



Ariadne Grant Skills Week 2021 - Funding with a Racial Justice Lens

Participants:

Aanchal Clare is Senior Associate: Funding Practice at Comic Relief.

Abi Knipe is Deputy Director at Funders' Initiative for Civil Society (FICS), a funder community and philanthropic platform committed to ensuring progressive movements and their allies have the resources they need to tackle the drivers of closing civic space. Prior to joining FICS, Abi worked on various civil liberties, youth rights, and education issues as a programme manager and grantmaker, in the UK and internationally.

Alex Sutton is Head of Programme (Migration) at Paul Hamlyn Foundation (PHF). Alex is an experienced programme manager with over fifteen years' experience working in the sectors of migration, youth work and international development in Nepal, Ghana and the UK. Prior to joining PHF, Alex was Social Protection Programme Manager at the Overseas Development Institute, and Deputy Chief Executive at Praxis Community Projects, an organisation supporting vulnerable migrants in London. During his time at Praxis, Alex led the development and implementation of Praxis' strategy 'Challenging Exclusion', as well as its highly successful youth programme which gave a voice to young asylum seekers and young people with irregular status using participatory arts.

Alexandra Padilha is Programme and Communications Officer at Barrow Cadbury Trust. Alex has over eleven years' experience in the Charity sector, where she supported small to large charities in their fundraising efforts, across the health care and social welfare sector. She was also a trustee for Carers Lewisham for over two years, in which she had the opportunity to gain a deeper understanding of the funding challenges faced by small voluntary organisations. At Barrow Cadbury Trust, Alex provides administrative and operations support to the Connect Fund, and to help maximise the impact of the fund's work through supporting dissemination and sharing learning. She also supports the Migration Programme and the Trust's communications team.

Alexandra Toth is Programme Manager at European AI Fund. Alexandra joined NEF in April 2021. Her experience lies in business support and public relations. Previously she has worked for the British Council, Microsoft's European Government Affairs team, UNESCO and the European Parliament. Alexandra speaks Hungarian, English, French, and she is working on improving her Dutch and German. She is passionate about digital and culture.

Anna Shea is Senior Programme Officer at Sigrid Rausing Trust. Anna manages the Xenophobia and Intolerance Programme. She has ten years of experience on asylum and migration matters and has done human rights research and advocacy in several countries, including Afghanistan, Australia, Indonesia and Turkey. Prior to joining the Trust, she was the Legal Adviser and Researcher on refugee and migrant rights at Amnesty International's International Secretariat. She has also worked at

Amnesty Canada (leading the organization's strategic human rights litigation) and at several grassroots community organizations, focusing on the rights of non-citizens and other marginalized groups.

Annabel Durling is Funding Manager at Esmée Fairbairn Foundation. Annabel's specialist areas are social change and gender equality. Annabel works across a range of social change issues and previously co-chaired the ACF network group covering violence against women and girls. Prior to joining the foundation, she worked as a Grants Officer at Help a London Child.

Anne Lescot is Consultant at Fondation de France. Since 2017, Anne has been in charge of the Fond du 11 janvier, whose objective is to finance actions related to the prevention of radicalization among young people, notably through critical thinking training, media education, deconstruction of prejudices, and the fight against racism and anti-Semitism. With the support of the Daniel and Nina Carasso Foundation and in partnership with the French Association of Fundraisers, it has designed conferences, training sessions and publications to accompany the development of philanthropy in Haiti and has published the first studies on Haitian philanthropy.

Ayesha Saran is Programme Manager (Migration) at Barrow Cadbury Trust. Prior to joining the trust, Ayesha worked for intergovernmental organisations in both the UK and Albania. She also spent some time working as a freelance journalist in London. She is a trustee of British Future and on the Board of the Centre for Countering Digital Hate and also serves in a non-executive capacity for Minority Rights Group International (MRG).

Ayesha Tariq is Grants Officer at the Clothworkers' Foundation, where she focuses on improving the lives of people and communities, particularly those facing disadvantage, deprivation and discrimination. Outside of work, Ayesha volunteers at All Ways Network (AWN), a charity that empowers small not-for-profit organisations working with and for the Muslim community in the UK.

Bethan Cansfield is Senior Programme Officer (Women's Rights) at Sigrid Rausing Trust. Prior to joining the trust, Bethan worked at Oxfam International where she was the Head of the worldwide priority campaign to end gender-based violence. Prior to Oxfam, she worked for Womankind Worldwide as acting Head of Policy and Advocacy and before that she was Policy and Advocacy Manager on Violence Against Women and Girls at Womankind. She has also worked at Amnesty UK.

Brandee Butler is a Division Director at the Open Society Initiative for Europe. Brandee leads the Civil Liberties Division, which promotes better policing and more effective security policies, supports efforts to hold governments to account, and combats discrimination against religious and ethnic minorities. She has over fifteen years of experience working with international foundations, civil society organisations, and the private sector to promote human rights. Brandee currently serves on the boards of Ariadne, MADRE and Women Win and is an advisor for ARTWORKS Projects, which uses design and the arts for human rights advocacy.

Brenda Salas Neves is Communications & Advocacy Strategist at Human Rights Funders Network. She is based in the United States.

Catherine Godack is Grants Assistant at The Clothworkers' Foundation. Initially from the United States, Catherine worked with organisations at grass root level to promote social change. She moved to the UK five years ago and has worked in the charity sector since. She has been with the Clothworkers' Foundation for almost two years.

Christine Oliver is Trust Secretary at Polden-Puckham Charitable Foundation. Christine's background is in immigration and human rights, working for charities like Refugee Legal Centre, Dover Detainee

Visitor Group and Samphire. She is particularly interested in the overlaps between sectors: environmental degradation, climate impacts, conflict, migration, and how these interact.

Clara Grosset is Senior Portfolio Analyst at Open Society Foundations. Clara has been working with the Open Society Initiative for Europe, supporting groups combatting discrimination and racism, as well as defending the right to protest. Prior to joining OSF, she worked on EU advocacy related to Human Rights at the World Organization Against Torture.

Di Lu is Product Manager at Open Technology Fund. As a researcher and technologist, Di works at the nexus of social justice and technology-centric solutions. She aims to build inclusive spaces where power structures can be shifted and different forms of dialogue can emerge. Whether she is leading projects for Open Technology Fund or working as a field researcher in Ghana for UNICEF, she believes in harnessing the power of community against repressive regimes.

Doro Marden is a member of the Network for social Change.

Ena Pervan is Programme Manager at Porticus in the Community Arts Lab. Ena is responsible for programme and grantmaking with a focus on peacebuilding, civic engagement and participation. Previously, she was a Researcher and Project Manager at the Competence Center for Non-profit Organisations and Social Entrepreneurship at the Vienna University of Economics. In addition, she has been working over two years for a local NGO in Perú and she has established a NGO in Vienna with a focus on participation of people seeking refuge, as she was herself a former refugee during the war in Bosnia and Herzegovina.

Esther Hughes is Executive Director of Global Dialogue, a UK charity enabling innovative and collaborative philanthropy. Global Dialogue hosts a global portfolio of donor-led initiatives including the Funders' Initiative for Civil Society, the International Education Funders Group and Philanthropy for Social Justice and Peace; alongside an incubation function that has nurtured award-winning civil society organisations in the UK including IMiX and EachOther. Global Dialogue is the fiscal host of Ariadne.

Eva Rehse is Executive Director of Global Greengrants Fund UK. Prior to joining Global Greengrants Fund UK, Eva worked for Amnesty International as an International Projects Advisor, and with CIVICUS/Scottish Council for Voluntary Organisations. Eva also worked with the Scottish Biodiversity Forum where she was part of creating Scotland's first biodiversity strategy. Eva is a member of the Board of EDGE Funders Alliance, the Alliance Magazine Editorial Advisory Board, and co-convenor of the international funders network of the Association of Charitable Foundations.

Fanny Georges is Programme Manager at European Programme for Integration and Migration (EPIM). Before joining EPIM, Fanny worked for the King Baudouin Foundation, volunteered for the Belgian Federal Agency for the reception of asylum seekers and did an internship as a cultural mediator with Romanian Roma migrants.

Florence Miller is the Director of the Environmental Funders Network, where she has been working since moving to the UK from the United States in 2012. Previously she worked for the National Audubon Society in the US, running a national grants programme focused on innovative conservation. Prior to that she was Director of Educational Programmes at the Center for Whole Communities in Vermont, bringing together leaders from the environmental and social justice sectors to find common ground and shared values.

Fozia Irfan is the Director of BBC Children in Need. Fozia specialise in equitable funding distribution and investment for young people. She was previously awarded the national 'Rising Star CEO' award by the National Charity Times and voted one of the 25 Most Influential Charity Leaders in the sector. Fozia set up the groundbreaking Diversity, Equity and Inclusion Coalition of foundations, leading fifteen major national foundations in the implementation of more effective and equitable grantmaking strategies.

Frederike Kaltheuner is Fund Director at European AI Fund. Frederike is a tech policy analyst, researcher and advocate for justice in a world made of data. From 2019, he was a public-interest Tech Policy Fellow at the Mozilla Foundation. He also manages the European AI Fund, a philanthropic initiative to strengthen civil society in Europe. Previously, he was the Director of the Corporate Exploitation Programme at Privacy International. He advises governments, foundations and non-profits on emerging technologies, strategy, and tech policy.

Gina Crane is Director of Communications and Learning at Esmée Fairbairn Foundation. Gina leads on the foundation's approach to impact: how they talk about and understand the difference they make as a foundation. She heads up a team who manage our communications, social media, and ways to improve their practice. She also oversees their tools for impact, including funding plus, convening and connecting, as well as research and evidence.

Greg Hilditch is Director of Philanthropic Partnerships at Global Greengrants Fund UK, a participatory grantmaker supporting grassroots environmental justice activism in 168 countries worldwide. At the fund, Greg is responsible for developing strategic high value partnerships. Greg's previous roles include Head of Trusts & Foundations for International Rescue Committee UK and Development Manager with Pragma, a development NGO headquartered in India. He has a strong personal interest in sustainable agriculture, climate justice and the food sovereignty movement.

Hanna Hanses is Project Officer at Dafne. Hanna joined Dafne as a Legal Trainee in September 2019 and is working as a Project Officer since March 2020. She graduated in International Human Rights Law at the University of Essex, focusing her thesis on climate-induced displacement. In 2018, she received her LLB Bachelor in Law from Ghent University. Hanna brings with her a multi-cultural experience, having lived in inter alia the Democratic Republic of Congo, Switzerland and Belgium.

Hannah Lim is Funding Manager at Esmée Fairbairn Foundation. Hannah leads the foundation's social change funding, and a focussed programme of work supporting improved outcomes for young people leaving the care system. Prior to joining the foundation in 2015, Hannah worked at BBC Children in Need for four years, leading grant management across the West Midlands. Before that, she worked at Oxfam, with a focus on supporting women and girls in developing countries.

Havva Hassan is Grants Administrator at AB Charitable Trust. Havva is the main point of call and provides administrative and organisational support for the grants team. Havva has a degree in Sociology and has a keen interest in the Criminal Justice System and Penal Reform.

Heather Salmon is Funding Manager at Esmée Fairbairn Foundation. Heather participated in the 2027 Talent Programme, providing UK funders with frontline experience and fresh perspectives on the issues affecting funding and communities. She has worked in a range of for-profit and not-for-profit roles, specialising in delivering people-centred change across a wide stakeholder group.

Hugo de Seabra is Senior Project Manager at Calouste Gulbenkian Foundation. Hugo works at the foundation's Sustainable Development Programme. He is responsible for two main areas of work: migrations and artistic practices for social inclusion. With an MA in Sociology, Hugo joined the

Portuguese foundation in 2005 to help setting up projects in the migration/integration field. For the last eight years Hugo manages a capacity-building, networking and grant giving initiative on the field of Participatory Artistic Projects targeting Social Impact.

Ivens Reis Reyner is Philanthropic Advocacy Officer at Human Rights Funders Network (HRFN). Ivens leads the philanthropic advocacy work of HRFN, promoting just and open philanthropy in support of human rights movements in the Global North and the Global South and East. With over ten years' experience committed to advancing human rights, he is a queer feminist activist and has been previously associated with Aidsfonds and Mama Cash. He is also the co-founder of Coletivo Mangueiras, a grassroots organisation in Brazil that works to further racial, gender and sexual and reproductive justice in the country.

Jack Abbotts is Grants Officer at The Clothworkers' Foundation. Jack has three years of experience, primarily working on revenue funding projects supporting disadvantaged communities in East London. He is now working for a nationwide grantmaker awarding capital grants.

Jasleen Mahal is Philanthropic Partnerships Assistant at Global Greengrants Fund UK. Jasleen is a British-born Panjabi intersectional environmentalist and feminist interested in environmental justice, philanthropy and Human Rights.

Jess Cordingly is the Director of Lankelly Chase. She previously worked as Policy Advisor in the British Cabinet Office, as Ventures Outreach Manager at UnLtd, Associate Governor at St Augustine's Secondary School and Managing Director of Future First.

Joanna Oyediran is Director of Policy and Practice at Open Society Foundations. Joanna leads on development and improvement of OSF grant making policy. She is also a member of Open Society's Leadership Group on Inclusion, the senior leadership body accountable for making sure the foundations' Diversity, Equity, and Inclusion (DEI) efforts are moving forward organisation-wide. Joanna joined the Grant Making Support Group in January 2017. She has extensive programmatic and grantmaking experience in Eastern Africa. Between 2009 and 2016 she worked as the Sudan and South Program Manager in the Open Society Initiative for Eastern Africa (OSIEA). She spent 2004 and 2005 developing and implementing a grant making initiative for the Darfur crisis at the Ford Foundation.

Julianna Labruto is Project Coordinator at GenderSmart. Julie has joined the team following a career as an attorney-turned-social-entrepreneur working with Indigenous artisans in the Americas. She's also a trained pastry chef. She is based in the greater New York area, though she makes frequent trips to the UK to be near her family.

Jyoti Devi is Regional Support Assistant for the central region of BBC Children in Need. Additionally, Jyoti is part of the DEI Impact Working Group within which they work to imbed diversity, equity and inclusion into the grant making/management teams and wider organisation.

Kamna Muralidharan is Policy and Projects Officer at Paul Hamlyn Foundation. Kamna's work focuses on supporting the foundation to develop and embed its approach to strategic influence, building on the evidence and work of grantee partners while also building a habit of learning across the foundation. Currently, she is supporting the organisation on its DEI learning journey, enabling progress and accountability against the foundation's DEI plan. She co-chairs the Funders for Race Equality Alliance and she is a trustee at OK Music Trust and Institute for Voluntary Action Research.

Karisia Gichuke is Team Manager at Open Society Foundations. Based in London, Karisia leads OSF's work to address race discrimination in Western Europe. Prior to this, she was the East Africa

Programme Officer at the Bernard van Leer Foundation, has worked for the City Bridge Trust and The Diana, Princess of Wales Memorial Fund. She has worked in Uganda for the Refugee Law Project and UNICEF-Uganda.

Katherine Zavala is Director of Grassroots Partnerships at Thousand Currents. A native of Peru, Katherine has journeyed through years of learnings, strategic shifts, experimentation, and relationship-building in global philanthropy since 2006. She has spent the majority of her career at Thousand Currents, working her way through several iterations of program positions and directorships, all with a focus on channelling funds to grassroots organizations and social movements in the Global South. In her current role, Katherine supports the Regional Directors and Grants Manager to model long-term engagement and commitment to not just individual organizations, but whole ecosystems of grassroots actors working towards collective self-determination and social transformation.

Kathrin Strobel is Programme Director Inequality at Robert Bosch Stiftung. Kathrin has broad experience advising institutions in the public and social sector worldwide on topics including migration, sustainability and technological change and worked extensively on roots and consequences of organized crime.

Katie Davies is Programme Manager at Ignite Philanthropy. Katie joined Ignite in 2018 and leads the Strategic Networks initiative, supporting anchor networks in the field to end violence against children. Prior to joining Ignite, she led Stars Foundation's flagship Impact Awards programme in the Asia-Pacific region, and held a philanthropic consulting role. Katie started her career in an advocacy role at Oxfam Cymru, working on domestic policy issues in Wales.

Kristina Johansson is Director at Solberga Foundation. The foundation supports transformative grassroots-led social change organisations and movements for climate and social justice. Solberga Foundation was established in 2018 in the UK and give grants globally. For over ten years Kristina has been engaged in activism for racial, gender and climate justice. She worked for Planned Parenthood and the United Nations Peace Women Programme in New York City. She is originally from the UK and Sweden but grew up internationally and now lives in London.

Laura Dalton is Grants Manager at the AB Charitable Trust. Laura has experience working in various organisations both in the NGO sector and in philanthropy. This has included working on human rights issues across the UK and internationally. Laura has a background in law, inspired by a keen interest in the way in which the law can be used as a tool for social change. Laura works across all three of AB Charitable Trust's priority areas, but predominantly on the criminal justice strand of work.

Laura Lines is Funding Manager at Esmée Fairbairn Foundation. Laura's specialist area is social justice with an emphasis on gender equality, refugee and migration and criminal justice. She is co-convenor of the Association of Charitable Foundation's network on criminal justice and a trustee of the Coutts Foundation, which funds work to support women and girls. She is a trustee of Safe Ground, a small arts and criminal justice charity empowering people to change, reduce reoffending and build stronger communities.

Laurence Meyer is Racial & Social Justice Lead at Digital Freedom Fund. Laurence previously worked as a parliamentary assistant in the French National Assembly and works on the notion of race in law. She is also involved in several community-centered projects. Laurence is based in Berlin.

Lisa Lee is Grant Assistant at Paul Hamlyn Foundation (PHF). Lisa works for the Shared Ground Fund (focused on supporting the migration sector) and Ideas and Pioneers Fund at PHF, as well as being on

the DEI Advisory Group. Previously, she worked at non-profit charities within education and social innovation for eight years.

Maha Anter is Head of Operations and Programme Support at Ignite Philanthropy. Maha has worked at Stars Foundation UK as its Programmes Consultants. She worked for over ten years as the Programmes Director of Africa's and the Middle East's largest female-focused Microfinance Institutions. Maha has extensive experience in the field of training and development covering management, microfinance and communications.

Majbritt Thøgersen is Administrative Assistant at Dreilinden gGmbH. Majbritt has ten years' experience in the fields of political and sexual education, racial and gender justice, sexual violence prevention, as well as event and project management.

Martin Modlinger is Programmes Consultant at EDGE Funders Alliance. Martin is passionate about organising for systemic change. He started working in philanthropy and philanthropic organising in 2014, with a special focus on human rights, technology and social change. He led Renewable Freedom Foundation and the Center for the Cultivation of Technology and is currently also working with a number of other initiatives on transforming philanthropy and lifting up movements.

Martina Fin is Programme Officer for Learning and Engagement at EDGE Funders Alliance. Martina has been part of the EDGE Team since July 2018, moving from her role as Communications Trainee to her current position. In her free time, Martina loves reading, taking care of her plants and walking around Brussels.

Michael Pitchford is Head of Grant Programmes at Joseph Rowntree Charitable Trust. Michael joined the trust in November 2012. His career has involved working with former drug users, the Irish Traveller community and for the Community Development Foundation, where he was seconded to the Department for Communities and Local Government. Before becoming Head of Grant Programmes at Joseph Rowntree Charitable Trust, Michael led on the Rights and Justice programme.

Miranda Russell is Project Head at Open Society Foundations. Miranda works in the Grant Making Support Group (GMSG), which aims to foster a shared culture of grant making across the foundation's global network. In her role, she contributes to the design and management of research projects, the development of resources for information and training purposes and the implementation of communication strategies. Prior to joining OSF in 2018, Miranda worked on a number of humanitarian and development projects in Jordan.

Nadia Ramjhan is Programme Officer at Barrow Cadbury Trust. Nadia joined the trust in October 2018 and is the Programme Officer for three of the trust's programmes: Criminal Justice, Migration, and Economic Justice. She provides administrative and operational support to the programmes, and will be maximising the impact of the Trust's work by supporting dissemination and sharing learning. She has ten years' experience of working in the community and voluntary sector for organisations such as Healthwatch Ealing, the National AIDS Trust and Penrose Criminal Justice Services.

Nathalie Perez is Programme Administrative Assistant at Open Society Foundations. Nathalie joined OSF for the Grant Making Support Group in September 2019. Prior to OSF, she worked as a Programme Assistant and Social Media Manager for the New York City Elder Abuse Center within Weill Cornell Medicine's Division of Geriatrics and Palliative Care. Nathalie also served as a Human Resources Intern at Wellspring Philanthropic Fund where she discovered a passion for social justice work.

Nelly Koko-Konan is Grants officer at The Clothworkers' Foundation. Nelly made her debut in Philanthropy and Grants making six years ago. Her first role was based in the US where she engaged with homelessness related projects based in New York, Boston, Chicago and Washington. Nelly has lived, studied and worked in France and currently lives in London.

Patrick O'Kelly is Learning and Development Manager at The Clothworkers' Foundation. He has previously worked at the Henry Smith Charity and Skinners' Company.

Perry Cammack is Peacebuilding Programme Director at Rockefeller Brothers Fund. From 2003 to 2012, Perry worked for the Senate Foreign Relations Committee. From 2013 to 2015, he worked for the Policy Planning Staff at the US State Department.

Philip Howard is Director of Grants at Clothworkers' Foundation. Previously, Philip worked for the Big Lottery Fund, the Heritage Lottery Fund and the Bright Spark Theatre. He has had various volunteering roles with Crusaid and the Brighton Gay Society.

Poonam D'Cruze is Senior Portfolio Manager at Comic Relief. Poonam is an international development practitioner, with over fifteen years' experience of delivering and advising on complex, multi-stakeholder programmes in over 20 countries across three continents. Having partnered with grassroots organisations, local government and corporates, she is able to navigate and negotiate complex challenges to deliver meaningful and impactful results with limited resources. Poonam is acutely aware of power and privilege dynamics and seek to build respectful and meaningful relationships based on trust.

Rana Celal is a Philanthropic Advisor based in the UK. Rana has worked in academia, activism, philanthropy and cultural diplomacy to promote equality, human rights and peace. Along with her role as a Senior Associate at the Equality Impact Investing Project (EIIP), Rana currently advises the Robert Bosch Stiftung on its programme focused on reducing inequalities through intersectional practice and is a Visiting Fellow at the London School of Economics's (LSE) International Inequalities Institute. She recently co-authored the Booska Paper with The Ubele Initiative. She serves on the boards of the European Cultural Foundation and Greenpeace Mediterranean and is a trustee of Greenpeace International. Most recently, Rana was the founding Executive Director of the Atlantic Fellows for Social and Economic Equity programme at LSE.

Robin Nobel is Senior Programme Officer at Sigrid Rausing Trust. Robin is Senior Programme Officer for Large Gifts, Miscellaneous Grants and Trustee Small Grants. Prior to taking up post at the trust, he served as Senior Grant Programmes Manager and Acting Director of the Rothschild Foundation Hanadiv Europe, a philanthropic trust aimed at the preservation and promotion of Jewish Heritage across continental Europe.

Rute Caldeira is Senior Advisor at Ignite Philanthropy. Rute has almost two decades of experience in the development and the good governance sectors, where she has built considerable expertise in evaluating the impact of evidence-based advocacy initiatives that aim to enable policy changes, and in developing effective and sustainable strategies for these initiatives. She recently joined the Ignite Philanthropy team as a senior advisor with the aim to amplify the out of the shadows index's impact for policy change.

Sarah Buxton is a member of the Network for Social Change. Sarah has worked with refugees and Asylum seekers in UK and Australia, NGO's and local government. She is a member of Network for Social Change Human Rights Group and Chair of ReConnect, a charity working to support refugees into higher education particularly teaching.

Sarah Fuchs is Research Assistant at Freudenberg Foundation. The Freudenberg Foundation works on a broad range of programmes and projects promoting social inclusion and democratic culture mainly throughout Germany. Before joining the Freudenberg Foundation, Sarah has done field research in Senegal and completed her PhD in social and cultural anthropology at the University of Constance, Germany.

Senda Ben Jebara is Programme Officer at Astraea Lesbian Foundation For Justice. Senda is a queer feminist from Tunisia, currently based in Montreal, Canada. She has been involved in political organizing and in feminist and queer movements for the past ten years. She sat on the board of 'Chouf' and 'Mawjoudin', two LGBTQI+ organizations based in Tunisia, and co-organized The International Feminist Art Festival - Chouftouhonna and the Mawjoudin Queer Film Festival. Senda is a firm believer in intersectionality and has been involved in several projects across the Middle East and North Africa focusing on LGBTQI+ rights as well as migrant and refugee rights.

Sheena Khanna is Grants Officer at The Legal Education Foundation. Sheena is experienced in grantmaking, having previously held positions in arts funding. At Arts Council England she worked on project grants, the National Portfolio, and project managed the Artists' International Development Fund (co-funded by British Council). Prior to joining The Legal Education Foundation, Sheena spent five years freelancing in the arts, working with contemporary performance companies, venues and independent artists as producer, project manager and fundraiser. Sheena specialised in disability arts and freelanced at Unlimited, a funding and commission programme.

Shemain Wahab is Tools Manager at Esmée Fairbairn Foundation. Shemain manages the Foundation's development and use of tools, and support for new ideas and infrastructure. This includes the Funding Plus programme. Prior to joining the Foundation, she has held roles within the public, private and not-for-profit sectors.

Sofia Arroyo is Executive Director at EDGE Funders Alliance. Sofia was born and raised in Mexico City and for many years worked in the film and advertising industry as a director and assistant director. She has been involved with philanthropy since 2007 when she joined Sacred Fire Foundation, first as Director of Grants and Partners, then as Communications Director and later as Executive Director. Sofia also serves as Steering Committee member at Kindle Project and as board member for International Funders for Indigenous Peoples. Sofia has been a passionate and strong advocate for the continuance of indigenous traditional knowledge and hopes to effect social change by raising awareness about the values and perspectives rooted in these ancestral traditions and by upholding a vision for a just and interconnected world.

Sophia Sakhanberidze is Programme Associate at Mama Cash. Sophia has a history as an environmental activist nationally in Georgia, before she moved to the Netherlands. She is currently part of the Mama Cash's movements team working to support feminist and women's right groups across the region.

Sophie Ngo-Diep is Senior Programme Manager at European Programme for Integration and Migration (EPIM), a collaborative of funders supporting civil society work on migration in Europe. Sophie joined EPIM in 2016. Previously, she worked at the intersection between migration and development and built her expertise in the areas of refugee resettlement and inclusion. Sophie also worked for the EU Delegation to Cambodia, the European Association for the Defence of Human Rights and volunteered for the Belgian Red Cross.

Tania Bronstein is Programme Manager at Trust for London. Tania has over 35 years' experience in grantmaking and in working as an activist for migrant women's rights. She currently manages the Disability Initiative at Trust for London which is striving for leadership of those most impacted and working towards disability justice.

Thomas Vink is Programme Officer at Digital Freedom Fund. Thomas coordinates the Digital Freedom Fund's grantmaking, supporting strategic litigation to advance digital rights in Europe.

Tim Cahill is Senior Programme Officer at Sigrid Rausing Trust. Prior to joining the trust, Tim headed Amnesty International's Brazil team for over ten years. During this time, he did extensive work on issues including prisons and torture, indigenous peoples' rights, slave labour, land rights, and threats and killings of human rights defenders. His main area of expertise is public security, social exclusion and human rights, leading him to devise dynamic new strategies to address systemic urban violence in Brazil and in Africa. Previously he worked at the Portuguese for Africa section of the BBC World Service.

Volker Nüske is Senior Projektmanager at Robert Bosch Stiftung GmbH. Volker is working in the Team Immigration Society/Inclusive Society. The aim of the team is to improve living together in diverse society, through addressing municipal administration and migrant civil society.