020 9:05 PM [View respondent's answers](#) [Add tags](#) ▼
- ☐ Learning about the work of organizations that I was not familiar with and awarding them grants
6/18/2020 11:37 PM [View respondent's answers](#) [Add tags](#) ▼
- ☐ Learning about new organizations.
6/16/2020 9:16 AM [View respondent's answers](#) [Add tags](#) ▼
- ☐ Learning about the different grassroots organizations that are challenging the system and learning from others experiences
6/15/2020 11:26 PM [View respondent's answers](#) [Add tags](#) ▼
- ☐ Seeing the diversity of grantees across Chicago come about naturally. It felt like a validation of the process itself.
6/15/2020 3:17 PM [View respondent's answers](#) [Add tags](#) ▼
- ☐ Working with the team.
- ☐ Connecting with people from across the city.
6/15/2020 8:16 AM [View respondent's answers](#) [Add tags](#) ▼

When you reflect on the experience, what aspect of it did you find least rewarding?

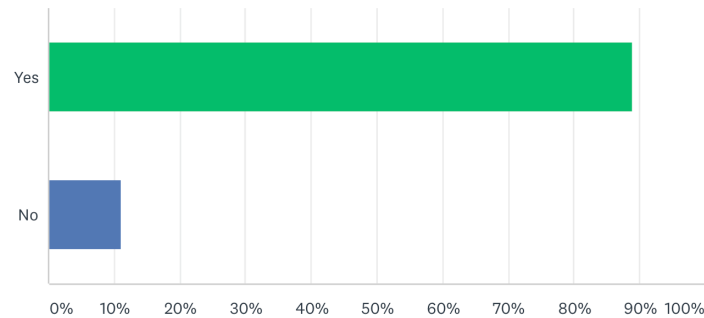
Answered: 9 Skipped: 0

Showing 9 responses

- ☐ N/A
6/22/2020 8:35 PM
[View respondent's answers](#) [Add tags](#) ▼
- ☐ It was hard to make decisions and cut organizations because they all were doing great work.
6/22/2020 1:29 AM
[View respondent's answers](#) [Add tags](#) ▼
- ☐ There wasn't enough time to converse
6/21/2020 9:05 PM
[View respondent's answers](#) [Add tags](#) ▼
- ☐ Making the hard decisions about the organizations won't get funding though they meet the criteria defined by the review team.
6/18/2020 11:37 PM
[View respondent's answers](#) [Add tags](#) ▼
- ☐ Unfocused conversations.
6/16/2020 9:16 AM
[View respondent's answers](#) [Add tags](#) ▼
- ☐ Not having enough time to chat with other but again we are under covid19
6/15/2020 11:26 PM
[View respondent's answers](#) [Add tags](#) ▼
- ☐ There was a second there that it felt like we were backtracking to Day 1 when people wanted to rethink the final list based on another grant that had gone out. At that moment it felt futile but I think Leslie was terrific in keeping the conversation going.
6/15/2020 3:17 PM
[View respondent's answers](#) [Add tags](#) ▼
- ☐ Not sure....
6/15/2020 12:15 PM
[View respondent's answers](#) [Add tags](#) ▼
- ☐ N/A
6/15/2020 8:16 AM
[View respondent's answers](#) [Add tags](#) ▼

Did you learn anything new about community organizing in Chicago as a result of this experience?

Answered: 9 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|----------------------|-----------|---|
| Yes | 88.89% | 8 |
| No | 11.11% | 1 |
| Total Respondents: 9 | | |

Showing 7 responses

- ☐ I've always know community organizing requires a level of adaptability but I think it's really inspiring to see how groups have been able to adapt amid a pandemic.

6/22/2020 8:35 PM
 [View respondent's answers](#)
[Add tags](#)
- ☐ I learn a lot more about the great work SOUL is doing and the collaborative they are in which was super helpful in terms of what happening with the Black Lives Matter Movement in Chicago.

6/22/2020 1:29 AM
 [View respondent's answers](#)
[Add tags](#)
- ☐ How resilient and adaptive community organizers. So many groups/organization mobilized very quickly in response to COVID-19 and provide services needed in their communities.

6/18/2020 11:37 PM
 [View respondent's answers](#)
[Add tags](#)
- ☐ EAT is using pods as a way to engage folxs with resources and support.

6/15/2020 11:26 PM
 [View respondent's answers](#)
[Add tags](#)
- ☐ Just the sheer number of groups that exist out there! Once the BLM protests started, I pulled from this list specifically to advocate on behalf of these organizations to friends who were looking to donate money

6/15/2020 3:17 PM
 [View respondent's answers](#)
[Add tags](#)
- ☐ Many new groups and issues are out there now.

6/15/2020 12:15 PM
 [View respondent's answers](#)
[Add tags](#)
- ☐ Learned more about some groups and the work they are doing.

6/15/2020 8:16 AM
 [View respondent's answers](#)
[Add tags](#)

What advice would you give to a friend who is considering whether or not to participate in a foundation's proposal Review Team?

Answered: 9 Skipped: 0

Showing 9 responses

- ☐ Go in with an open mind and get to learn what is being done on the ground to effect change across the city.
6/22/2020 8:35 PM [View respondent's answers](#) [Add tags](#) ▼
- ☐ I would say that's is a great opportunity to use your knowledge of organizing and building community in a different light. Is great for someone who wants to create an impact, but by helping organizations doing great work get funding. Ideally you are organizing money and that is also crucial.
6/22/2020 1:29 AM [View respondent's answers](#) [Add tags](#) ▼
- ☐ This is a great experience. All voices are welcome and needed. Speak your truth. Make sure you have time to read and respond.
6/21/2020 9:05 PM [View respondent's answers](#) [Add tags](#) ▼
- ☐ There is a different type of grant-making process and be prepared that your role is going to involve defining criteria not just reviewing and awarding grants
6/18/2020 11:37 PM [View respondent's answers](#) [Add tags](#) ▼
- ☐ Know the team mates, working hours, and process ahead of time. Be sure that you are knowledgeable in the specific area of the grant.
6/16/2020 9:16 AM [View respondent's answers](#) [Add tags](#) ▼
- ☐ Please participate if you want to learn about Chicago and the work organizers are doing.
6/15/2020 11:26 PM [View respondent's answers](#) [Add tags](#) ▼
- ☐ You'll get paid, get to know what drives the mission of racial justice organizations and actually have your voice heard. How can you say no to that?!
6/15/2020 3:17 PM [View respondent's answers](#) [Add tags](#) ▼
- ☐ Make sure you plan your time accordingly....10 apps can catch up to you real quick.
6/15/2020 12:15 PM [View respondent's answers](#) [Add tags](#) ▼
- ☐ Prepare for several meetings. I don't think the time commitment was well known at first.
6/15/2020 8:16 AM [View respondent's answers](#) [Add tags](#) ▼

As you know, this process was an experiment. If you were in charge of something like this in the future, what would you do differently?

Answered: 9 Skipped: 0

Showing 9 responses

- ☐ I think this was run very well. I would keep the meetings to five. Three for set up, one to review/narrow application results and one more to finalize grantee selection.
- 6/22/2020 8:35 PM [View respondent's answers](#) [Add tags](#) ▼
- ☐ It would be great that next time this happens it could be in person, since we couldn't because of the pandemic. I would instead of POC I would use BIPOC understanding Black and Indigenous struggles were more violent historically in the context of the U.S.
- 6/22/2020 1:29 AM [View respondent's answers](#) [Add tags](#) ▼
- ☐ I would have the participants be a part of the application process, determining which questions would be asked and the supporting documents needed.
- 6/21/2020 9:05 PM [View respondent's answers](#) [Add tags](#) ▼
- ☐ I would facilitating relationship building in the first session and getting to know people a little before getting into the work (i.e. setting agreements, COI, etc). I think it would allow people to more candid in future sessions. Al
- ☐ I would ensure all the participants had a previous working relationship and were equally versed in the specific topic. I wouldn't attempt to do additional team building. I would treat them more like consultants, who were either charged with developing the process for review or approval, or charged with reviewing and revising the proposed process developed by staff.
- 6/16/2020 9:16 AM [View respondent's answers](#) [Add tags](#) ▼
- ☐ Making sure Folxs are aware of what they signed (contract) hours. Reminding folxs about our community agreements Making sure we fund organizations that are fighting white supremacy and racism, capitalism
- 6/15/2020 11:26 PM [View respondent's answers](#) [Add tags](#) ▼
- ☐ I would try to make it a little longer so that everyone had to commit to read the top 15-20 to make decisions on who to cut/prioritize.
- 6/15/2020 3:17 PM [View respondent's answers](#) [Add tags](#) ▼
- ☐ Not sure honestly. Maybe come with some rubies already made.
- 6/15/2020 12:15 PM [View respondent's answers](#) [Add tags](#) ▼
- ☐ I think it is odd for it to be framed as an experiment. It seems like the family is wanting to remove whiteness from decision making for racial equity. I am not sure how committed they are if this was an "experiment". Also, it speaks to their privilege to be able to have this type of "experiment" with the lives of POC. I would be sure to detail what changes the family foundation is making across its organization.
- 6/15/2020 8:16 AM [View respondent's answers](#) [Add tags](#) ▼