



Grant Skills Week 2021 – Funding with a Racial Justice Lens

Speakers' list and biographies:

Session One: Understanding Racism in the EU & UK Context

This opening session will provide core components of grantmaking with a racial justice lens and give participants an overview of racism and the particular challenges to addressing it in the European context. It will ground the series with insight into the manifestations of structural racism in Europe and the UK. Recognizing that analyzing data is such a core component of racial equity and justice, the session will explore both the benefits and challenges of collecting and using equality data for advocacy purposes in the European context. Finally, it will look at the potential role of foundations in shifting conversation around these issues.

Daniel Gyamerah, Chairman of EOTO and Division Lead at CFE

[Each One Teach One](#)
[Citizens For Europe](#)



Daniel Gyamerah ([@DanielGyamerah](#)) serves as pro-bono Chairman of Berlin-based [Each One Teach One](#) (EOTO) and has provided leadership from being a neighborhood initiative toward becoming a central actor of empowering the African descent communities in Germany. At [Citizens For Europe](#) (CFE) he leads the Diversity-in-Leadership division and the portfolio on equality data, antidiscrimination and inclusive leadership. He is passionate about crafting inclusive policies and the institutionalization of community empowerment. Daniel is a founding board member of neue deutsche organisationen (ndo), an umbrella organization of 100+ organisations of 2nd+ generation migrants. His publications cover inclusion in the

public, cultural and educational sector. He was a Teach First Germany Fellow and is a member of the Transatlantic Inclusion Leaders Network (TILN). His work has been covered on major television and news outlets. Daniel holds a BA in Public Administration and a MPP from the Hertie School of Governance.

Karen Taylor, Director of Advocacy @ EOTO and Chair @ ENAR

[Each One Teach One](#)

[European Network Against Racism](#)



Karen Taylor is the Chair of ENAR (European Network against racism). ENAR is the only pan-European network combining racial equality advocacy with building a strong network of anti-racist organisations across Europe.

At EOTO (Each One Teach One e.V.) a Black led community organization for empowerment of People of African Descent in Germany Karen is the director of policy and advocacy.

Karen is equally working as a policy advisor at the German Bundestag where she concentrates on anti-discrimination policies in Germany as well as on human rights issues in West Africa.

Throughout Karen's professional carrier and voluntary work, it has always been her goal to fight racial discrimination and to provide equal access to political decision-making processes for the most marginalized groups in Germany.

As former Chair of the committee for migration and diversity of the Social Democratic Party (SPD) Berlin Karen promoted the concept of intersectionality and inclusion within the party and the government of Berlin. She was the first Black woman to hold this position.

Karen is an Alumnae of the Transatlantic Inclusion Leaders Network (TILN) organized by the German Marshall Found (GMF). She is also a member of the coordination group for the implementation of the "UN-Decade for people of African descent" in Germany.

Halima Begum, Chief Executive
[Runnymede Trust](#)



Halima is Chief Executive of the Runnymede Trust. She has held senior leadership positions across policy, programmes and research with a range of organisations including the Foreign, Commonwealth and Development Office, the British Council and LEGO Foundation.

Halima’s experience spans education, equality, human rights, public health, the environment and post-conflict reconstruction. Her portfolio of responsibilities has included leading the Sino-British Action Plan on food insecurity, the UK effort to promote girls’ education in Pakistan, and research collaborations between higher education institutions in Britain and Asia. She began her career as a policy analyst on the Commission for a Multi-Ethnic Britain, before joining Action Aid and the LSE Centre for Civil Society.

As a disabled Muslim woman raised in London, Halima is a lifelong campaigner for equality and civil rights. In the early 1990s, she co-founded Women Against Racism to combat the rising incidence of racial and religious intolerance in the East End. Today, she chairs the UK Women’s Environmental Network and sits on the board of various organisations including Toynbee Hall, the Ella Baker School of Organising and the Labour Campaign for Human Rights.

Session Two: Supporting Organizations Led by People with Lived Experiences of Racism

As we read in the [Human Rights Grantmaking Principles](#): “Human rights funders recognize that individuals and communities experiencing injustice should lead in articulating the change they wish to see and the paths taken towards its realization.” Unfortunately, as noted in the [Booksa Paper](#), funders themselves often play a role in perpetuating structural racism, and their own practices need to be examined. It is not only a matter of legitimacy and shifting power where its unbalance has caused harm, but also a matter of both short-term and long-term impact as groups affected by racism best know their own needs, contexts, and possibilities for change. Through an exchange with speakers from various POC-led organisations across Europe, this session will reflect on how funders can better support minority-led groups while applying an intersectional lens to their work and strengthening solidarity across movements.

Mohammed Badran, Founder
[Syrian Volunteers in the Netherlands \(SYVNL\)](#)



Mohammed Badran is an anthropologist, advocate, and a community mobilizer. He is a founding member of a number of self-led networks such as Syrian Volunteers in the Netherlands (SYVNL), G100 initiative, the Global Refugee-led Network (GRN), and the Diaspora Networks Alliance (DNA). His consultancy MB Capacity Development supports organizations, companies and government institutions to better understand the different dimensions of migration and the refugee experience.

Mohammed is originally from Damascus, Syria, where he studied interior design at Damascus University; he started to receive threats because of his humanitarian work which eventually forced him to leave. He resettled in the Netherlands in 2013, where he completed his Master degree in Cultural Anthropology and Development Sociology at the Vrije Universiteit Amsterdam.

In 2017, Mohammed along with two other refugee leaders launched the G-100 initiative, a mobile dialogue platform that brings together newcomers with experts and decision-makers to find solutions to key challenges in cities today. So far, this initiative has led to a series of dialogues being held in Amsterdam, Brussels and Berlin, and bringing together relevant stakeholders that culminate in policy recommendations developed and delivered by newcomers.

Sarah Chander, Co-founder - Equinox Initiative for Racial Justice
[Equinox Initiative for Racial Justice](#)

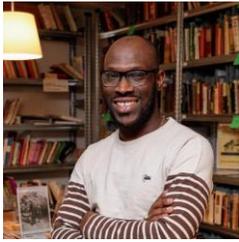


Sarah is one of the Co-founders of the Equinox Initiative for Racial Justice, a people of colour led advocacy project with solidarity and empowerment at its heart. Equinox is a coalition of racial and social justice leaders, activists and organisers from across Europe working in solidarity to influence European Union law and policy. Sarah is also Senior Policy Adviser at European Digital Rights, where she leads s policy work on AI and non-discrimination with respect to digital rights.Sarah has experience in racial and social justice, previously she worked in advocacy at the European Network Against Racism (ENAR), on a wide range of topics including anti-discrimination law and policy, intersectional justice, state racism, racial profiling and police brutality.She was actively involved in movements against immigration detention. She holds a

masters in Migration, Mobility and Development from SOAS, University of London and a Law Degree from the University of Warwick.

Mitchell Esajas, Co-founder

The [Black Archives and of New Urban Collective](#)



Mitchell Esajas (the Netherlands, 1988) is a co-founder of New Urban Collective, a network for students and young professionals from diverse backgrounds with a focus on the Surinamese, Caribbean and African diaspora. Esajas studied Business Studies and Anthropology at the Vrije Universiteit Amsterdam. In 2016 he co-founded the Black Archives in Amsterdam, a cultural center based on a unique collection of books, documents and artefacts documenting the histories of Surinamese and Black people in the Dutch context. The Black Archives develops exhibitions and public programs based on the collections and urgent societal issues.

Koray Yılmaz-Günay, Co-Director of Migrationsrat Berlin (the Migration Council of Berlin)

new german organisations - [neue deutsche organisationen](#) (ndo) e.V.



Koray Yılmaz-Günay is co-director of Migrationsrat Berlin (the Migration Council of Berlin), an umbrella organization of more than 80 migrant, Black and PoC organizations in Berlin. He has been politically active in different movements since the beginning 1990s (starting with the students movement, in queer movements, in anti-fascist and anti-racist movements, the refugees movement). At the end of the 1990s he co-founded GLADT, an organization of queer migrants and PoC and queer Black people. GLADT then was one of the founding members of Migrationsrat in 2004. After being a board member for a couple of terms he changed into the office of Migrationsrat starting in January 2020. In that capacity he is affiliated with the NDO network.

Koray also does educational work, he is a translator/interpreter for Turkish//German and owns his own publishing company.

Yvonne Field, Founder and CEO

[Ubele](#)



Yvonne has more than 38 years of professional experience working with a wide range of organisations and stakeholders ranging from professional front line staff through to senior management, policy makers and planners in local, national and international government, civil society organisations and the corporate sector.

She has spent substantial periods working in organisational learning and development, change management, informal education with youth, social care, health systems.

Yvonne has professional and post qualifications in community and youth work, organisational change management, teaching and social work. She has also been on the board of a number of charitable trusts and is a Fellow of the Institute for Learning (FifL) and a Fellow of the Royal Society of Arts (FRSA).

In 2012 Yvonne was awarded a Winston Churchill Fellowship and travelled to Atlanta, Georgia and New Zealand to explore social leadership development in African-American communities, plus community enterprise and the transfer of indigenous knowledge inter-generationally within the Maori community.

Đorđe Jovanović, President

[European Roma Rights Center \(ERRC\)](#)



Đorđe's relationship with the ERRC dates back to 2001. Jovanović's family instilled in him an abiding aversion to fascism, racism, and other forms of injustice. Motivated by his relatives' experiences of torture, forced labour, and, in some cases, extermination in Nazi concentration and death camps, Jovanović has dedicated his professional life to working for the emancipation of his fellow Roma. Jovanović is also openly gay and is particularly interested in the intersectional forms of discrimination many Roma face. He holds a university degree in preschool education and completed Romology studies at the University of Novi Sad. He also studied psychotherapy at the school of Transactional Analysis (TA) and is a TA practitioner. Prior to being named President Jovanović was the ERRC's Research and Networks Director.

Sarah Zouak, Co-Founder & Director

[Lallab](#)



Sarah is building a whole new generation of Muslim women who re-take ownership of their own narratives, having their voices finally represented in the debate about their rights and the discriminations they endure. She drives them through a healing and empowering journey that allows them to influence the way individuals and institutions consider and address discriminations.

Sarah's parents immigrated from Morocco to France to study in the 1970's. They always encouraged Sarah and her two sisters to be independent women and to be proud of their multiple identities: French, Muslim and Moroccan. Sarah soon realized how racism affected families with foreign origins. Her family was considered and told by their surroundings they were a "good Arab family" who was polite, quiet, educated and open-minded. Sarah could sense how this "positive" image was only hiding deeply entrenched stereotypes against Muslim and Arab people.

Studying at a business school, she decided to take on an apprenticeship in a large charity working for AIDS prevention relying on the expertise of people affected by HIV, representing the majority of the staff. This experience was thrilling and happened to be a gamechanger in her life since this was when she understood the power of giving a voice to those directly concerned by the problem, recognizing their legitimacy to tackle it in a relevant and appropriate way.

While developing her feminist outlook, people around Sarah kept challenging her on supposed contradictions, asking her how she could be Muslim and pretend that she wanted to fight for women's emancipation. She felt unequipped and started looking for answers. At that time, she read the book *Islamic Feminisms* (French sociologist Zahra Ali), that made her realize for the first time of her life that all the shame she got from her different identities could transform into pride and no contradiction. When she enrolled in her master's degree in Geopolitics, she offered her master's Director to lead a research project on Feminism and Islam. This renowned feminist whom she admired a lot refused, asserting that being a feminist and Muslim was not compatible, but Sarah persisted. After graduation, she launched the Women Sense Tour in Muslim Countries. She traveled across 5 Muslim countries to meet 25 women social entrepreneurs fighting for women's rights. Eager to share what she had learnt and to call-out the problem in France, she produced a documentary movie on her tour and organized screening-debates all over the country. Observing the reactions of Muslim women participants, she soon understood she had to initiate a larger movement by relying on those directly concerned by the problem: Lallab was born.

Session Three: Foundations Responding to Resistance

This closing session aims to allow space for an honest conversation among funders addressing internal and external resistance to racial justice grantmaking. We will exchange insights and experiences on how to talk about these sensitive and at times divisive issues (which have been framed even as “cultural wars”). What messages resonate with internal and external audiences? What are the points of resistance, and how can we deconstruct them? How can we be brave advocates for change while bringing along others?

Claudia Bollwinkel, Senior Program Advisor

[Dreilinden](#)



Claudia joined Dreilinden, an independent funder for global LGBTIQ rights, as Senior Program Advisor in 2019. She is dedicated to transformative funding methods because she believes that how we do things is as important as what we do. In 2018 she co-authored the book “[Giving with trust](#)” together with Ise Bosch and Justus Eisfeld.

From 2010 to 2016, she served on the board of Mexico-based Prospera – the International Network of Women’s Funds. During her 15 years as program manager of filia.die frauenstiftung, a women’s fund based in Germany, she gathered deep knowledge about grantmaking with a feminist perspective and co-created a participatory grantmaking mechanism that gives girls* from marginalised communities a voice in decision making.

Claudia raises two Black kids together with her partner, a Black trans activist, and is a volunteer in the hospice movement.

Sümeyye Ekmekci, Program Officer

[Democracy and Media Foundation](#)



Sümeyye Ekmekci is a Program Officer at the Democracy and Media Foundation, an Amsterdam-based foundation committed to independent and critical journalism and a strong, just democratic state based

on the rule of law. In addition to her work on these issues, Sümeyye's work specifically focuses on supporting the civil society field of Muslim-led organizations, including grassroots organizations, in their advocacy against Islamophobia in the Netherlands.

Ali Khan,

[Open Society Foundations](#)



Ali is a Senior Portfolio Analyst with OSIFE, working on Civil Liberties, focusing in particular on tackling racial and religious discrimination.

Ali was always drawn to social and racial justice issues. As a student at the University of Antwerp, he engaged as a volunteer in a number of projects aiming at improving access to higher education for young people of racial/ethnic minority backgrounds.

After graduating with an MSc in Economics, he started his professional career with the City of Antwerp, leading a project that aimed to get young people's perspective into city policymaking processes. Then he went on to work for EUROCITIES as a Policy Researcher, analysing demographic trends in 12 European cities. Prior to joining OSIFE Ali worked for five years at the European Foundation Centre, where he managed thematic networks of foundations on topics such as Roma inclusion, diversity, migration and integration and gender equality.

Celia McKeon, Chief Executive

[Joseph Rowntree Charitable Trust \(JRCT\)](#)



Celia joined Joseph Rowntree Charitable Trust as Chief Executive in September 2019. She was a Co-founder and Co-ordinator of the peacebuilding network Rethinking Security and previously worked as Assistant Trust Secretary at JRCT for seven years.

Before this, she was a Policy Director at the international peacebuilding organisation Conciliation Resources and a Quaker representative supporting local peacebuilding initiatives in the Balkans. She is a trustee of Independent Domestic Abuse Services (IDAS).

Fiona Montagud O'Curry, Director of Programs

[Calala Fondo de Mujeres](#)



Graduated in Political Science and feminist activist, she has 15 years of experience working on gender issues, women's rights and international cooperation. She has worked in Spanish public administrations, as well as in NGOs both in Spain and in Central America. She joined Calala in 2013. As Director of Programs, she is in charge of coordinating Calala's support to women's and feminist organizations, including migrant and racialized women's organizations. She also is responsible for integrating a decolonial perspective in Calala, both in their programmatic work and internally.

Jenny Oppenheimer, Action Inquiry Manager

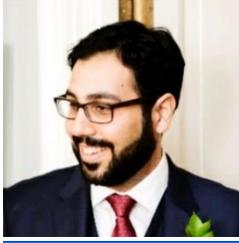
[Lankelly Chase](#)



Jenny Oppenheimer has worked in the philanthropic sector for over a decade and is Inquiry Manager at Lankelly Chase. Jenny is a co-founder of Future Foundations UK, a network of minoritised racial groups working in UK philanthropy and sits on the European Steering Group for the Edge Funders Alliance. Jenny was previously the UK Programme Manager for the Ariadne network of European Funders for Social Change and Human Rights.

Ali Torabi, Rights and Justice Program Manager

[Joseph Rowntree Charitable Trust \(JRCT\)](#)



Ali leads the Rights and Justice Programme at JRCT.

Ali has previously worked as the Brexit Lead for the Trades Union Congress (TUC). He has a decade of experience as a campaigns and policy strategist in Whitehall with the Cabinet Office, with tech startup Look After My Bills, and with campaigning organisation 38 Degrees.

Outside of the day job, he was the founding chair of human rights charity EachOther (formerly RightsInfo), a trustee of Safe Passage International, and a grants committee member for Justice Together Initiative. Ali came to the UK as an asylum seeker in 2005.

Convenors/Facilitators

Julie Broome, Director

[Ariadne](#)



Julie has been Director of Ariadne since 2016. She has over 20 years of experience in the non-profit and philanthropic sectors, with a particular focus on human rights and transitional justice. She served as Director of Programmes at the Sigrid Rausing Trust, where she oversaw grantmaking to human rights organisations in Europe, Africa, the Middle East, and the Americas, and previously managed technical rule of law assistance programmes in Central and Eastern Europe and Eurasia with the CEELI Institute in Prague and the American Bar Association's Rule of Law Initiative. She holds a PhD in Politics and International Studies from the School of Oriental and African Studies at the University of London, an LLM in International Human Rights Law from the University of Essex, an MA in International Studies from the University of Washington, and a BA from Sarah Lawrence College. She has an interest in bridging research and practice and is currently the chair of the advisory board of the Human Rights Data Analysis Group.

Debora Guidetti, Senior European Programme Manager
[Ariadne](#) (hosted at [Network of European Foundations \(NEF\)](#))



Debora identifies trends and opportunities, promotes membership, and liaises with other funders' networks. Debora has 15 years' experience of professional and volunteer activities for foundations, NGOs and international organisations. Before joining Ariadne in 2019, she worked for a few years as an independent consultant. Previously, she managed the anti-discrimination work of the Open Society Initiative for Europe (OSIFE) focusing on Western Europe for five years. From 2008 to 2011, she managed the European Programme for Integration and Migration (EPIM), a grant-making initiative of NEF. Formerly, she worked for UNESCO in Cuba and Mexico and for Handicap International Belgium. She studied international relations, political sciences, culture and development studies, in Italy (Padua), France (Sciences-Po Paris), and Belgium (University of Leuven).

Lori Villarosa, Founder and Executive Director
[Philanthropic Initiative for Racial Equity \(PRE\)](#)



Lori has been a pioneer working consistently at the intersection of racial justice and philanthropy for nearly 30 years, engaging with thousands of funders at the community level, regionally, nationally and internationally to increase resources to combat systemic racism. As the founder and executive director of the Philanthropic Initiative for Racial Equity (PRE), she works with a diverse board of racial justice leaders and movement partners to significantly shift grantmaking practices through PRE's conference workshops, Racial Justice Funder Labs, direct consultations, coaching, research and through PRE publications, such as the seminal [Grantmaking with a Racial Equity Lens](#) guide, and more recent [Grantmaking with a Racial Justice Lens: A Practical Guide](#).

Prior to launching PRE, Lori worked at C.S. Mott Foundation for 12 years, where she was instrumental in developing and managing the foundation's portfolio to explicitly address institutional and societal racism, shepherding \$24 million in racial equity and justice grants in the 1990s to early 2000s. She has served on several foundation boards over the years, most recently chairing the Edward W. Hazen Foundation board, in leadership roles in the past with philanthropic infrastructure organizations including ABFE, AAPIP (as a past Chair), and now on Steering Committee & Executive Circle of CHANGE Philanthropy. She is also a

member of United Philanthropy Forum's Racial Equity Committee and the Latin American Committee of WINGS (Worldwide Initiatives of Grantmaker Support).

In addition to deep work within every region in the U.S. (with recent focus in the South), Lori has presented and worked with racial justice NGOs and grantmakers globally, including in Brazil, Canada, Colombia, France, Germany, Mexico, South Africa and the United Kingdom. She has been published in *Nonprofit Quarterly*, *The Alliance Magazine*, and is often quoted in other philanthropic media on issues of Black movement building, intersectional issues, racial justice philanthropy data and trends.